

APPROVED

Order of the Ministry of Education and Science
of Ukraine dated June 06, 2022 No. 529

Minister /*Signature*/ Serhii SHKARLET

Seal: /THE MINISTRY OF EDUCATION
AND SCIENCE OF UKRAINE *
Identification code 38621185. State Emblem of
Ukraine/

CHARTER

OF V. N. KARAZIN KHARKIV NATIONAL UNIVERSITY

(new version)

EDRPOU code 02071205

AGREED

by the conference of the work collective
on December 03, 2021 (Protocol No. 3)

Kharkiv 2022

1. General provisions

1.1 This Charter of the higher educational institution has been developed in accordance with the legislation of Ukraine and it regulates the activities of V. N. Karazin Kharkiv National University (hereinafter – University).

1.2 Kharkiv university has been created in accordance with “The Letter of Approval of the Kharkiv Imperial University”, which was signed by the Emperor Aleksander I and took effect on November 05, 1804 (according to the Julian calendar).

According to the Order of People’s Commissariat of Education of Ukrainian Soviet Socialist Republic from June 02, 1920 on the basis of the Faculty of History and Philology and the Faculty of Physics and Mathematics they created the Temporary Higher Pedagogical Course in July of the same year, which was transformed into the new higher educational institution – the Academy of Theoretical Knowledge (ATK).

According to the Decision of the Small Collegium of the Ukrainian Department of the Professional Education from May 18, 1921 on the basis of the Academy of Theoretical Knowledge they created the Kharkiv Institute of People’s Education (KIPE).

According to the Resolution of the Council of People’s Commissars of the Ukrainian Soviet Socialist Republic from August 11, 1930 No. 633 “On reorganization of both the network and the system of the pedagogical education” the Kharkiv Institute of People’s Education was liquidated as the only educational institution. On its basis they created Kharkiv Pedagogical Institute of Professional Education (KPIPE) and Kharkiv Institute of Physics, Chemistry and Mathematics (KIPCM).

According to the Resolution of the Council of People’s Commissars of the Ukrainian Soviet Socialist Republic from March 10, 1933 No. 72 “On arrangement of the state universities in Ukraine” creation of the university on the basis of physics, chemistry and mathematics institutes and professional education institutes was provided. Amalgamation of KIPCM and KPIPE got started after the Resolution of the Council of People’s Commissars of the Ukrainian Soviet Socialist Republic from July 21, 1933 No. 147 “The network and the contingent of the state universities of the Ukrainian Soviet Socialist Republic” resulting in restoration of Kharkiv State University.

In accordance with the Decree of the President of Ukraine from October 11, 1999 No. 1313/99 “On granting the status of the national university to Kharkiv State University” the University was given the status of the national one and assigned the name of V. N. Karazin.

In accordance with the Decree of the President of Ukraine from May 28, 2003 No. 454/2003 “Question on V. N. Karazin Kharkiv National University” the university was granted the status of self-governing (autonomous) state higher educational institution.

According to the Order of the Ministry of Education and Science of Ukraine from June 04, 2020 No. 767 “Some question on the higher educational institutions activities” the University is a successor of Kharkiv Education and Research Institute of State higher educational institution “University of Banking”.

In accordance with the Decree of the President of Ukraine from November 05, 2022 No. 487/2020 “On regulation of the use of the state property facilities which are being under management of the State Administration of Affairs” the Kharkiv Regional Institute of State Administration of the National Academy of State Administration under the President of Ukraine was transferred into the sphere of management of the Ministry of Education and Science of Ukraine.

According to the resolution of the Cabinet of Ministers of Ukraine from February 24, 2021 No. 147-p “Some questions on reorganization of the educational institutions” the University is a successor of the entire property rights and obligations of the Kharkiv

Regional Institute of State Administration of the National Academy of State Administration under the President of Ukraine.

1.3. The University is a multibranch autonomous and self-governing higher educational institution, which carries out the educational, scientific, scientific and technical, cultural and enlightening, financial and business and international activities.

1.4 The University is a public law legal entity, created in the form of the state educational institution, which is funded at the expense of the state budget and belongs to the sphere of management of the Ministry of Education and Science of Ukraine. The university was included into the State Register of the Scientific Institutions which are supported by the state.

1.5 The University is a non-profit higher educational institution. The features of the use of the income (profit) of the University as the non-profit higher educational institution are determined by the chapters 21, 22 of this Charter.

1.6 The University conducts its own balance sheet, has special registration accounts opened in the territorial body of the central body of the executive authority in the sphere of the treasury service of the budget funds and/or deposit accounts in the state-owned bank facilities, has a seal with the small State Emblem of Ukraine and its name, other seals, official forms, stamps, websites, its own newspaper, and science and popular science magazines as well. The University on its own behalf can acquire civil rights and have civil duties, be a plaintiff and a defendant in the court.

1.7 In its activity the University follows the Constitution and the Laws of Ukraine, Decrees of the President of Ukraine and Resolutions of the Supreme Council (Verkhovna Rada) of Ukraine, and also by the acts of the Cabinet of Ministers of Ukraine, provisions of this Charter, other regulatory legal acts. Interference of the state administration bodies into the educational, scientific, business and other types of activities of the University is not allowed except for the cases provided by the legislation.

1.8 The autonomy and self-governance of the University are implemented in accordance with the Laws of Ukraine "On Higher Education", "On Education", other legislative acts of Ukraine. It lies in self-reliance, independence and responsibility in decision-making concerning development of the academic freedoms, arrangement of the educational processes, scientific researches, internal administration, business and other activities, independent selection and placement of staff.

In the University the activities of the political parties and religious organizations are forbidden. Participation of the scientific-pedagogical, scientific, pedagogical and other employees, students, post-graduate students, post-doctoral fellows in the activities of the political parties and religious organizations outside the University cannot be a ground for any limitation of their rights as the participants of the educational process. During the educational process it is forbidden to engage the scientific-pedagogical, scientific, pedagogical and other employees, the higher education applicants and persons, who study at the University, into participation in the political actions and religious events.

1.9 Name of the University in Ukrainian: **Харківський національний університет імені В. Н. Каразіна.**

Name of the University in English: **V. N. Karazin Kharkiv National University.**

Short name in Ukrainian: **Каразінський університет.**

Short name in English: **Karazin University.**

1.10. Location of the University: Maidan Svobody, 4, Kharkiv city, 61022.

Phones: +380 57 705 12 47, +380 57 707 52 55.

E-mail: rector@karazin.ua.

2. The objective and the main tasks of the University

2.1. The objective of the University lies in enrichment of the scientific world view, bringing the acquired scientific knowledge into the educational process, training of the

specialists, efficient technologies of the material production and spiritual development of the society, contribute to strengthening of the intellectual, cultural, morality potential of Ukraine.

2.2. The main tasks of the university:

1) To conduct the educational activity on high level that provides the persons with receiving the higher education of the appropriate degree on the majors chosen by them;

2) To conduct the scientific activity by conducting the scientific research and provision of the creative activity of the participants of the educational process, training of the scientific staff of highest qualification and use of the received results in the educational process;

3) To participate in provision of the social and economic development of the state through development of the human capital;

4) Formation of the personality by way of patriotic, legal, ecological upbringing, establishment of the moral values in the participants of the educational process, social activity, civil position and responsibility, healthy lifestyle, ability to be free-thinking and self-organized in the modern conditions;

5) To provide an organic combination of the educational, scientific and innovative activities in the educational process;

6) To create the necessary conditions for realization of the abilities and talents of the participants of the educational process;

7) To preserve and multiply the moral, cultural, scientific values and achievements of the society;

8) To spread the knowledge among the people, improvement of the educational and cultural level of the citizens;

9) To establish the international connections and conduct of the international activity in the sphere of the education, science, sports, arts and culture.

3. The main directions of activities of the University

In accordance with the objective and the tasks the University develops the following directions of activities:

3.1. Professional training of the high-qualified competitive experts on all the degrees and levels of the higher education (Doctor of Philosophy (Candidate of Science), Master, Bachelor, Junior Bachelor) and the scientific degree of the Doctor of S in accordance with the state procurement and contractual obligations, including agreements on cooperation with the foreign higher educational institutions, particularly within the framework of the international educational programs on exchange of the higher education applicants and scientific-pedagogical employees; constant improvement of the educational process, provision of its high quality, advanced training of the professionals, spread of scientific knowledge among the people, provision of the educational services to the citizens during their lifetime;

3.2. Fundamental and applied scientific research, creation of the modern scientific and technical developments, innovative implementation of the scientific results and new technologies into the economy, education, culture, social area, other different areas of practical activity, conducting the scientific, scientific and technical and other expert examinations, provision of consulting services;

3.3. Participation in development and implementation of the internal system of the higher education quality assurance, the national system of qualification, the state and the university standards of education and standards of the educational activity together with the national system;

3.4. Advanced training of the professionals, postgraduate education and other types of the educational activities;

3.5. Attestation of the higher education applicants, scientific, pedagogical and scientific-pedagogical employees, awarding the scientific degrees of professor, associate professor and senior researcher;

3.6. Formation of the high moral values, patriotism, civil consciousness and responsibility of the higher education applicants, provision of the necessary conditions for realization of their abilities and talents;

3.7. Cultural and enlightening activities, preservation, enrichment and spread of the cultural and art values, national cultural heritage, development of the museum study and the museum pedagogy;

3.8. Popularization of science, arrangement and holding of different events, informational work aimed at the increase of the authority and prestige of science, scientific work in the society;

3.9. Conduct of the international activities in the area of education, science, sports, art and culture, participation in implementation of the appropriate international projects and programs; creation of the joint scientific centers, institutes, other associations and structural subdivisions together with the foreign partners to perform the educational and scientific and research program;

3.10. Performance of the medical practice in accordance with the legislation, provision of healthcare services, conduct of the diagnostic medical expertise;

3.11. Provision of scientific and methodological, cultural and enlightening, informational, consultative, sports and health, healthcare services, including to the higher educational applicants and employees of the University;

3.12. Provision of the paid services according to the List of the paid services, that can be provided by the educational institutions, other institutions and facilities of the educational system in accordance with the legislation;

3.13. Other directions of activities, which do not contradict the legislation.

4. The concept of the educational activities of the University

4.1. The educational activities of the University are based on the Constitution of Ukraine, the conceptual provisions of the Laws of Ukraine "On the Education", "On the Professional Pre-Higher Education", "On the Higher Education", "On the professional (vocational) education", "On the Scientific and Scientific and Technical Activities", State National Program "Education" ("Ukraine of the XXI century"), the National Doctrine on the Development of the Education, on the centuries-old university traditions, principles of the Bolognese Great Charter of Universities, signed by the University in 1988.

4.2. The main goal of the educational institution of the University is training the high-qualified and competitive professionals on the national and international market of the work for the educational, scientific institutions, state administration authorities and management, facilities, organizations, enterprises of all the forms of ownership on all the levels of the higher education in all the branches of the education (according to the international and the national classifications of the education), establishment of the universal human, national cultural values.

4.3. The University provides the persons, who study, with the professional training on the level of the best universities of the world, formation of the necessary skills and general competences, in particular:

- 1) The competence to creative and critical thinking;
- 2) The competence to study independently;
- 3) The ability to the innovative activities;
- 4) The ability to resolve the non-conventional theoretical and practical problems;
- 5) Formation of the skills of the intercultural communication;

6) Confident information and computer technologies skills on the branches of the future professional activities.

4.4. Educational activities of the University are based on the principles of:

1) Ensuring human rights, humanism, democracy, strict observance of the Constitution of Ukraine and the legislation;

2) Independence from the influence of the political parties, non-governmental and religious organizations;

3) Inseparability of the training and the scientific research;

4) A harmonious blend of theoretical and practical training of the professionals;

5) Academic freedom and integrity;

6) Humanism, democracy, independence from the influence of the political parties and the religious organizations;

7) Succession and continuity;

8) Ensuring of the competitiveness of the University and its alumni on the national, European and world levels;

9) Creation of the educational programs on the basis of competitiveness in accordance with the National Qualifications Framework, educational standards and better international experience;

10) Ensuring of the only end-to-end approach to development of the educational programs for all the educational levels with the mandatory determination of the training outcomes and criteria for the assessment of the level of gaining the planned competences by the higher education applicants;

11) Constant updating of the content, forms and methods of the educational process in accordance with the new trends on the jobs markets, progress in science and technology, both local and global social, economic and technological challenges;

12) Taking into consideration the needs of the jobs market during development and review of the educational programs of the world experience, engaging the employers, leading scientists, professional practitioners, alumni and the higher education applicants into this process;

13) Student-centered approach;

14) Providing the students with the possibilities to construct the individual educational trajectories;

15) Widespread introduction of the innovative training technologies;

16) Electronic support of the educational activities;

17) Balanced combination of the distance and the direct, synchronous and asynchronous training in accordance with the training profile;

18) Providing the higher education applicants with the favorable conditions for independent study and creative development;

19) Compatibility of the educational programs with the international classifications and standards for the higher education, internationalization of education, its integration into the world educational and scientific space;

20) Providing the people with disabilities with the access to the educational programs of the University;

21) Integration of the educational and scientific activities of the University and the scientific institutions and enterprises, particularly by way of creation of the Training, Scientific and Production Complexes;

22) Ensuring the feedbacks between the participants of the educational process, transparency and openness in access to the higher education, assessments of the training outcomes and attestation of the higher education applicants, particularly through introduction of the students' monitoring of the quality of education;

23) Active representation of the University in the international and national researches on determination of the universities' rankings, taking into consideration the assessment outcomes of

the University in improvement of the University system of the education quality assurance, the system of education activities quality assurance, the review of the educational programs;

24) The language of the educational process is the official one. Usage of languages in the University is determined by the Laws of Ukraine "On Ensuring Functioning of the Ukrainian language as official one" and "On Education".

The Academic Council of the University has a right to make decisions on teaching one, several or all the disciplines, carrying out of the individual tasks and hold of the monitoring events in English provided that all the higher education applicants who study the appropriate disciplines, speak English. In case of a written appeal of one or more students the University provides translation into the official language.

4.5. Implementation of the educational activities tasks of the University includes:

- 1) Participation in development and introduction of the national system of the higher education quality assurance, national system of qualifications, state standards of the education, other standards of the educational activities;
- 2) Research and taking into consideration the trends of development of European and world scientific space, forecast of changes on the jobs markets and in the educational services, introduction of the new educational programs;
- 3) Widening of the University's participation in the international academic mobility programs;
- 4) Formation of the joint educational programs with the universities partners;
- 5) Integration of the University with the scientific institutions and enterprises, particularly by creation of the Training, Scientific and Production Complexes;
- 6) Engagement of the representatives of the employers, leading scientists and professional practitioners, including foreign ones, to participation in the educational process and the final attestation;
- 7) Monitoring of the employment situation and carrier advancement of the alumni of the University;
- 8) maintaining feedback with graduates, involving them in the evaluation and improvement of educational programs and disciplines;
- 9) development of systems for evaluating the quality of the work of scientific-pedagogical and pedagogical workers during the implementation of educational programs;
- 10) development and improvement of the internal quality assurance system of educational activities at the University;
- 11) ensuring transparency and accessibility of information about the educational process at the University;
- 12) strict observance of academic integrity by participants of the educational process at the University. For violation of the norms of academic integrity, pedagogical, scientific-pedagogical, scientific workers of the University and applicants for higher education are brought to academic responsibility. The types of academic responsibility of participants in the educational process for specific violations of the norms of academic integrity are determined by legislation and regulations, internal regulations of the University, which are approved by the Academic Council of the University in agreement with the students' self-government body in terms of their responsibility.

5. Scientific, scientific-technical and innovative activity at the University

5.1. The main purpose of scientific, scientific-technical and innovative activity is to obtain new scientific knowledge by conducting scientific research and development and their focus on the creation and implementation of new competitive technologies, types of equipment, materials, etc. to ensure innovative development of society, improvement of legislation and law enforcement practice, increase the efficiency of social and economic relations, the level of public culture.

5.2. The main tasks of scientific, scientific-technical and innovative activities at the University are:

1) obtaining competitive scientific and scientifically applied results, development of fundamental, applied and search research in priority areas of science and development of physical, technical, space, radiation, biochemical, cartographic, information and other modern technologies;

2) application of new scientific, scientific and technical knowledge in the training of specialists with higher education, ensuring the integration of educational process, science and production;

3) formation of modern scientific human resources capable of ensuring the development and implementation of innovative scientific developments;

4) implementation of a continuous cycle of scientific and scientific-technical activity - from fundamental research to the implementation of scientific-technical developments into practice;

5) carrying out, together with the National Academy of Sciences of Ukraine and national branch academies of sciences, fundamental and applied scientific research in the identified priority areas of scientific, scientific-technical and innovative activity;

6) introduction into practice of scientific achievements, technical and technological developments;

7) implementation together with other higher education institutions and scientific institutions of joint programs in the priority areas of fundamental and applied research to address important socio-economic challenges in various sectors of the economy and public life;

8) implementation of innovative projects for the development, implementation and production of new high-tech products;

9) integration of education and science through participation in the creation of scientific-educational, scientific-research associations, branches of departments, innovative structures and other organisational forms of cooperation together with the institutes of the National Academy of Sciences of Ukraine and national branch academies of sciences; placement of educational, scientific-research and educational-scientific-production units at enterprises, institutions and organizations;

10) production and sale of experimental samples of new equipment, technologies and small-scale science-intensive products;

11) ensuring the protection of intellectual property rights, including innovative developments of the University;

12) development of scientific and scientific-technical creativity of students, ensuring the participation of students in the implementation of scientific and scientific-technical research and implementation of research results, etc.

5.3. The University can carry out scientific, scientific-technical and innovative activity through legal entities created by it, the subject of which is to bring the results of scientific and scientific-technical activity of the University to the state of innovative product and its further commercialization.

5.4. Scientific research at the University is carried out according to thematic plans of research works, orders for which are obtained on a competitive basis by research teams or individual scientists in accordance with national, state, regional, international, intersectoral and other programs, projects, developments, etc. business agreements.

5.5. Scientific and scientific-technical activity at the University is carried out on the basis of multichannel financing, attracting, in addition to the state budget, all types of sources not prohibited by law (business agreements, grants, own funds, etc.)

5.6. The University, in the manner prescribed by law, has the right to participate in the formation of the authorized capital of innovative structures and small enterprises formed with the participation of higher education institutions that develop and implement innovative products, by

contributing to them intangible assets (property rights to the objects of intellectual property rights).

6. Rights of the University

The autonomy of the University, defined by the legislation and this Charter, provides the right:

6.1. to make necessary decisions and perform actions that fall within the competence of the University and that do not contradict the law;

6.2. to determine the forms of training and forms of organization of the educational process;

6.3. to develop and implement own programs of educational, scientific, scientific-technical and innovative activities;

6.4. to choose the types of bachelor's and master's degree programs provided by the International Standard Classification of Education;

6.5. to develop and implement educational (educational-professional, educational-scientific) programs within the licensed specialty, establish their names and names of specialties;

6.6. to develop educational plans, establish the names of academic disciplines, their list, scope and logical sequence of study, determine the forms and scope of training and forms of organization of the educational process;

6.7. to introduce specialties, determine their content and educational programs disciplines;

6.8. by the decision of the Academic Council of the University to provide teaching of one, several or all disciplines, performance of individual tasks and conducting control measures in English;

6.9. to carry out postgraduate education and advanced training of specialists in relevant fields of knowledge, specialties, the opening of which is carried out in the order established by the legislation;

6.10. to issue to persons, who have successfully completed training under the program of postgraduate education, separate training programs or successfully improved their qualification, the relevant documents, samples of which are approved in the order established by the legislation;

6.11. to form the structure and plan of admission of applicants for education, guided by the need to fulfil state, regional and contractual obligations, based on the possibility of training specialists and licensed admission volumes;

6.12. to carry out preparation for admission to higher education institutions of citizens of Ukraine and foreign citizens, as well as training of specialists for foreign countries under intergovernmental agreements, agreements with international and non-governmental organizations, as well as under agreements and contracts concluded with higher education institutions, enterprises, institutions, organizations, individuals of other countries.

6.13. to award degrees of higher, professional pre-higher, professional (professional-technical) education to applicants for higher, professional pre-higher, professional (professional-technical) education, who, in accordance with the legislation, have successfully passed the certification procedure after completion of training at the appropriate level of education;

6.14. from accredited educational (educational-professional, educational-scientific) programs in the fields of knowledge and specialties (groups of specialties) to issue documents on education, as well as joint and double diplomas, to persons who have successfully completed the relevant educational (educational-professional, educational-scientific) program and passed certification;

6.15. provide educational, additional educational, auxiliary educational, scientific, scientific-technical, scientific-consulting and other paid services in accordance with legislation;

6.16. to conduct educational activities together with foreign educational institutions according to the agreed educational programs;

6.17. to hire scientific-pedagogical, scientific, pedagogical and other employees and dismiss them in accordance with the requirements of the legislation;

6.18. make the final decision on recognition, including establishing the equivalence of the degrees of professional junior bachelor, junior bachelor, bachelor, master, doctor of philosophy, doctor of sciences and academic titles of associate professor, professor during enrollment for study and/or for the position of scientific or scientific pedagogical worker;

6.19. to determine the norms of time of educational, methodical, scientific, organizational work of scientific-pedagogical, scientific and pedagogical workers according to legislation;

6.20. to establish the standards of the number of students per one position of scientific-pedagogical and research worker;

6.21. to introduce rating assessment of educational, scientific-research and innovative achievements of participants of educational process;

6.22. to determine and establish forms of moral and material encouragement of employees of the University;

6.23. to award honorary titles of V.N. Karazin Kharkiv National University according to the Regulations of the University on awarding honorary titles;

6.24. to carry out advanced training and certification of staff in accordance with the procedure established by law;

6.25. to carry out training of scientific personnel and scientific-pedagogical staff of higher qualification;

6.26. to make the final decision on awarding academic degrees by accredited specialized academic councils;

6.27. to award the title of professor, associate professor, senior researcher in accordance with the legislation;

6.28. to form the structure of the University and approve the staff list taking into account the specifics of the University in accordance with the law;

6.29. to create, reorganize and liquidate in accordance with the procedure established by law, institutes, colleges, professional colleges, schools, faculties, departments, branches, educational, methodological, scientific, educational-scientific, scientific-research, educational-scientific-production complexes (centres) and laboratories, science parks and other structural subdivisions that do not have the status of a legal entity, to be part of consortia in accordance with the law;

6.30. to determine the powers and legal status of structural subdivisions and indicate this in the regulations on the relevant subdivisions;

6.31. to establish standards for the provision of structural units of the University with material values and resources;

6.32. to form (found), reorganize and liquidate in accordance with the procedure established by law, scientific-research, educational, educational-production institutions, including those created jointly with foreign partners, foreign physical and legal entities for conducting scientific research, fulfilling orders for scientific and technical development and implementation of modern technologies, support of organizational, economic, and legal conditions for the approval of the results of the intellectual work of the University's specialists on the domestic and foreign markets, commercialization of the results of scientific-research work, the completion of educational and industrial practice and internships for persons who receive an education at the University, teachers, implementation of scientific-research work;

6.33. to form on the basis of the University innovative structures of different types (scientific and technological parks, business incubators, small enterprises, etc.) on the basis of combining the interests of high-tech companies, science, education, business and the state in order to implement innovative projects;

6.34. to establish general secondary education institutions in agreement with local self-government bodies;

6.35. to act as a founder (co-founder) of other legal entities that carry out their activities in accordance with the activities of the University in accordance with the law, including enterprises for the implementation of innovative and / or production activities, and / or international activities;

6.36. to establish its structural subdivisions in accordance with the legislation of foreign states in accordance with the legislation of foreign states;

6.37. to establish, in accordance with the legislation, direct relations with educational and scientific institutions, international organizations, enterprises, institutions and organizations, state authorities and local self-government bodies, to conclude cooperation agreements with them, as well as to carry out foreign economic activity on the basis of transactions concluded with foreign legal entities and individuals;

6.38. to practice medicine according to law;

6.39. to develop scientific, scientific and technical, social and economic forecasts for development priorities in industries of economy;

6.40. to organize and carry out scientific, technical and other types of expert evaluations according to law;

6.41. to define topics and perform fundamental and applied scientific researches in relevant scientific and technical fields with proper funds or funds from the state or customers;

6.42. to conduct fundamental, applied and experimental researches and to develop modern technologies in outer space, biochemical, physics technology, nuclear physics, radiochemical, radiobiological, radiation (including radiation safety and environmental measures), information, humanitarian and other fields with designer and warranty supervision of proper manufacturing, and performing uninterrupted cycle of scientific and technical activity ranging from fundamental research to practical implementing of scientific and technical developments.

6.43. To perform operations with radioactive, chemical, biological substances, objects and materials as well as generation devices in educational process and scientific works, and in disposal of devices and equipment according to law;

6.44. To perform operations with precious metals and stones in educational process and for scientific and research works, and in disposal of devices and equipment according to law;

6.45. To develop, manufacture, produce, store, transport, purchase, sell, enter into Ukraine, bring out of Ukraine, use, and destroy narcotic drugs, psychotropic substances and precursors according to law on circulation of narcotic drugs, psychotropic substances and precursors; to purchase, keep, destroy, use precursors from list 2, table IV in the "List of narcotic drugs, psychotropic substances and precursors", approved by Decree of the Cabinet of Ministers of Ukraine dated 06.05.2000 No.770 (as amended), in accordance with law on licensing of economic activities;

6.46. to use funds resulting from technology transfer to develop proper scientific research, modernize scientific, material and technical base, and to stimulate scientific and academic staff of the University;

6.47. to manufacture and sell, including abroad, proper science-intensive products made as a result of scientific and technical researches;

6.48. to perform publishing activity, develop proper printing base, to produce and sell publishing products, provide printing services, and to produce documents on education;

6.49. to publish monographs, manuals, study guides and other scientific, studying, methodology and publishing products in accordance with law;

6.50. in order to assure openness and awareness of the staff, to highlight scientific and academic activity and to educate the public to act as a founder or cofounder and to publish in appropriate manner printed mass media (magazines, newspapers, books, etc.), to create TV and

radio programs and broadcasts, and Internet resources in accordance with law;

6.51. to enter into agreements with legal entities and individuals inside and outside Ukraine in order to fulfil statute tasks;

6.52. to conduct on the basis of appropriate agreements common activity with other educational establishments, scientific bodies, companies, institutions, organizations and other legal entities in accordance with law;

6.53. to place proper training, scientific, research and production units in companies, institutions and organizations;

6.54. to be the owner of intellectual property objects created with own funds or funds of the state or local budgets (except cases defined by law);

6.55. to establish a sustainable fund (endowment) of the University and dispose the revenues of its use according to the sustainable fund functioning provisions, as well as to receive property, funds and material values, namely buildings, structure, equipment, vehicles, from state authorities, local self-government bodies, legal entities and individuals, including as charitable support;

6.56. to use the property attached to the University as of the right to economic management, including for economic activity, to let it on lease and for use in the manner specified by the law;

6.57. to define the items and volume of expenses out of proper proceeds;

6.58. to conduct in Ukraine and abroad financial, economic and other activities in accordance with law and this Charter;

6.59. to dispose the proper proceeds, namely from paid services;

6.60. to create proper or use under agreement other material and equipment bases for continuing educational, scientific, innovation or economic activities;

6.61. to create and develop proper utility and residential base, network of sports, rehabilitation, medical treatment, prophylactics and culture facilities;

6.62. to manufacture and sell products of public catering, to arrange their consumption according to law;

6.63. to carry out capital and current repairs of capital assets in accordance with law;

6.64. to channel funds for social support of the scientific, academic, scientific and academic, and other staff categories in the manner specified by law;

6.65. to create production, maintenance, design, development, and technological units, social and utility facilities and other structures not inconsistent by law or take part in their creation on shareholder basis;

6.66. to use land plots in the manner specified by the Land Code of Ukraine;

6.67. to purchase, receive material and equipment values (buildings, structures, equipment, vehicles, etc.), as well as funds from the executive authorities, companies, institutions, organizations, citizens and charitable funds for development of material and equipment base, assuring of educational process, improvement of everyday conditions, disease prophylactics and health improvement of pupils, students, postgraduates, doctoral candidates and other persons who get education in the University, the scientific, academic, scientific and academic, and other staff categories of the University in accordance with law and this Charter activity of the University;

6.68. to open current and deposit accounts in banks in national and foreign currencies in accordance with laws;

6.69. to receive dividends from securities, interest from deposits and placements of special fund money on current accounts of the state sector banks;

6.70. to make money transfers in foreign currencies to pay for collective membership fees in international educational and scientific unions (associations), as well as to subscribe for foreign scientific publications and access to world information networks and databases;

6.71. to conduct, in the manner specified by laws in order to perform statute tasks of scientific, technical, innovation, and educational work, the following activities:

- higher education;
- general secondary education;
- professional pre-higher education;
- other types of education;
- auxiliary activity in educational field;
- researches and experimental developments in the field of biotechnology;
- researches and experimental developments in the field of other natural and technical sciences;
- researches and experimental developments in the field of social and humanitarian sciences;
- newspaper printing;
- repair and technical maintenance of machinery and equipment for industrial purpose;
- repair and technical maintenance of electronic and optical equipment; repair and technical maintenance of electrical equipment;
- repair and technical maintenance of other vehicles; repair and technical maintenance of other machinery and equipment; organization of construction of buildings;
- construction of residential and non-residential buildings; electrical installation works;
- installation of water supply networks, heating and air conditioning systems; other construction-installation works;
- plastering works;
- installation of joinery;
- floor covering and wall cladding;
- painting works and glazing;
- other works on completion of construction; roofing works;
- other specialized construction works not included in other groups; retail sale of books in specialized stores;
- retail sale of newspapers and stationery in specialized stores;
- retail sale of audio and video recordings in specialized stores;
- retail sale carried out by mail order companies or via the Internet;
- other types of retail sale outside of stores;
- freight road transport;
- provision of services of transportation of things (moving);
- warehousing services;
- auxiliary services for land transport;
- activities of hotels and similar temporary accommodation facilities;
- activity of accommodation facilities for the period of vacation and other temporary residence;
- publication of books;
- publication of directories and catalogues;
- publication of magazines and periodicals; other types of publishing activities; publication of computer games;
- publication of other software;
- production of cinema and video films, television programs;
- compilation of cinema and video films, television programs;
- distribution of cinema and video films, television programs; demonstration of films;
- publication of sound recordings;
- activities in the field of radio broadcasting;
- activities in the field of television broadcasting; computer programming;
- consulting on informatization issues;
- computer equipment management activities;

other activities in the field of information technology and computer systems; data processing, placing information on web sites and activities related to it;
web portals;
activities of information agencies;
provision of other information services not included in other groups; leasing and exploitation of own or leased real estate property;
activities in the sphere of law;
activities in the sphere of accounting and auditing; consulting on taxation issues;
activities of the main departments (head offices); activities in the sphere of public relations;
consulting on issues of commercial activity and management;
activities in the sphere of engineering, geology and geodesy, provision of services technical consulting in these spheres;
advertising activities;
research of market conditions and revelation of public opinion; specialized design activities;
activities in the sphere of photography; provision of services of translation;
other professional, scientific and technical activities not included in other groups;
rental of goods for sports and recreation;
provision of cars and passenger vehicles for lease; provision of trucks for lease;
rental of other household products and goods for personal use;
provision of office machines and equipment for lease, including computers; provision for lease of other machinery, equipment and goods not included in other groups;
leasing of intellectual property and similar products other than works, protected by copyright;
activities of employment agencies;
activities of temporary employment agencies; other activities on provision of human resources;
photocopying, document preparation and other specialized auxiliary office activities;
organisation of congresses and trade exhibitions; activities of driver training schools; theatrical and concert activities;
activities for supporting theatrical and concert events; individual artistic activities;
functioning of theatrical and concert halls; functioning of libraries and archives;
functioning of museums;
functioning of sports facilities; functioning of sports clubs;
activities of fitness centres; other activities in the sphere of sports;
organisation of other types of recreation and entertainment;
repair of furniture and household items.

6.72. to exercise other rights that do not contradict the law.

The University carries out activities that require a preliminary license (permission) after obtaining the appropriate license (permission) in the manner prescribed by law.

7. Obligations of the University

The autonomy of the University, defined by the legislation and the Charter, includes obligations:

7.1. to comply in its activities with the requirements of the Constitution of Ukraine, legislation of Ukraine, as well as the provisions of the Charter;

7.2. to observe the rights, freedoms and legitimate interests of participants in the educational process and the implementation of scientific (scientific-technical) activities;

7.3. to provide educational services at the level of standards of educational activities and standards of higher education;

7.4. to take measures to prevent and detect academic plagiarism in scientific works of scientific, scientific-pedagogical, pedagogical of other employees and bring them to disciplinary responsibility;

7.5. to have an internal system of quality assurance of educational activities and quality of higher education, including the approved policy of ensuring compliance by participants of the educational process of academic integrity;

7.6. to control pedagogical and scientific activity of scientific-pedagogical, scientific and pedagogical workers;

7.7. to promote advanced training of scientific-pedagogical, scientific and pedagogical workers, employees of scientific library;

7.8. to carry out educational activities on the basis of student-centered education;

7.9. to provide the educational process and scientific work with the necessary information resources: library collections that are constantly replenished, access to scientometric and full-text international, regional and national electronic databases, electronic textbooks, teaching materials, multimedia electronic publications; equipped areas for working with printed and electronic carriers of information;

7.10. to ensure safe conditions for educational, scientific, cultural-educational and production activities;

7.11. to create the necessary conditions for obtaining education by persons with special educational needs;

7.12. to ensure the implementation of the right established by the state to social protection of participants in the educational process;

7.13. to ensure equal rights and opportunities for women and men in work and remuneration for it, as well as in obtaining higher education;

7.14. to observe financial discipline and preserve state property;

7.15. to comply with obligations under contracts with legal entities and individuals;

7.16. to pay timely taxes, fees (charges, contributions) and other deductions to the budgets and state trust funds in accordance with the legislation;

7.17. to comply with environmental requirements in accordance with the legislation;

7.18. to prepare financial, budgetary, statistical and tax reports in accordance with the legislation;

7.19. to promote the activities of public self-government bodies of the University; to ensure compliance with safety standards, industrial sanitation, occupational health, and civil protection;

7.20. to publish on the official website, on information stands, through multimedia and in any other way information on the implementation of its rights and fulfilment of its obligations.

8. Powers of the Ministry of Education and Science of Ukraine

8.1. The Ministry of Education and Science of Ukraine exercises the rights and duties of the body authorized by the Cabinet of Ministers of Ukraine in relation to the University as the central executive body in the field of education and science, in the subordination and management of which the University is.

8.2. The Ministry of Education and Science of Ukraine:

1) approves the Charter of the University and, upon submission of the conference of the University staff, makes changes to it by approving a new edition;

2) concludes within a month a contract with the Rector of the University, elected by competition in accordance with the procedure established by the Law of Ukraine "On Higher Education";

3) on the recommendation of the conference of the University staff, the Rector of the University terminates the contract ahead of schedule on the grounds specified in the labour legislation or for violation of the Charter of the University and the terms of the contract;

- 4) exercises control over financial and economic activities of the University;
- 5) monitors compliance with the Charter of the University;
- 6) approves the staff of the Supervisory Board of the University;
- 7) exercises other authorizations provided by the legislation.

8.3. The Ministry of Education and Science of Ukraine may delegate some of its authorizations to the Rector of the University.

9. Structure of the University

9.1. The structure of the University consists of its structural subdivisions, decisions on the formation, reorganization and liquidation of which are made by the Academic Council of the University on the proposal of the Rector, as well as at the request of the Academic Councils of faculties, educational and research institutes. These decisions are put into effect by orders of the rector.

9.2. The status and functions of the structural units of the University are determined by the provisions on them, which are developed in accordance with the legislation and the Charter of the University. Regulations on the faculty (educational and research institute) are approved by the Academic Council of the University and put into effect by orders of the Rector of the University.

9.3. The main structural units of the University are faculties, educational and research institutes, research institutes, departments, Central scientific library.

9.4. The Faculty of the University is a structural division uniting at least three departments and/or laboratories, which collectively provide training for at least 200 full-time higher education students.

9.5. The Department of the University is a basic structural unit that carries out educational, methodological and scientific activities in a particular specialty (specialization) or interdisciplinary group of specialties, which consists of at least five scientific-pedagogical workers, for whom the department is the main place of work, and at least three of them have a scientific degree or academic (honorary) title.

9.6. The structure of the University includes educational and research institutes are structural units that combine relevant departments, laboratories, scientific-research centres and experimental laboratories that conduct educational activities and carry out scientific research.

9.7. According to the legislation, the structural subdivisions of the University can be:

1) scientific-research institutes, scientific, scientific-production and design institutes, educational, educational-scientific, educational-scientific -production centres (sectors, parts, complexes, etc.), research stations, design bureaus, postgraduate and doctoral departments, training-production plants, experimental enterprises, clinical bases of medical education institutions, university clinics and hospitals, legal clinics, training grounds, science park, technology park, educational theatres, museums, editorial offices, other units which assure theoretical and practical training of specialists in some professions and/or perform scientific researches;

2) preparatory departments (units), retraining and qualification improvement units, institutes of postgraduate education, professional colleges, laboratories, training and methodology offices, computer and information centres, training, production and artistic workshops, scientific and research farms, production structures, publishing houses, sports complexes, culture and utility facilities, and student sports centres;

3) special training and rehabilitation unit established to arrange inclusive educational process and special educational and rehabilitation support of high education students with special educational needs, assuring their access to high-quality high education taking into account disabilities;

4) other units including separate and geographically separated ones with activities not forbidden by laws.

9.8 University functional units shall be established by decision of the University Academic Council in accordance with laws, goals and main tasks of the University and shall function according to certain provisions approved by the University Academic Council and come into effect by orders of the University Rector.

9.9 The procedures of establishing and functioning of clinical bases, university clinics and university hospitals shall be established by regulatory and legal acts of the Ministry of Health of Ukraine.

9.10 University functional units shall be entitled to take independent decisions within their competences if such decisions shall not be in conflict with laws and are aligned with Charter of the University.

9.11 Functional units may have seals with their names as specified by the laws.

10. University Management

10.1. The Rector shall directly manage the University activities. The Rector's duties, powers and responsibilities shall be guided by the laws of Ukraine, University Charter and the contract. The Rector is responsible for carrying out educational, scientific, scientific and technical, innovation activities in the University, for results of financial and economic activities, state and protection of immovable and other property.

10.2. The Rector within entrusted powers and in accordance with laws:

1) acts on behalf of the University, represents it in all state authorities, local self-government bodies, organizations, institutions, including on international level, disposes property and funds of the University, follows the estimates, enters into agreements (contracts), opens accounts of the University in local departments of the central executive authority in the field of treasury servicing of budget funds, in banking institutions, acts without authority within the powers specified by the laws and this Charter;

2) organizes educational, scientific and research, cultural and educatory, financial and economic activities of the University and is responsible for their results;

3) assures protection of intellectual property rights to results of research, scientific and technical activities achieved with the funds from the State budget of Ukraine;

4) assures training of specialists according to higher education standards in accordance with government order and contractual obligations of the University;

5) assures compliance with license conditions of educational activity by the University;

6) assures control of educational, professional and scientific programs, curricula and programs of educational subjects;

7) assures functioning of internal educational quality assurance system;

8) controls quality of work of academic, scientific and educatory, scientific and other employees;

9) assures training and retraining, qualification improvement of the University staff;

10) settles of issues of financial and economic activities of the University, approves its structure and staff list, disposes property and funds within the limits and in manner specified by this Statute and laws;

11) controls observing of staff and financial discipline by all units;

12) issues orders and instructions, gives assignments compulsory for fulfilment by all participants of educational process and functional units of the University;

13) assures fulfilment of financial plan (estimates), enters into and signs agreements (contracts, deeds) with legal entities and individuals;

14) opens on behalf of the University current and deposit accounts in banks, accounts in the central executive authority in the field of treasury servicing of budgeted funds in the manner

specified by the laws;

- 15) forms the contingent of persons who obtain education in the University;
- 16) signs documents on education;
- 17) expels and readmits for studies the persons who get education in the University as agreed with student (pupil) self-government and basic student, postgraduate and doctoral candidate trade union organization and persons who get education (if such persons are trade union members), on the grounds specified by the laws;
- 18) assigns to position and removes from position University employees, defines their functional duties, applies to them encouraging and penalty measures;
- 19) assures establishing appropriate labour conditions in accordance with laws, respect of employee rights in accordance with labour laws;
- 20) assures observing the rights and legal interests of special needs people;
- 21) creates work and consultative bodies and defines their powers;
- 22) implements decisions of the University Academic Council;
- 23) issues powers of authority;
- 24) initiates setting up, reorganization and winding up of the University functional units;
- 25) assures creating conditions for efficient and open public control over University activity;
- 26) supports activities of student self-government bodies, University staff and student trade unions, scientific societies, public organizations acting in the University, and creates appropriate conditions for their activities;
- 27) promotes establishing healthy way of life for beneficiaries of higher education, strengthening of sports and recreation base of the University, creates appropriate conditions for mass sports;
- 28) settles issues of improving social, utility and residential conditions of scientific and academic staff in accordance with laws and Collective agreement between administration of and University staff team;
- 29) assures stable financial and economic condition of the University and efficient use of property assigned to the University, observing the laws when such property is provided to other persons for use;
- 30) together with elected bodies of the University staff primary trade union organizations and those of students, postgraduates and doctoral candidates submits for approval by the University staff conference the rules of internal regulations and Collective agreement and signs them upon approval;
- 31) assures fulfilment of Collective agreement by administration;
- 32) as agreed with the student self-government body of the University and University Academic Council assigns pro-rectors to positions and signs with them contracts in accordance with laws;
- 33) takes measures preventing signs of corruption in the University;
- 34) assures timely settlements with institutions, banks and other organizations, timely and full making of payment to the budget, including deposits to the pension fund, prevention of wage arrears;
- 35) ensures timely submission of statistical, accounting reporting and the other necessary information on work and status of the University to the Ministry of Education and Science of Ukraine;
- 36) holds the events on protection of the information, which is a state secret according to the Law of Ukraine "On the State Secret";
- 37) ensures timely and full scope of fulfilment of the obligations by the University for the State Budget of Ukraine, bodies of the pension fund of Ukraine, state social funds;

38) ensures implementation of the estimate of the university, prevention of wage arrears, for the consumed power supply services and utility services;

39) submits the annual estimate of the University for approval to the Ministry of Education and Science;

40) submits the annual report on the results of the performance of the terms of the contract and compliance of the University with the legislation requirements, standards of the higher education;

41) yearly reports to the conference of the work collective of the University on the results of his/her work, particularly about performance of the collective agreement between the administration and the work collective of the University;

42) discloses the annual report on his/her activities on the official website of the University;

43) may delegate part of his/her authorities to his/her deputies and the heads of the structural units.

10.3. In case of absence of the rector due to the vacation, business trip or illness the rector's duties are performed by one of the vice-rectors in accordance with the distribution of the functional duties, which are determined by the Rector.

11. Election and dismissal of the Rector of the University

11.1. The Rector of the University is elected by way of the secret vote for a term of five years in the manner prescribed by the Law of Ukraine "On the Higher Education" and by this Charter.

11.2. The elections of the Rector of the University are held with compliance with such principles as: openness, publicity, secret and free expression of will, voluntary participation in the elections, democracy, ensuring of equal rights of the participants of the elections.

11.3. The candidate for the position of rector should be fluent in the official language in accordance with the level determined by the National committee on the standards of the official language, have an academic rank and scientific degree and work experience on the positions of the scientific and pedagogical employees no less than 10 years. The candidate for the position of the rector of the University should be a citizen of Ukraine.

One and the same person cannot be the rector of the University for more than two terms.

11.4. The person cannot be elected, appointed (including as acting) for the position of the rector of the University, who:

1) was declared by the courts' decision to be incapacitated or whole legal capacity is limited;

2) has a criminal record for commission of a criminal offense, if such criminal record was not expunged or removed in the manner prescribed by the legislation;

3) was deprived of the right to hold the appropriate positions according to the court's decision;

4) was found guilty in commission of a corruption offense by the court's decision during a year from the date when the appropriate court's decision came into legal force;

5) was subjected to administrative penalty for commission of the corruption offense during a year from the date when the appropriate court's decision came into legal force;

6) falls within the scope of the third part of Article 1 of the Law of Ukraine "On Power Cleansing".

11.5. Procedure of the election of the rector of the University consists of the following steps:

1) Announcement of the competition and admission of the documents from the applicants for the position of the rector;

2) preparation of the elections;

3) holding of the elections.

11.6. The Ministry of Education and Science of Ukraine announces the competition to fill the position of the rector of the University no later than two months prior to expiration of the term of the contract of the person who holds this position. In case of early termination of the powers of the rector of the University the competition is announced within a week from the date of creation of the position.

11.7. The Ministry of Education and Science of Ukraine during two months from the date of announcement of the competition for the position of the rector of the University accepts the proposals concerning the applicants for the position of the rector of the University and during 10 days from the date of expiry of the term for submission of the appropriate proposals introduces the candidacy of the applicants, who meet the requirements of the Law of Ukraine "On Higher Education", to the University for voting.

11.8. Here are those who have a right to participate in the elections of the rector of the University:

11.9. Every scientific, scientific-pedagogical and pedagogical fulltime employee of the University;

11.10. The representative from the number of the other fulltime employees, who are elected by the appropriate employees by way of the direct secret elections;

11.11. The elected representatives from the number of students elected by the students by way of the direct secret elections.

At the same time the general number (full staff) of the scientific, scientific and pedagogical and pedagogical employees of the University should comprise no less than 75 percent of the general number of the people who have a right to participate in the elections; the number of the elected representatives from the number of the other employees of the University - to 10 percent, and the number of the elected representatives from the number of the students - no less than 15 percent of the people who have a right to participate in the elections.

11.12. The features of the election system are determined by the Law of Ukraine "On Higher Education", the Methodical recommendations on the features of the election system and the procedure for election of the head of the higher educational institution approved by the resolution of the Cabinet of Ministers of Ukraine from December 05, 2014 No. 726 (with amendments).

11.13. The elections are considered to be the one that took place if more than 50 percent of the general number of the people who have a right to participate in the elections, every one of which has one vote and votes personally.

If two and more people (candidates) participated in the elections and no one of them got more than 50 percent of votes from the general number of the people, who have a right to participate in the elections, the second round is to be held on the seventh calendar day after the first round held.

The voting ballots include two people (candidates), who got the biggest number of votes in the first round.

The person (candidate) who got more than 50 percent of votes of the people who have a right to participate in the elections, and in case of the second round held - more than 50 percent of votes of the people who participated in voting, is considered to be the elected rector of the University.

In case if the person (candidate) elected by competition did not go through the special verification process during a week after the completion of the special verification process a new competition to fill the position is announced.

In case is the elections were recognized as the ones that did not take place, or no one of the persons (candidates) got a necessary number of votes, during a week from the date of establishment of the election results a new competition to fill the position is announced.

With the person (candidate) elected by the competition the Ministry of Education and Science of Ukraine concludes a contract for a term of five years no later than one month from the

day of his/her election, determining in the contract the target indicators of the activities of the University performance of which should be ensured by the person (candidate) on the position of the rector in case of signing the contract, mechanism of verification of achievement of such target indicators and terms for achievement of such target indicators.

11.14. The Rector can be dismissed from the position by the Ministry of Education and Science of Ukraine, and also due to making decision about his/her dismissal by the conference of the work collective of the University on the grounds determined by the legislation on labour for violation of the Charter of the University and conditions of the contract. Submission about the dismissal of the rector can be filed to the conference of the work collective of the University by no less than a half of the staff of the Supervisory of Academic Council of the university. The decision about the dismissal of the rector of the University is taken by the majority of votes on condition that no less than two thirds of the work collective staff of the conference is present.

11.15. After retirement from the position of the rector of the University the person who worked on this position no less than 10 years in a row can be appointed as an Advisor to the Rector of the University on a public basis or at the expense of the own revenues of the University. The salary of the Advisor to the Rector of the University is set at the rate of the Rector, who worked to a date of dismissal from the position of the rector (with later amendments). The person who worked on the position of the Rector of the University has a right for setting the extra payments and premiums provided by the legislation. The material incentives system for the employees introduced at the University is applied to the Advisor to the Rector.

12. The Supervisory Council of the University

12.1. The Supervisory Council of the University facilitates solution of the perspective tasks of its development, attraction of the financial resources to ensure its activities on the main directions of development and monitoring of their use, efficient interaction between the University and with the state authorities and the local self-government bodies, the scientific community and the business entities in the interests of development and improvement of the educational activities quality and competitiveness of the University, exercises the public control over its activities and so on.

12.2. The Supervisory Council of the University is created by the decision of the Ministry of Education and Science of Ukraine to supervise management of the property of the University, adherence to the objective of its creation.

The staff of the Supervisory Council cannot include the employees of the University and the higher education applicants. The Head, his/her deputies and the members of the Supervisory Council perform their duties on a public basis. The term of powers of the Supervisory Council is five years.

12.3. The Supervisory Council of the University has a right to file a Rector's dismissal submission to the work collective conference and/or to the Ministry of Education and Science of Ukraine on the grounds provided by the legislation, the Charter of the University, and by the contract.

12.4. The members of the Supervisory Council have a right:

- 1) to participate in a conference work of the work collective of the University with the right of advisory vote;
- 2) to participate in defining the University's development strategy and monitor its performance;
- 3) to facilitate attraction of the additional financial sources;
- 4) review and assess the activities of the University and the Rector;
- 5) to monitor implementation of the estimate and/or the budget of the University and make the appropriate recommendations and proposals, which is mandatory for consideration by the Rector of the University;

6) to file the submission for reward or dismissal of the Rector to the Ministry of Education and science of Ukraine on the grounds provided by law.

12.5. The organizational form of work of the Supervisory Council is the sessions, which are held as necessary, but at least once per year. The sessions of the Supervisory Council are held by its Head, and in case of his/her absence – by one of the deputies of the Head. The decisions of the Supervisory Council are taken by the simple majority of votes of its members. In case of the equal distribution of the votes of the Supervisory Council members the vote of the Head is deciding. The decisions of the Supervisory Council are drawn up by the minutes signed by the Chairman on the session. The minutes of the sessions of the Supervisory Council are sent to the members of the Supervisory Council and to the Rector of the University, and if necessary – to the executive authorities, local self-government bodies, enterprises, institutions and organizations, social and political, non-governmental and commercial organizations. The decisions of the Supervisory Council taken within its competence are mandatory for consideration by the University's administration.

13. The Academic Council of the University

13.1. The Academic Council of the University is the collegiate administration body of the University, which is created for a term of five years, the staff of which is approved by the order of the Rector within five workdays from the expiry date of the powers of the previous staff.

13.2. The Academic Council of the University:

- 1) defines strategy and a perspective direction for development of the educational, scientific and innovative activities of the university;
- 2) develops and submits the project of the Charter of the University, and also the decision about making amendments and additions to it for approval to the University's work collective conference;
- 3) approves the financial plan and annual financial report;
- 4) approves the decisions on placement of own revenues of the University in the territorial bodies of the central executive authority in the area of the treasury servicing of the budget funds in the banking institutions;
- 5) approves by the submission of the Rector of the University the decision on creation, reorganization and liquidation of the structural units;
- 6) approves by the submission of the Rector of the University the decision changing the names of the structural units;
- 7) elects by way of the secret voting the Head of the Academic Council of the University from the number of the members of the Academic Council, who have a scientific degree and (or) academic (honorary) rank for a term of activities of the Academic Council;
- 8) elects by submission of the Head of the Academic Council of the University the deputies of the Head of the Academic Council of the University from the number of the members of the Academic Council, who have a scientific degree and (or) academic (honorary) rank for a term of activities of the Academic Council;
- 9) elects the scientific and pedagogical employees by competition by the secret voting for the positions according to the Provision approved by the Academic Council of the University;
- 10) by submission of the Rector of the University approves the appointments the vice-rectors, the chief accountant for the positions, hears the reports of the vice-rectors on expiry of the contract (employment agreement);
- 11) approves the decisions on the question of organization and the educational process and educational activities quality assurance, defines the terms of study on the appropriate levels;
- 12) defines the system and approves the procedures for the internal assurance of the University's higher education quality;
- 13) approves the educational programs and teaching plans for each level of the higher education and each specialty (specialization);

14) approves the example and the procedure for production of the documents on higher education, including the joint and dual diplomas;

15) approves the main directions of carrying out of scientific researches and innovative activities;

16) assesses the scientific and pedagogical activities of the structural units;

17) assigns the academic ranks of the professor, the associate professor and the senior researcher and submits the appropriate decisions for approval to the Attestation Collegium of the Ministry of Education and Science of Ukraine;

18) makes final decisions on recognition of the foreign documents on higher education, scientific degrees and academic ranks during hiring of the scientific and pedagogical, scientific, pedagogical and other employees, and also during enrollment of the entrants for training;

19) makes the final decisions on recognition of the documents on higher education issued by the institutions of the higher theological education, charters (provisions) of which were registered in a manner provided by the legislation, during enrollment of the entrants for training;

20) has a right to file a Rector's dismissal submission to the work collective conference and/or to the Ministry of Education and Science of Ukraine on the grounds provided by the legislation, the Charter of the University, and by the contract;

21) approves the educational, scientific and other publications for printing;

22) approves the provisions about the units, working and advisory bodies of the University;

23) approves the decision about enrollment of the entrants to postdoctoral studies;

24) approves the themes for the doctoral theses and the scientific advisors to the doctoral theses;

25) hears the reports of the postdoctoral fellows;

26) approves the personnel of the specialized academic councils;

27) awards the honorary ranks of the University to the prominent scientists and the public persons;

28) defines the directions of using the funds of the scientific and technical and social development and financial incentives;

29) deals with the issue of land use;

30) deals with the issue of the transfer of University facilities to the sphere of management of other bodies authorized to manage state property, and to communal ownership with the consent of the Ministry of Education and Science of Ukraine;

31) takes a decision on giving consent for the lease of real estate of the University (buildings, facilities, their separate parts, premises) with an area of more than 150 m², as well as for the transfer of land plots, including the adjacent territory, in accordance with the law;

32) determines in the University's budget the funds of the University's special fund for the performance of the tasks and powers of the student self-government bodies in the amount of at least 0.5 % of the University's own revenues received from its main activities;

33) determines funds to support the activities of the scientific society of students, PhD students, doctoral students and young scientists of the University;

34) takes decisions on the submission of University employees to the awarding of state awards, submission on honorary titles, award with state and other prizes;

35) approves the Regulation on awarding University employees with state, departmental and other awards;

36) nominates candidates for the appointment of academic scholarships, which are determined by separate legal acts;

37) approves the results of attestation of scientific workers;

38) establishes the quotas of elected representatives to the University Academic Council and the Conference of Labour collective of the University;

39) deals with other issues that do not contradict this Charter and the legislation of

Ukraine;

40) the Academic Council of the University could delegate part of its powers to the Academic Councils of structural

41) decisions of the Academic Council of the University are put into effect with orders of the rector;

42) the Academic Council of the University is headed by its chairman, who is elected in accordance with the procedure established by the Law of Ukraine "On Higher Education". The head of the Academic Council has a deputy (deputies), who are elected in accordance with the procedure determined by the Regulations of the Academic Council of V. N. Karazin Kharkiv National University.

13.3. The members of the Academic Council of the University are:

- 1) rector;
- 2) pro-rectors;
- 3) deans of faculties;
- 4) directors of educational and scientific institutes;
- 5) academic secretary of the University;
- 6) director of the Central Scientific Library;
- 7) chief accountant.

Also the Academic Council of the University includes:

- 1) the Head of the primary trade union organization of the University's employees;
- 2) the Head of the primary trade union organization of the University's students, post-graduate students and postdoctoral fellows;
- 3) the Head of the Students' Council of the University;
- 4) the Head of the Students' Council of the Campus;
- 5) the elected representatives, who represent the scientific and pedagogical, the scientific employees and are elected by the work collective conference by submission of the work collective of the faculties, training and scientific institutes, scientific and research institutes from the number of the head of the departments, professors, doctors of philosophy, doctors of science under the quota: one representative from the faculty, the Training and Scientific Institute, the Scientific and Research Institute;
- 6) the elected representatives, who represent the other employees of the University, work there on a permanent basis and are elected by the work collective conference by submission of the structural units work collective meeting under the quota, which is defined by the Academic Council of the University;
- 7) the elected representatives from the number of students, who are elected by the students by way of the direct secret elections, which are organized by the executive bodies of the student self-government according to the quota, defined by the Academic Council of the University;
- 8) the elected representative from the number of the postgraduate students and postdoctoral fellows, internship doctors, who is elected by way of the secret voting by the conference of the postgraduate students and postdoctoral fellows, internship doctors of the University.

13.4. The scientific and pedagogical, the scientific employees of the University should comprise not less than 75 percent of the Academic Council staff.

13.5. The elected representatives from the number of the students should comprise not less than 10 percent of the Academic Council staff.

13.6. The representative of the scientific and pedagogical, the scientific and the other employees of the University, who got the votes of more than a half of the delegates present at the work collective conference, is considered to be elected as a part of the Academic Council staff. If the structural unit nominated more candidates to the Academic Council staff than it is provided

by the quota, the elected one is the candidate who got the biggest number of votes among all the candidates from this structural unit provided that more than a half of all the conference delegates present voted for him/her.

13.7. The procedure of work of the Academic Council is established by the provision on the Academic Council, which is approved by the work collective conference.

13.8. The Head of the Academic Council supervises the work of the Council, organized planning of its work and monitoring the implementation of its decisions, signs the decisions of the Academic Council.

13.9. On behalf of the Head of the Academic Council or in case of his/her absence on the session due to vacation, business trip or illness chairmanship on the session of the Academic Council is imposed on one of the deputies of the Head of the Academic Council, who signs the decisions, approved on this session of the Academic Council.

13.10. The procedure of holding the sessions of the Academic Council in online format and the procedure of the secret electronic voting is established by Regulation of the Academic Council, approved by the Academic Council.

14. The working and advisory bodies of the University

14.1. To address the current issues of the activities of the University they create the working bodies: the Rectorate, the Deanery, the Admissions Committee and so on. The staffs, functions, the powers of the working bodies are defined by the appropriate provisions, which are approved by the Academic Council of the University and are put into operation by the Rector's orders.

14.2. The advisory bodies are the Scientific and Methodical Council of the University and the Scientific and Methodical Commissions of the Faculties (of the Educational and Scientific Institutes, the centers).

15. Management of the Faculties (the Educational and Scientific Institutes)

15.1. The activities of the Faculty (the Educational and Scientific Institute) is performed in accordance with the Provision about the Faculty (the Educational and Scientific Institute), which is approved by the Academic Council of the University.

15.2. The Faculty (the Educational and Scientific Institutes) is created, liquidated, reorganized by decision of the Academic Council of the University, which is put into operation by the Rector's order.

15.3. The Academic Council, the working and the advisory bodies are operating on the Faculty (in the Educational and Scientific Institute).

15.4. The direct management of the Faculty's activities (the Educational and Scientific Institute) is performed by the Dean (the Director of the Educational and Scientific Institute), who should have a scientific degree and/or the academic (honorary) rank, as a rule, according to the profile of the Faculty (the Educational and Scientific Institute).

15.5. The features of appointment of the Dean of the Faculty (the Director of the Educational and scientific institute) are defined by the Provision, which is approved by the Academic Council of the University. The Rector concludes the contract for a term of to five years with the person appointed for the position of the Dean of the Faculty (the Director of the Educational and Scientific Institute).

15.6. The Dean of the Faculty (the Director of the Educational and Scientific Institute) can be dismissed from the position by the Rector by submission of the Academic Council of the University or the meetings of the Faculty's work collective (the Educational and Scientific Institute) on the grounds provided by the legislation of Ukraine, the Charter of the University, the terms of the contract. The proposal about dismissal of the Faculty's Dean (the Director of the

Educational and Scientific Institute) is filed to the meeting of the Faculty's work collective (the Educational and Scientific Institute) by not less than a half of the votes of the Faculty's Academic Council staff (the Educational and Scientific Institute). The proposal about dismissal of the Faculty's Dean (the Director of the educational and scientific institute) as accepted by not less than two thirds of the votes of the Faculty's work collective (of the Educational and Scientific Institute) present as the members of the meeting.

15.7. The work on the position of the Dean of the Faculty (of the Director of the Educational and Scientific Institute) is the main one.

15.8. Appointment and dismissal from the position of the Head of the territorially separated structural unit of the University or college, which are the structural units of the University, are implemented in a manner provided for the Dean of the Faculty (the Director of the Educational and Scientific Institute).

15.9. The Dean of the Faculty (the Director of the Educational and Scientific Institute) can delegate some part of his/her powers to the deputies, who are appointed by the order of the Rector with approval of the Student Council of the Faculty (of the Educational and Scientific Institute) and the Academic Council of the Faculty (of the Educational and Scientific Institute).

15.10. The Dean of the Faculty (the Director of the Educational and Scientific Institute) is the member of the Academic Council of the University, the Academic Council of the Faculty (of the Educational and Scientific Institute), of the rectorate, the Admission Commission of the University.

15.11. The Dean of the Faculty (the Director of the Educational and Scientific Institute):

1) directly manages the educational, methodical, scientific, innovative, international and business and production activities of the Faculty (of the educational and scientific institute);

2) ensures implementation of the training plans and the proper quality of the educational process;

3) develops the events aimed at improvement of the education quality together with the Departments, Methodical Commission and the Student Council of the Faculty;

4) reports annually to the Faculty's work collective meetings (of the Educational and Scientific Institute), which perform an assessment of his/her activities;

5) reports in written form annually before October 15 to the Rector about the results of his/her work on the position of the Dean (the Director) for the academic year, about fulfillment of the terms of the contract and discloses the report on the website of the Faculty (of the Educational and Scientific Institute);

6) ensures development of the material and technical base for the educational process and scientific researches together with the Departments;

7) participates in selection of the staff of the scientific-pedagogical and scientific employees of the Faculty (of the Educational and Scientific Institute);

8) performs distribution of the teaching load between the Departments of the Faculty (of the Educational and Scientific Institute), ensures observance of the staff schedule of the Faculty (of the Educational and Scientific Institute) and its units (Departments, laboratories and so on);

9) monitors the work on development, improvement and adjustment of the educational programs, training plans, working training plans, preparation of documentation for opening of the specialties and specializations, ensuring mandatory consideration of the proposals from the student self-governing bodies of the Faculty (of the Educational and Scientific Institute);

10) organizes examination of the practical work of the alumni of the Faculty (of the Educational and Scientific Institute) and implements the events concerning their employment;

11) holds the working sessions with the Heads of the Departments, organizes and monitors the work of the deanery (directorate);

12) monitors fulfillment of the requirements of the legislation and other regulatory acts by the participants of the educational process;

13) ensures creation of the conditions for advanced training and professional excellence of the scientific-pedagogical, scientific and pedagogical employees of the Faculty (of the Educational and Scientific Institute);

14) coordinates the work of the structural units on the international cooperation and participation in the international educational and scientific projects;

15) ensures development of the academic mobility of the participants of the educational process;

16) facilitates development of the new forms of the educational and a scientific and production activity by profession and specialization of the Faculty (of the Educational and Scientific Institute);

17) ensures development and placement on the website of the Faculty (of the Educational and Scientific Institute) of the Ukrainian and English versions of the information packages on all the specialties (directions), by which on the Faculty (in the Educational and Scientific institute) they train the professionals with the higher education;

18) presents to the administration of the University the projects of the orders concerning the higher education applicants in accordance with the Provision on arrangement of the educational process in the V. N. Karazin Kharkiv National University; monitors the fulfillment of the requirements of the educational (scientific) program (individual training plan), adherence to the academic integrity by the higher education applicants;

19) monitors adherence to the academic integrity by the scientific-pedagogical, scientific, pedagogical employees of the Faculty (of the Educational and Scientific Institute) in the educational process and scientific activity;

20) monitors making of the individual plans for work of the scientific-pedagogical employees of the Faculty (of the Educational and Scientific Institute);

21) ensures reporting and annual assessment of the scientific-pedagogical, scientific and pedagogical employees;

22) ensures carrying out of practices;

23) ensures provision of the information and its accuracy during annual ratings of the Departments;

24) monitors maintenance of the documentation on scientific-methodical and organizational provision of the educational process on the Faculty (in the educational and scientific institute) and its structural units;

25) within his/her competence ensures openness of the decision-making and the activities in the area of the higher education, creates conditions for implementation of the effective public monitoring over the activities of the Faculty (of the educational and scientific institute);

26) monitors the work on filling the website with the content and development of the website of the Faculty (of the educational and scientific institute);

27) submits proposals to the Rector about the staff of the Admission Commission of the units, including the subject examination commission, the specialty attestation commission, the specialty commission to carry out the entrance examinations to the post-graduate studies and passing the examinations for the candidate's degree, the appeals commission and the selection commission;

28) submits proposals to the Rector about the staff of the subject examination commission, its head and the technical personnel of the Admission Commission of the University;

29) submits proposals to the administration of the University about the staff of the Admission Commission for the competitive admission to the post-graduate studies and passing the examinations for the candidate's degree;

30) monitors training of the post-graduate students and post-doctoral fellows of the Faculty (of the educational and scientific institute);

31) ensures safe conditions for study and work of the employees and Faculty's education applicants (of the Educational and Scientific Institute);

32) ensures favorable conditions on the Faculty (in the Educational and Scientific Institute) for the activities of the student self-government bodies, the trade union organization of the students, post-graduate students and post-doctoral fellows, the trade union organization of the employees, the scientific association of students, post-graduate students, post-doctoral fellows and young scientists and for the non-governmental organizations, that work in the University;

33) creates the proper conditions and material and technical provision of work for the specialized academic councils;

34) ensures holding of the events on prevention and detection of the academic plagiarism in the scientific and training works of the employees and the higher education applicants;

35) ensures holding of the events on prevention of corruption;

36) together with the student self-governing body and the trade union organization of students, post-graduate students and post-doctoral fellows cares about improvement of the accommodation and stay conditions in the hostels;

37) initiates submission concerning use of the different types of moral and financial encouragement and nomination for different types of awards;

38) fulfills the other duties imposed on him/her by the Rector of the University;

15.12. The Dean (the Director) issues orders on arrangement of the Faculty's (of the Educational and Scientific Institute's) activities, which are mandatory for fulfillment by all the participants of the educational process of the Faculty (of the Educational and Scientific Institute) and can be cancelled by the Rector, the Academic Council of the University, if they contradict the legislation, the Charter of the University or prejudice the interests of the University.

15.13. The Dean (the Director) is personally responsible for the results of the Faculty's (of the Educational and Scientific Institute's) work.

15.14. The Academic Council of the Faculty (the Educational and Scientific Institute) is a collegial governing body of that Faculty (the Educational and Scientific Institute).

15.15. The Academic Council of the Faculty (the Educational and Scientific Institute) includes the following positions' holders:

- 1) dean (institute director);
- 2) deputy dean (vice-director, deputy director);
- 3) department head/chairperson

15.16. Also, the following persons are members of the Academic Council of the faculty (the Educational and Scientific Institute):

1) The Head of the Faculty (the Educational and Scientific Institute) employees trade union organization;

2) The Head of the Faculty (the Educational and Scientific Institute) students trade union organization;

3) The Head of the Faculty (the Educational and Scientific Institute) Students Council.

15.17. The Academic Council of the Faculty (the Educational and Scientific Institute) list includes representatives of scientific-pedagogical and researcher staff elected through vote by the Faculty (the Educational and Scientific Institute) work collective meeting based on the proposal of the lower structural subdivisions' work collectives meetings and elected from among Professors, Doctors of Science, Doctors of Philosophy in accordance with the quotas determined by the Academic Council of the Faculty (the Educational and Scientific Institute).

15.18. Also the Academic Council of the Faculty (the Educational and Scientific Institute) list includes representatives of other faculty (educational and scientific institute) staff members employed at the faculty (in the educational and scientific institute) on a permanent basis. These representatives are elected through vote on the Faculty (the Educational and Scientific Institute) work collective meeting based on the proposal of the structural subdivisions' work collective meetings in accordance with the quotas determined by Academic Council of the Faculty (the Educational and Scientific Institute).

15.19. A representative of scientific-pedagogical, scientific and other staff, who was voted PRO by more than 50 percent of participants present at the Faculty (the Educational and

Scientific Institute) work collective meeting is considered elected to the Academic Council of the Faculty (the Educational and Scientific Institute). If a structural subdivision nominates to the Academic Council more nominees than provided for by respective quota, the nominee who has won the largest number of votes from among that structural subdivision nominees is considered elected, provided that more than 50 percent of such meeting participants voted for him/her.

15.20. Academic Council of the Faculty (the Educational and Scientific Institute) includes also the elected students representatives nominated in accordance with the quota determined by Academic Council of the Faculty (the Educational and Scientific Institute) as well as an elected representative from among graduate students and doctoral students.

The Higher students' self-government body of the Faculty (the Educational and Scientific Institute) – the Student Conference of the Faculty elects elected representatives from the number of students.

Meetings of PhD students and doctoral students of the Faculty (the Educational and Scientific Institute) elects an elected representative from PhD students and doctoral students by secret ballot.

15.21. At least 75 % of the total number of members of the Academic Council of the Faculty (the Educational and Scientific Institute) should be scientific and pedagogical, scientific workers of the Faculty (the Educational and Scientific Institute) and at least 10 % - elected representatives from students.

15.22. The Academic Council is headed by its chairman, who is elected by the Academic Council by secret ballot from its members who has a scientific degree and/or an academic (honorary) title, for the term of the Academic Council.

The reason for terminating the chairman's powers is the resignation from the Academic Council.

15.23. The Academic Council elects the deputy chairman of the Academic Council by open voting on the proposal of the chairman of the Academic Council from the members of the Academic Council who have a scientific degree and/or an academic (honorary) title, for the term of the Academic Council.

The reason for terminating the powers of the deputy chairman is the resignation from the academic council.

15.24. The Head of the Academic Council manages the work of the Academic Council, organizes the planning of its work and controls the implementation of its decisions, signs the decisions of the Academic Council.

15.25. On behalf of the Head of the Academic Council or in case of his absence at the meeting due to vacation, business trip or illness, the chairmanship of the meeting of the academic council is entrusted to the deputy chairman of the academic council, who signs the decisions adopted at this meeting of the academic council.

15.26. The Head of the Academic Council assigns the duties of the secretary of the Academic Council for the term of the Academic Council to one of its members from the employees who work at the Faculty (in the Educational and Scientific Institute) on a permanent basis (with his consent).

15.27. The rector approves the personal composition of the Academic Council for a period of five years by his order.

15.28. Grounds for termination of membership in the Academic Council of the Faculty (the Educational and Scientific Institute) of a person who is a member of the academic council by position are the termination of employment relations between the University and this person or his transfer to another position.

15.29. Grounds for termination of membership in the Academic Council of the Faculty (the Educational and Scientific Institute) of a person who is an elected representative of scientific, scientific and pedagogical employees of the faculty (educational and scientific institute) are the termination of employment relations between the University and this person, a

written statement of this person referred to the rector on resignation from the Academic Council, re-election.

15.30. The grounds for termination of membership in the Academic Council of the Faculty (the Educational and Scientific Institute) of a person who is an elected representative of other employees of the Faculty (the Educational and Scientific Institute) (except scientific and scientific and pedagogical) are the termination of employment relations between the University and this person, the transfer of the person to the basic work outside the University, a written statement of this person to the rector on resignation from the Academic Council, re-election.

15.31. The grounds for termination of membership in the Academic Council of the Faculty (the Educational and Scientific Institute) of a person who is an elected representative from students, PhD students, doctoral students of the faculty (educational and scientific institute) are the expulsion of this person from the University, a written statement to the rector on resignation from the Academic Council, re-election.

15.32. Grounds for termination of membership in the Academic Council of the Faculty (the Educational and Scientific Institute) of the head of the elected body of the trade union of the Faculty (the Educational and Scientific Institute) staff, the head of the student trade union of the Faculty (the Educational and Scientific Institute), the head of the student council of the Faculty (the Educational and Scientific Institute) are their re-election, expulsion of this person from the University or termination of employment relations with the University.

15.33. Meetings of the labour collective of the Faculty (the Educational and Scientific Institute) elect a new member to the academic council of the faculty (educational and scientific institute) instead of those who has terminated membership, for the term until termination of the powers of the Academic Council.

Rector approves alterations in the composition of the Academic Council by his order.

15.34. Organization of meetings of the academic council of the Faculty (the Educational and Scientific Institute).

Regular meetings of the academic council take place in accordance with its work plan for the current academic year.

The work plan of academic council is formed by its chairman based on the proposals of the structural subdivisions, the scientific and methodological commission, the Student Council, the elected body of the employee trade union of the Faculty (the Educational and Scientific Institute), the elected body of the student trade union organization of the Faculty (the Educational and Scientific Institute).

The work plan of the Academic Council is drawn up for the new academic year and approved by the decision of the Academic Council at the last meeting of the previous academic year. Alterations to the work plan can be made.

A meeting of the Academic Council of the Faculty (the Educational and Scientific Institute) is considered to be valid if at least 2/3 of the council members are present.

The meeting of the Academic Council of the Faculty (the Educational and Scientific Institute) is chaired by its chairperson and by the deputy chairperson in his absence. Organizational support for meetings of the Academic Council of the Faculty (the Educational and Scientific Institute) is carried out by the secretary of the academic council.

The Academic Council of the faculty (the Educational and Scientific Institute) takes decisions by open or secret ballot. Secret ballot is conducted in cases provided for by regulations or by decision of the Academic Council. Secret ballot is carried out with ballots for secret vote which the counting committee issues to members of the academic council according to the list of ballots distributed. Members of the counting commission also participate in secret ballot. The decision of the Academic Council of the Faculty (the Educational and Scientific Institute) can be canceled by the Academic Council of the University if it contradicts the legislation and the Charter of the University.

15.35. The Academic Council of the Faculty (the Educational and Scientific Institute):

- 1) determines the development prospects of the Faculty, educational and scientific institute;
- 2) resolves the issue of organization of the educational process at the Faculty, in the Educational and Scientific Institute;
- 3) determines the general directions of scientific activity of the Faculty, Educational and Scientific Institute;
- 4) elects by secret ballot for the positions of scientific and pedagogical workers in accordance with the Regulation approved by the decision of the Academic Council of the University;
- 5) recommends persons for the positions of heads of departments by secret ballot;
- 6) agrees on candidacies of deputy deans of the Faculty (Director of the Educational and Scientific Institute);
- 7) considers, taking into account the positions of the student self-government bodies of the Faculty (the Educational and Scientific Institute), educational programs and curricula, as well as those recommended for approval by the Academic Council of the University;
- 8) approves and submits to rector (pro-rector by field of activity) work study plans for approval;
- 9) approves programs of educational disciplines;
- 10) recommends scientific and pedagogical, scientific and pedagogical workers to be awarded with academic and honorary titles by secret ballot;
- 11) considers and recommends for approval by the Academic Council of the University the regulations on the Faculty (the Educational and Scientific Institute) and its departments;
- 12) examines the reports of scientific and pedagogical personnel;
- 13) submits a proposal for the dismissal of the dean (director) to the meeting labour collective of the faculty (educational and scientific institute);
- 14) submits a substantiated application for early termination of the contract with the head of the department to the rector;
- 15) considers the issue of creation and development of educational and production bases for professional training of students and practice bases;
- 16) considers proposals on the structure of the faculty (educational scientific institute), its renaming, reorganization and liquidation of its structural subdivisions;
- 17) recommends scientific research works for inclusion in the thematic plan of scientific research and development of the University;
- 18) approves reports on research works;
- 19) considers and recommends the results of the attestation of scientific workers for approval by the Academic Council of the University;
- 20) provides recommendations to applicants to doctoral studies for consideration at a meeting of the Academic Council of the University;
- 21) considers and recommends topics of doctoral theses for approval by the Academic Council of the University;
- 22) approves the topics and supervisors of dissertations for obtaining the degree of Doctor of Philosophy;
- 23) considers and recommends candidates for scientific consultants for doctoral theses for approval by the Academic Council of the University;
- 24) considers the reports of PhD students and doctoral students;
- 25) considers and recommends educational, scientific and other publications for approval;
- 26) recommends research projects for participation in competitions of different levels;
- 27) considers the results of scientific research works of the Faculty (the Educational and Scientific Institute) per year;
- 28) initiates the submission of employees of the faculty (the Educational and

Scientific Institute) to state, departmental and other awards in accordance with the Regulations approved by the Academic Council of the University;

29) considers other issues related to its competence and which do not contradict the Charter of the University;

30) decisions of the academic council of the Faculty (the Educational and Scientific Institute) are published on the official website of the Faculty (the Educational and Scientific Institute).

15.36. To consider and resolve the main issues of the activities of other educational and scientific subdivisions of the University Scientific Councils could be established in them; their composition, powers, election procedure are determined by relevant provisions approved by the Academic Council of the University.

16. Management of Departments

16.1. The department conducts educational, methodical and scientific activities in a certain specialty (specialization) or an interdisciplinary group of specialties.

16.2. The department is created, reorganized and liquidated by the decision of the Academic Council of the University, which the rector puts into effect by his order.

16.3. The department consists of scientific and pedagogical, scientific and pedagogical workers consider the main organizational, personnel, educational, methodical and scientific issues of their activities, in particular:

1) organization and implementation of the educational process, educational, methodological, scientific work within the limits determined by the faculty (educational scientific institute, University);

2) distribution of educational and other types of work between scientific and pedagogical, scientific, pedagogical workers;

3) carrying out scientific research and innovative activities, determining the circle of executors for each scientific topic;

4) professional development of scientific and pedagogical and other workers;

5) providing conclusions with relevant recommendations when employing scientific and pedagogical workers and when continuing employment relationships;

6) giving a submission on early termination of the contract with the head of the department to the academic council of the faculty;

7) annual hearing, discussion and evaluation of the estimation of individual work plans for the academic year by scientific and pedagogical workers at the end of the academic year

16.4. The Head of the department manages the activities of the department.

16.5. The head of the department is elected through a competition by the Academic Council of the University by secret ballot for five years in accordance with the Regulations approved by the Academic Council of the University. The rector of the University concludes a contract with the head of the department.

16.6. The Head of the Department:

1) provides the organization of the educational process, scientific research, innovative activity;

2) determines the functional duties of the department's employees;

3) provides the preparation of programs of educational disciplines;

4) provides the implementation of educational plans and programs of educational disciplines, staff list of the department;

5) monitors the fulfilment the requirements of legislation and other normative acts, labour discipline by the participants of the educational process, all types of work of employees;

6) manages the work of drawing up individual work plans of scientific and pedagogical workers, defines tasks for scientific and pedagogical workers in educational, scientific,

methodical and organizational work;

7) monitors the implementation of individual work plans of scientific and pedagogical workers;

8) organizes the reporting of scientific and pedagogical workers;

9) organizes the annual evaluation of scientific and pedagogical, scientific and pedagogical employees of the department;

10) supervises the training of PhD students and doctoral students of the department;

11) submits to the management of the faculty (educational and scientific institute) proposals for employment, dismissal and transfer of employees, engages part-time workers within the limits of the established salary fund and the number of employees, if necessary, submits proposals for staffing table, moral and material encouragement of the employees of the department as well as proposals for measures of the disciplinary influence;

12) ensures the department's records management on scientific and methodical and organizational support of the educational process;

13) ensures the development of the material and technical base of the educational process and scientific research;

14) bears the responsibility for the development and implementation of the employment program for graduates of the department;

15) ensures corruption prevention measures;

16) bears responsibility for preventing and detecting of the academic plagiarism in scientific and educational works of employees and students of higher education;

17) ensures safe conditions of studies and work;

18) reports annually at the meetings of the department's labor collective that evaluates its work;

19) controls the compliance of academic integrity in the educational process and scientific activity by the scientific and pedagogical, scientific and pedagogical employees of the department;

16.7. The Head of the Department is personally responsible for the results of the department's work.

16.8. Candidates for the position of the Head of the Department and annual reports of the Head of the Department are discussed at the department's labour collective meetings, in which all scientific and pedagogical, scientific and other employees of the department have the right to participate. A chief and a secretary are elected during the meetings.

According to the results of the discussion of the candidates for the position of the Head of the Department, the department's labour collective meetings make conclusions about the professional and personal qualities of the applicants and the corresponding proposals based on secret voting by the majority of those present.

According to the results of the discussion of the report of the Head of the Department, the department's labour collective meetings evaluate his work during the year.

16.9. The Rector may prematurely terminate the contract with the Head of the Department according to the grounds determined by the labour legislation, as well as at the request of the Academic Council of the faculty (educational and scientific institute) for violation of the terms of the contract by the Head of the Department.

17. Bodies of public self-government of the University

17.1. The highest collegial body of public self-government of the University is the labour collective conference of the University (hereinafter conference).

17.2. The total number of conference delegates is no less than 400 people.

17.3. The term of powers of the conference composition is 5 years. The next conference composition must be formed no later than two weeks before the end of the 5-year term of powers of the previous conference composition. The powers of the newly elected conference

composition begin to operate from the next day after the end of the 5-year term of powers of the previous conference composition.

17.4. Norms of representation of conference delegates from employees; students; postgraduate and doctoral students of the University are determined by the Academic Council of the University.

17.5. No less than 75 percent of the conference delegates composition should be scientific and pedagogical, scientific and pedagogical employees of the University who work there on a permanent basis.

17.6. Conference delegates from scientific and pedagogical, scientific and other employees are elected by the labour collective meetings of the structural subdivisions of the University.

17.7. Conference delegates that are selected representatives from among the students, are elected by the students by direct secret elections. The number of elected representatives from among the students should be no less than 15 percent of the conference delegates composition.

17.8. Conference delegates from postgraduate and doctoral students are elected by the conference of postgraduate and doctoral students of the University. The number of elected representatives of postgraduate and doctoral students should be no less than two percent of the conference delegates.

17.9. Grounds for terminating the powers of a conference delegate by a person who is an employee of the University include the written statement of this person or the termination of the employment relationship between the University and the mentioned person.

Grounds for terminating the conference delegate's powers by a person representing the students of higher education include a written statement of this person or their exclusion from the University.

17.10. A conference delegate instead of a person whose powers as a delegate have been terminated is elected for the term until the end of the powers of the labour collective conference.

17.11. The conference is held as necessary, but at least once a year at the initiative of the Rector, the Supervisory Board of the University, the Academic Council of the University, the primary trade union organization of employees, the primary trade union organization of students, postgraduate and doctoral students, the highest body of student self-government of the University or an initiative group that must gather no less than 1/4 of the signatures of University employees for whom the University is the principal place of employment.

17.12. For the preparation of the conference by the order of the Rector a working group is created and it should include all categories of participants of the educational process. The working group prepares a list of conference delegates, registers delegates before the beginning of the conference and notifies conference participants of the quorum presence.

17.13. The procedure of conference meetings in an online format and the electronic voting procedure are established by the Regulations of the labour collective conference work that are approved by the labour collective conference.

17.14. The conference:

1) approves the Charter of the University or changes (additions) to it at the request of the Academic Council of the University;

2) approves the Rules of Internal Procedure of the University;

3) approves the Collective Agreement between the administration and the labor collective of the University;

4) approves the Agreement between the administration and the primary trade union organization of students, postgraduate and doctoral students, makes changes and additions to it;

5) hears the rector's annual report and evaluates his activity;

6) approves programs of economic and social development of the University;

7) considers issues of social protection of the University employees;

8) considers the issue of premature termination of the rector's powers on the grounds

specified by law, for violation of the Charter of the University and the terms of the contract based on a substantiated submission of the Supervisory Board or the Academic Council of the University;

9) elects a commission on labour disputes in accordance to the labour legislation;

10) elects representatives to the Academic Council composition of the University from among University employees;

11) hears the reports of the Rector and trade union committees of the University on the implementation of the Collective Agreement between the administration and the labour collective of the University and the Agreement between the administration and the primary trade union organization of students, postgraduate and doctoral students;

12) considers other issues of the University's activity.

17.15. The decision of the conference is considered valid if no less than 2/3 of the composition members were present.

The conference elects the presidium by the open voting and the chief from the number of its members. The regulations of work are approved by the conference itself.

The decisions are considered adopted if more than half of the delegates present at the conference voted for them.

17.16. The conference elects permanent commissions:

1) on supervision of compliance of the norms of legislation and the Charter of the University;

2) on the ethics of industrial relations

3) on control of financial activities

4) on labour disputes (in accordance with labour legislation)

17.17 The Commission for Supervision of Compliance with the Law and the Charter of the University in case of violations of the law or the Charter in the activities of the University must inform the Rector and the Academic Council of the University about it, as well as propose measures for eliminating them. The Commission has the right to make proposals for changes and additions to the Charter, which should be considered at the nearest conference of the working staff at the request of the Academic Council of the University.

17.18 The Industrial Relations Ethics Commission examines conflicts that arise at the University, except for those for which a special procedure for consideration is established by law. The decisions of the commissions are considered advisory and have to be sent to relevant officials, managers and individual staff members for response.

17.19 The meeting of the Faculty labour collective (the Educational and Scientific Institute) is the self-government body of the Faculty (the Educational and Scientific Institute).

17.20 Meetings of the working staff of the Faculty (the Educational and Scientific Institute) involve all categories of employees of this Faculty (the Educational and Scientific Institute), as well as elected representatives from all persons that study at the Faculty (the Educational and Scientific Institute), according to the norms of representation, which are determined by the Academic Council of the Faculty (the Educational and Scientific Institute).

17.21 Meeting participants that are the elected representatives of the students are elected by all students of the Faculty (the Educational and Scientific Institute) through direct secret voting.

17.22 Meeting participants that are the elected representatives of graduate students and doctoral students, are elected by graduate students and doctoral students of the Faculty (the Educational and the Scientific Institute) at the special meeting by secret voting according to the norms of representation determined by the academic council of the Faculty (the Educational and Scientific Institute).

17.23 The term of powers of the elected representatives elected by students, postgraduates and doctoral students is three years. Two weeks before the ending of the three-year term of office of these representatives, the new representatives should be elected. The powers of the newly elected representatives come into force from the day that follows the

ending of the 3-year term of powers of the previous representatives. In case of premature termination of the powers of the elected representative, a new representative has to be elected for the term until the expiration of the powers of the previous representative.

17.24 In order to organize elections and control the implementation of representation norms, the dean of the Faculty (the director of the Educational and Scientific Institute) forms a working group, which should involve all categories of work process participants. The working group checks the correctness of the meeting participants' protocols, prepares a list of meeting participants, registers them before the meeting begins, and reports on the composition of the meeting as well as the presence of a quorum.

17.25 Meetings are convened at the initiative of the dean of the faculty (director of the educational and scientific institute), the academic council of the Faculty (the Educational and Scientific Institute), the Student Council of the Faculty (the Educational and Scientific Institute), the elected body of the trade union organization of students, graduate students and doctoral students, the initiative group, which must collect one quarter of the signatures of scientific and scientific-pedagogical employees of the faculty (the Educational and Scientific Institute), for whom the University is the main job, or the rectorate of the University.

17.26 Meetings of the working staff of the Faculty (the Educational and Scientific Institute) are convened at least once a year.

Decisions of meetings are considered valid if at least two-thirds of participants were present.

These meetings elect a presidium and a chairman from among its members by open voting. The work regulations are approved by the meeting itself.

Meeting decisions are considered adopted if more than 50 percent of its participants voted for them.

17.27 At the meetings of the Faculty (the Educational and Scientific Institute) participants:

- 1) listen to the annual report of the dean of the Faculty (the Director of the Educational and Scientific Institute) and give an assessment of his/her work;
- 2) approve the annual report on the activity of the Faculty (the Educational and Scientific Institute);
- 3) elect representatives to the academic council of the Faculty (the Educational and Scientific Institute);
- 4) elect delegates to the conference of the university's working staff;
- 5) elect candidates to the Academic Council of the University;
- 6) give consent to the rector for the appointment of the Dean of the Faculty (the Director of the Educational and Scientific Institute);
- 7) discuss candidacies for the position of head of the department and, based on the results of this discussion, with secret voting by the majority of those present, make conclusions about the professional and personal qualities of the applicants and the corresponding proposals;
- 8) apply for the dismissal of the dean of the Faculty (the Director of the Educational and Scientific Institute) on the grounds specified by the labour legislation, the University Charter, or the terms of the contract.

17.28 The body of public self-government of the Research institute is the meeting of the institute's labour collective, the composition, work order and functions of which are determined by the Regulations on the Research Institute that are approved by the Academic Council of the University.

18. Student self-government of the University

18.1 The University as well as all its structural subdivisions have student self-government, which is an integral part of public self-government. Student self-government is the right and opportunity of students to decide the issues of education and life, protection of the rights and interests of students, as well as to participate in the management of the University.

18.2 Student self-government involves all students of the University. All students studying at the University have equal rights and can elect and be elected to work, advisory, elective and other bodies of student self-government. Student self-government is performed by students directly and through student self-government bodies, which are elected by direct secret voting of students.

18.3 The activities of student self-government bodies are regulated by legislation, the University Charter and the Regulations on Student Self-Government of the University.

18.4 Student self-government bodies operate on the principles of:

- 1). equal rights of students to participate in student self-government
- 2). voluntariness, collegiality, openness
- 3). election and accountability of student self-government bodies
- 4). independence from the influence of political parties, public and religious organizations

18.5 Student self-government is performed at different levels: student group, faculty (educational and scientific institute), University, student campus, dormitory, other structural subdivisions, in different branches and in different forms.

18.6 Bodies of student self-government:

- 1) participate in the management of the University in accordance with the procedure established by the Law of Ukraine "On Higher Education" and the Charter of the University;
- 2) make suggestions in terms of the content of educational programs, curricula and programs of academic disciplines;
- 3) protect the rights and interests of students studying at the University, contribute to ensuring their needs in the field of education, life, health, recreation, etc.;
- 4) contribute to the formation of spiritual values, patriotism, civic consciousness and morality in students;
- 5) participate in the discussion and resolution of issues of improving the educational process of scientific research and educational work, awarding scholarships, improving health, organizing leisure time, living and food;
- 6) hold organizational, educational, scientific, sports, recreation and other events;
- 7) promote the activities of circles, societies, interest clubs and other associations of students;
- 8) participate in measures of improving the quality of higher education (sociological surveys, monitoring the quality of the educational process, etc.);
- 9) delegate their representatives to work, consultative and advisory bodies;
- 10) adopt acts regulating their own organization and activities;
- 11) make proposals on the development of the material base of the University, including on issues related to students' life and recreation;
- 12) participate in solving issues related to providing proper living conditions for students in dormitories and organizing meals;
- 13) dispose of funds and other property on the balance sheet and bank accounts of student self-government bodies;
- 14) promote students' compliance with discipline and rules of internal procedure;
- 15) interact with heads of academic groups;
- 16) have the right to announce protest actions for protecting legal rights and interests;

- 17) participate in solving issues of academic mobility and international student exchanges;
- 18) organize cooperation with students of other institutions of higher education and youth organizations;
- 19) facilitate the employment of students and graduates;
- 20) perform other functions specified in this Charter and the Regulations on Student Self-Government of the University.

18.7 Upon approval of the student self-government bodies the decisions are made on:

- 1). expulsion of students from the University and their resumption
- 2). transfer of persons studying at the University under a state order to study under a contract at the expense of individuals
- 3). transfer of persons studying at the University at the expense of individual (legal entity) to study under a state order
- 4). appointment of vice-rectors
- 5). appointment of deputy deans of faculties
- 6). appointment of deputy directors of educational and scientific institutes
- 7). accommodation of persons studying at the university to the dormitory and eviction from the dormitory
- 8). approving the rules of the University's internal procedure in the part that concerns students
- 9). activities of student campuses and dormitories where persons studying at the University reside;
- 10) issuance of orders regulating the activities of the University related to the implementation of the educational process.

18.8. The procedure of activity of the student self-government of the University, the forms, structure and procedure of activity of its bodies are determined by the Regulation on student self-government of the University.

18.9. The highest body of student self-government is the student conference, which:

- 1) adopts provisions on student self-government of a higher education institution, determines the structure, powers and procedure for holding direct secret elections of representative and executive bodies of student self-government;
- 2) listens to the reports of representative, executive and control and audit bodies of student self-government, gives them an appropriate assessment;
- 3) approves the procedure for using property and funds of student self-government bodies supporting student initiatives on a competitive basis;
- 4) approves the annual cost estimate (budget) of student self-government bodies, makes changes and additions to it, listens to the report on its implementation;
- 5) elects a control and audit commission from students (cadets) to carry out current control over the condition of property use and implementation of the budget of student self-government bodies.

18.10. The University administration has no right to interfere in the activities of student self-government bodies.

18.11. The rector provides proper conditions for the activity of student self-government bodies (provides premises, furniture, office equipment, telephone communication, constant access to the Internet, allocates places for the installation of information dashboards, etc.), on which a corresponding agreement is concluded.

18.12. The financial basis of student self-government is:

- 1) funds determined by the Academic Council of the University in the amount of not less than 0.5 percent of own revenues received by the University from the main activities;
- 2) membership fees of students, the amount of which is established by the conference of students of the University;
- 3) other revenues that do not contradict the legislation.

18.13. The funds of student self-government bodies are directed to the fulfillment of their tasks and powers in accordance with the estimates approved by them.

Student self-government bodies publicly report on the use of funds and budget execution at least once a year.

19. Scientific society of students, PhD students, doctoral students and young scientists of the University

19.1. The University and its structural subdivisions have a scientific society of students, PhD students, doctoral students and young scientists, which is the part of Public self-government system of the University.

19.2. People under the age of 35 (up to 40 for doctoral students) who study or work at the University participate in the work of the scientific society of students, PhD students, doctoral students and young scientists.

19.3. The scientific society of students, PhD students, doctoral students and young scientists ensures the protection of the rights and interests of people who study or work at the University, in particular those, who are involved in scientific activity, support of science-intensive ideas, innovations and exchange of knowledge.

19.4. The scientific society of students, PhD students, doctoral students and young scientists acts in accordance with the legislation, the Charter of the University and the Regulations on the scientific society of students, PhD students, doctoral students and young scientists.

19.5. The structure, powers, directions of work, organizational principles of the scientific society of students, PhD students, doctoral students and young scientists are determined by the Regulation on the scientific society of students, PhD students, doctoral students and young scientists, which is approved by the conference of the University labor collective.

19.6. The elected body of the scientific society of students, PhD students, doctoral students and young scientists approves the decision on the expulsion of persons who obtain the degree of doctor of philosophy from the University and their resumption of studies.

19.7. The University administration has no right to interfere in the activities of the scientific society of students, PhD students, doctoral students and young scientists, except for cases when such activity contradicts the legislation, the Charter or does harm to the interests of the University.

19.8. The rector of the University contributes to the creation of appropriate conditions for the activities of the scientific society of students, PhD students, doctoral students and young scientists (provides premises, furniture, office equipment, telephone communication, constant access to the Internet, allocates places for the installation of information dashboards, etc.).

19.9. The financial basis of the activity of the scientific society of students, PhD students, doctoral students and young scientists is the funds determined by the Academic Council of the University.

20. Participants of the educational process at the University

20.1. The participants of the educational process at the University are:

- 1) scientific-pedagogical, scientific and pedagogical workers of the University (full list of scientific-pedagogical, scientific and pedagogical positions employees is determined by legislation);
- 2) university students and other persons studying at the University;
- 3) specialists-practitioners who are involved in the educational process in educational-professional and educational-scientific programs;
- 4) other staff of the University;
- 5) medical, pharmaceutical and other employees of the clinical bases of the University, the university clinic and the university hospital; they are persons whose main place of work connected with medical, pharmaceutical or veterinary activities, and could also participate in the educational process;
- 6) employers can be involved in the educational process.

20.2. Scientific-pedagogical staff are persons who, according to their main place of work at the University, conduct educational, methodical, scientific (scientific-technical) and organizational activities. The positions of scientific and pedagogical workers can be held by persons who have a scientific degree or doctorate, as well as persons who have a master degree.

20.3. Occupation of vacant positions of scientific and pedagogical workers is carried out in accordance with the Law of Ukraine "On Higher Education".

20.4. As a rule, people who have scientific publications, monographs, textbooks, educational and methodological manuals, as well as teaching experience in higher education institutions and scientific work experience are selected for the positions of scientific and pedagogical workers. Scientific and pedagogical workers are appointed in accordance with the requirements of the Law of Ukraine "On Ensuring the Functioning of the Ukrainian Language as the State Language".

20.5. As an exception, a person with a candidate of science degree, who has at least ten years of teaching experience, has published textbooks, educational and methodological manuals, scientific works and teaches courses at a high scientific and theoretical level can be elected to the position of a professor.

20.6. As an exception, a person without a scientific degree who has at least five years of teaching experience, published textbooks, educational and methodological guides, scientific works and teaches courses at a high scientific and theoretical level can be elected to the position of associate professor.

20.7. The employment relations of the University with the person selected by competition for the vacant position of a scientific and pedagogical employee arise after the conclusion of a labor agreement (contract) for a term, as a rule, from one to five years, except for the head of the department, with whom a contract is concluded for a term of seven years.

20.8. The procedure for the election to vacant positions and the employment of scientific and pedagogical workers is determined by the Regulation, which is approved by the Academic Council of the University and put into effect by the rector's order.

20.9. In order to organize the competitive selection of candidates to fill vacant positions of scientific and pedagogical workers at the University, a competitive commission is created by order of the rector.

20.10. The employees selected by the competition are appointed to the corresponding positions by order of the rector under the terms of the labour agreement (contract) in the prescribed manner.

20.11. In some cases, in the case of the impossibility of providing the educational process with the available full-time employees, vacant positions of scientific and pedagogical workers can be occupied under the labour contract until the competitive occupation of these

positions is held in the current academic year.

20.12. The working time of scientific and pedagogical staff is 36 hours per week (reduced working time).

20.13. The working time of a scientific-pedagogical employee includes the time he performs educational, methodical, scientific, organizational work and other work duties. All types of work are carried out within the working hours of the scientific and pedagogical worker and recorded in the individual work plan.

20.14. The norms of time for educational, methodical, scientific, organizational work of scientific and pedagogical workers, as well as the procedure for planning, reporting and evaluating scientific and pedagogical workers are determined by the relevant provision, which is approved by the Academic Council of the University and put into effect by the order of the rector.

20.15. Pedagogical staff at the University are persons who, by their main place of work in higher education institutions, conduct educational, methodical and organizational activities.

20.16. Pedagogical workers are appointed and dismissed in accordance with the law. Pedagogical staff are appointed in accordance with the requirements of the Law of Ukraine "On Ensuring the Functioning of the Ukrainian Language as the State Language". The positions of pedagogical workers can be occupied by persons with a master's degree in the relevant specialty.

20.17. The working hours of a pedagogical worker include the time he performs educational, methodical, organizational work and other labour duties.

20.18. Pedagogical workers undergo attestation every five years in accordance with the procedure established by the Ministry of Education and Science of Ukraine. According to the results of the certification, the employee's suitability for the position is determined, a qualification category and a teaching rank are assigned.

Negative consequences of the attestation are grounds for dismissal of a pedagogical worker from the position in accordance with the procedure established by law.

20.19. Research workers at the University are persons who, at their main place of work and in accordance with the labour agreement (contract), carry out scientific, scientific-technical or scientific-organizational activities and have the appropriate qualifications, regardless of the presence of a scientific degree or academic title.

20.20. Scientific workers are employed and dismissed in accordance with the relevant regulations, which are approved by the Academic Council of the University and put into effect by the rector's order. Scientific workers are appointed in accordance with the requirements of the Law of Ukraine "On Provision of the functioning of the Ukrainian language as the state language".

20.21. The working hours of a scientific worker includes the time he performs scientific, research, advisory, expert, organizational work and other labour duties.

20.22. Dismissal of scientific-pedagogical and pedagogical staff employed in accordance with the labor agreement, selected through competitive selection, or termination of the contract at the initiative of the administration in connection with changes in the educational process, as well as liquidation, reorganization, repurposing an educational unit, changing the scope of work, the number of employees can be carried out, as a rule, after the end of the academic year, unless otherwise provided by the labor agreement, contract or order of the University and in accordance with the law.

20.23. Scientific and pedagogical, scientific and pedagogical staff of the University have the right to:

1) academic freedom, which is realized in favour of the individual, society and humanity in general;

2) academic mobility for carrying out professional activities;

3) protect professional honor and dignity;

4) participate in the management of the University, including electing and being

elected to the conference of the University's labor collective, the University's Academic Council or its structural unit;

5) select teaching methods and tools that ensure high quality of the educational process;

6) ensure appropriate working conditions, increase one's professional level, organization of recreation and life established by legislation, normative acts of the University, terms of individual labor agreement and Collective Agreement;

7) free use of library and information resources, services of educational, scientific, sports, cultural and educational subdivisions of the University;

8) protect their intellectual property;

9) advanced training and internship at least once every five years;

10) obtain accommodation, including official accommodation in accordance with the procedure established by law and in accordance with the Regulations approved by the Academic Council of the University;

11) obtain preferential long-term loans for construction (reconstruction) and purchase of housing in accordance with the procedure established by law;

12) participate in associations of citizens;

13) social and pension insurance in accordance with the procedure established by law;

14) the decision of the conference of the labour collective of the University within its powers, to the employees and persons who study could be granted additional rights and benefits determined by the Collective Agreement and the agreement between the administration and the primary trade union organization of students, PhD students and doctoral students of the University.

Distraction of pedagogic, scientific-pedagogical and scientific workers from the performance of their professional duties is not allowed, apart from the cases provided for by law.

20.24. Scientific-pedagogical and teaching staff of the University are obliged to:

1) provide teaching at a high scientific-theoretical and methodical level of educational disciplines of the relevant educational program by specialty, conduct scientific activities (for scientific and pedagogical workers);

2) increase the professional level, pedagogical skill, scientific qualification (for scientific and pedagogical staff);

3) observe the norms of pedagogical ethics, morality, respect the dignity of persons studying at the University, instill in them love for Ukraine, educate them in the spirit of patriotism and respect for the norms of the Constitution of Ukraine and state symbols of Ukraine;

4) observe academic integrity in the educational process and scientific (creative) activity and to ensure its observance by those obtaining higher education;

5) develop initiative in students, to promote the development of their creative abilities, the formation of healthy lifestyle skills, to take care of their physical and mental health;

6) make students aware of the need to comply with the Constitution and laws of Ukraine, to protect the sovereignty and territorial integrity of Ukraine;

7) instill in students respect for the state language, national, historical, cultural values of Ukraine, a careful attitude to the historical and cultural heritage of Ukraine and the natural environment;

8) form among students a desire for mutual understanding, peace, and harmony among all peoples, ethnic, national, and religious groups;

9) protect students during the educational process from any kind of physical and psychological violence, humiliation of honor and dignity, discrimination on any grounds, propaganda and agitation that harm the health of the student, prevent their use and by other

persons alcohol, drugs and other harmful habits on the territory of educational institutions;

10) comply with the Charter of the University;

11) comply with the Rules of Internal Procedure and other normative documents of the University;

12) annually at the end of the academic year to draw up a written report on the implementation of the individual work plan for the academic year and make a report at the meeting of the department;

13) at least once every 5 years or when renegotiating (extending) the employment contract, report on his/her work during the reporting period (hold an open class, prepare a written report on the work during the reporting period, make a report at a meeting of the department and the Academic Council of the faculty (institute, centre));

14) within the terms specified in the relevant regulatory document approved by the Academic Council and the Rector's order to provide the heads of departments with complete and reliable information about their work during the academic year to determine the rating indicators and annual evaluation of scientific and pedagogical employees;

15) a scientific and pedagogical employee who without good reason did not sign an individual work plan for the academic year (did not report on the implementation of the individual plan or the report of which the department consisting of scientific and pedagogical, pedagogical and scientific employees made a conclusion about the failure to fulfil the individual plan without good reason), is considered to be improperly performing his official duties and may be brought to disciplinary responsibility in accordance with applicable law;

16) the University may terminate the employment agreement (contract) with a scientific and pedagogical employee in respect of whom, on the basis of reporting for work during 5 years, the Academic Council of the faculty (educational and scientific institute), taking into account the conclusion of the department consisting of scientific and teaching, pedagogical, scientific employees, as well as other data, decided on the inconsistency of the position due to insufficient qualifications;

17) a scientific and pedagogical employee who without good reasons has not submitted to the head of the department complete and reliable information for determining the rating indicator at the end of the academic year, the rating commission of the faculty (educational and scientific institute, centre) may establish a rating indicator of 0 points; this scientific and pedagogical employee may be brought to disciplinary responsibility in accordance with the law;

18) pedagogical, scientific and pedagogical and scientific employees, except for foreigners or stateless persons who are invited to the University and work on a temporary basis as scientific, pedagogical, scientific and pedagogical employees or teachers of a foreign language, are obliged to know the state language and use it in the performance of their official duties.

The level of proficiency in the state language by pedagogical, scientific and pedagogical and scientific workers is certified by a document on complete general secondary education, provided that such a document confirms the person's study of the Ukrainian language as an academic subject (discipline), or by the state certificate of proficiency in the state language issued by the National Commission for State Language Standards. A document certifying the level of proficiency in the state language shall be submitted by a person prior to election or appointment to the relevant position.

20.25. The administration of the University provides scientific and pedagogical, scientific and pedagogical employees:

1) establishment of official salaries in accordance with the law;

2) timely payment of salaries after the receipt of appropriate funds;

3) establishment of allowances to the official salary depending on the personal contribution of each employee for the work performed, for the length of service, bonuses and other forms of encouragement of employees, as well as various kinds of additional payments for

combining positions, expanding the service area, performing the duties of temporarily absent employees within the salary fund;

4) establishment of additional payments for the scientific degree of Doctor of Philosophy and Doctor of Science, as well as for the academic title of professor, associate professor and senior researcher in the amounts determined by law. The University may establish a larger amount of additional payments at the expense of its own revenues;

5) proper conditions of work, life, rest, advanced training, organization of everyday life, medical care, including for teachers with disabilities;

6) legal, social, professional protection;

7) payment of compensation in case of loss of work in accordance with the legislation.

20.26. The Rector of the University in accordance with the legislation, this Charter and the Collective Agreement between the administration and the labour collective of the University determines the procedure, establishes the amount of additional payments, allowances, bonuses, financial assistance and encouragement of pedagogical, scientific-pedagogical, scientific and other employees of the University.

20.27. Pedagogical and scientific-pedagogical employees at the expense of own revenues of the University may be provided with material assistance for solving social and domestic issues. The conditions for providing such assistance are determined by the Collective Agreement between the administration and the labour collective of the University.

20.28. Remuneration of teaching and scientific and teaching employees is carried out at the expense of state and / or local budgets, funds of the founders, own revenues of the University, grants, as well as other sources not prohibited by law.

20.29. Issues of social development, including the improvement of working conditions, life and health, guarantees of compulsory medical insurance, members of the labour collective and their families, are resolved in accordance with the legislation, the Collective Agreement between the administration and the labour collective of the University.

20.30. For achieving high results of work, scientific, scientific-pedagogical, pedagogical and other employees of the University can be presented for state awards, honorary titles, awarded with prizes, valuable gifts, diplomas, other types of moral and material incentives.

20.31. For the achievement of high results in pedagogical and scientific activities, the scientific and scientific and pedagogical employees of the University are awarded the honorary titles "Honored Professor of V. N. Karazin Kharkiv National University", "Honored Lecturer of V. N. Karazin Kharkiv National University", "Honored Scientific Employee of V. N. Karazin Kharkiv National University" with the awarding of the corresponding diploma.

20.32. For special services to the University, employees of the University and other persons may be awarded with the University awards "V. N. Karazin Medal", medal "For Service to Karazin University".

20.33. The University awards the title of "Honorary Doctor of V. N. Karazin Kharkiv National University" to prominent scientists, educators, cultural and artistic figures, public figures.

20.34. The procedure for awarding honorary titles is determined by the regulations approved by the Academic Council of the University.

20.35. Scientific-pedagogical, scientific and pedagogical employees improve their qualifications and undergo training in Ukraine and abroad.

The University provides advanced training and internships for scientific-pedagogical, pedagogical employees not less than once every five years with the preservation of the average salary.

Scientific and pedagogical, scientific, pedagogical employees undergo retraining and improve their qualifications by the following types:

1) short-term advanced training (the volume of the curriculum is two ECTS credits);

2) long-term advanced training (the volume of the curriculum is three or more ECTS credits);

3) defending a dissertation for the degree of Doctor of Philosophy or Doctor of Science. Short-term advanced training can take place in the form of courses, seminars, workshops, training seminars, webinars, round tables, etc.

Advanced training and internships are carried out in full-time, part-time, distance forms or in combination.

Internships are carried out according to curricula and programs developed by subject commissions, departments, other structural units, approved by the Academic Council and approved by the Rector (Vice-Rector for Scientific and Pedagogical Work of the University).

The procedure for advanced training and internships, their scientific and methodological support is determined by the regulations approved by the Academic Council of the University and enacted by the order of the Rector.

20.36. Persons studying at the University are:

- 1) applicants for higher education;
- 2) listeners;
- 3) persons who receive additional or separate educational services, including postgraduate education programs;
- 4) doctors-interns - persons who have the master's degree in medical field, perform the training program in internship in the relevant specialty under the supervision of doctor of health care institution and assigned to him/her teacher of the university department, which trains doctors-interns, and participate in providing all types of medical care, provided by requirements of educational and qualification characteristics;

5) resident doctors - persons, who have the master's degree in medical direction, study exclusively at the corresponding clinical departments or residency bases in order to obtain the qualification of doctor of certain specialty according to the list of residency specialties.

20.37. The applicants for higher education are:

- 1) students - persons, enrolled at the University for the purpose of obtaining higher education of bachelor's or master's degree;
- 2) postgraduate students - persons enrolled at the University to obtain the degree of Doctor of Philosophy;
- 3) doctoral students - persons enrolled or attached to the University to obtain the degree of Doctor of Science.

20.38. Higher education applicants studying at the University have the right to:

- 1) the choice of form of study when entering the University;
- 2) safe and harmless conditions of study, work and life;
- 3) labour activity in extracurricular time;
- 4) additional paid leave in connection with studying at the main place of work, reduced working hours and other benefits provided by law for persons who combine work and study;
- 5) free use of libraries, information funds, educational, scientific and sports bases of the University;
- 6) free provision of information for training in accessible formats using technologies that take into account disabilities due to health (for persons with special educational needs);
- 7) use of production, cultural and educational, household, recreational facilities of the University;
- 8) provision of a dormitory and round-the-clock access to it for the period of study in the manner prescribed by law;
- 9) participation in scientific research, research and development works, conferences, symposia, exhibitions, competitions, presentation of their works for publication;
- 10) participation in educational, scientific, scientific and research, sports, artistic, public activities in Ukraine and abroad, in accordance with the procedure established by law;
- 11) participation in discussing and solving issues of improving the educational process, scientific and research work, awarding scholarships, organization of leisure, life, health improvement;

- 12) making proposals on the conditions and amount of tuition fees;
- 13) participation in public associations;
- 14) participation in the activities of public self-government bodies, the Academic Council of the University, academic councils of faculties (institutes, centres), student self-government bodies;
- 15) choice of disciplines within the limits provided by the relevant educational program and curriculum, in the amount of not less than 25 percent of the total number of ECTS credits provided for this level of higher education;
- 16) studying simultaneously in several educational programs, as well as in several higher education institutions, provided that only one higher education for each degree is obtained at the expense of the state (local) budget;
- 17) academic mobility, including international;
- 18) receiving social assistance in cases established by law;
- 19) enrollment in the insurance period in accordance with the Law of Ukraine "On Compulsory State Pension Insurance" of periods of full-time study in higher education institutions, postgraduate studies, doctoral studies, internships, residency, subject to voluntary payment of insurance premiums;
- 20) academic leave or a break in training with the preservation of certain rights of a higher education student, as well as for renewal for training in the manner prescribed by the Ministry of Education and Science of Ukraine;
- 21) a break in study due to circumstances that make it impossible to complete the educational (scientific) program (for health reasons, conscription for military service in case of loss of the right to deferment, family circumstances, etc.);
- 22) participation in the formation of an individual curriculum;
- 23) moral and/or material encouragement for success in studies, scientific and research and public work, for artistic and sports achievements, etc;
- 24) protection from any form of exploitation, physical and mental violence;
- 25) protection from actions of pedagogical, scientific-pedagogical, other employees that violate their rights or humiliate honour and dignity;
- 26) free of charge internship at enterprises, institutions, establishments and organizations, as well as for remuneration of labour during the performance of production functions in accordance with the law;
- 27) vacation leave lasting not less than eight calendar weeks per academic year;
- 28) receiving targeted preferential state loans for higher education in accordance with the procedure determined by the Cabinet of Ministers of Ukraine;
- 29) appeal against the actions of the University management bodies and their officials, pedagogical and scientific-pedagogical employees;
- 30) special educational and rehabilitation support and free access to the University infrastructure in accordance with medical and social indications in the presence of disabilities due to health conditions;
- 31) applicants for higher education who study at the University on a full-time basis at the expense of the state budget have the right to receive academic and social scholarships in accordance with the procedure established by law;
- 32) applicants for higher education who study at the University on a full-time basis may receive other scholarships awarded by individuals (legal entities);
- 33) other rights provided by the Internal Regulations of the University and legislation;
- 34) applicants for higher education, who exercise the right to academic mobility, during training, internships or scientific activities in another higher education institution (scientific institution) in Ukraine or abroad, are guaranteed the preservation of the place of study and the payment of scholarships in accordance with the regulations on the procedure for exercising the right to academic mobility;

35) a person expelled from the University before completing the relevant educational program has the right to be reinstated to study within the licensed volume of the University.

20.39. Higher education applicants who study at the University are obliged to:

1) fulfil the requirements of the educational (scientific) program (individual curriculum (if any)), observing academic integrity, and achieve the learning outcomes defined for the appropriate level of higher education;

2) systematically, deeply master professional skills, improve general cultural level;

3) comply with the requirements of the legislation, the Charter and Internal Regulations of the University, generally accepted norms of cohabitation, morality, ethics;

4) comply with the requirements for labour protection, safety, industrial sanitation, fire safety, provided by the relevant rules and instructions;

5) to protect the property of the University, including in dormitories.

20.40. For violation of academic integrity of higher education students may be brought to the following forms of academic responsibility:

1) repeated passing of assessment (control work, exam, test, etc.)

2) repeating the relevant educational component of the educational program;

3) deprivation of academic scholarship;

4) deprivation of tuition benefits provided by the University.

20.41. The grounds for expulsion of a higher education student from the University are:

1) completion of training in the relevant educational (scientific) program

2) own desire;

3) transfer to another educational institution;

4) failure to fulfil the individual curriculum;

5) violation of the terms of the agreement (contract) concluded between the University and the student or an individual (legal entity) who pays for such training;

6) violation of academic integrity;

7) other cases provided by law.

21. Material and technical base and financing of the University

21.1. The material and technical base of the University includes: buildings, structures, land, communications, equipment, vehicles, service housing and other material values.

21.2. In accordance with the legislation and taking into account the organizational and legal form of the University in order to ensure its statutory activities, the Ministry of Education and Science of Ukraine assigns buildings, structures, property complexes, and communications on the basis of the right of economic management.

Land use and realization of the rights of the owner of land plots, including the acquisition of the relevant rights to land, are carried out by the University in accordance with the Land Code of Ukraine.

Property assigned to the University on the right of economic management cannot be the subject of pledge, and is not subject to withdrawal, alienation, privatization or misuse, transfer to legal entities, individuals without consent of the Ministry of Education and Science of Ukraine and the Conference of the Labour collective, except as provided by law.

21.3. Own revenues of the University, received from fees for services provided in accordance with educational, scientific and educational-production activities, charitable contributions and grants in accordance with the decision made by the Academic Council of the University, are credited to special registration accounts opened in the territorial body of the central executive authority in the field of treasury service of budget funds, or to current and/or deposit accounts of state banks. These revenues, as well as interest received from the placement of University funds on deposit accounts in state banks, are included in the financial plan (estimate) of the University and can be used for the acquisition of property and its use, capital construction and repair of premises, improvement of material and technical, educational,

laboratory, educational and methodological support of the educational process, payment of wages to employees, etc. within the statutory activities of the University.

The University leases the property objects assigned to it on the right of economic management without the right to buy them out in accordance with the law.

Buildings, structures and premises of the University must meet the requirements of accessibility in accordance with state building norms and standards. If the relevant objects cannot be fully adapted to the needs of persons with special educational needs, their reasonable adaptation is carried out taking into account universal design.

Design, construction and reconstruction of buildings, structures and premises of the University are carried out taking into account the needs of persons with special educational needs.

Land plots are transferred to the University for permanent use in the manner prescribed by the Land Code of Ukraine.

21.4. The University in the manner prescribed by law and in accordance with this Charter has the right:

1) ownership of intellectual property rights created at its own expense or at the expense of state or local budgets (except as otherwise provided by law);

2) to establish a sustainable fund (endowment) and dispose of the income from its use in accordance with the conditions of functioning of the sustainable fund, as well as to receive property, funds and material values, in particular buildings, structures, equipment, vehicles, from state bodies, local self-government bodies, legal entities and individuals, including as charitable assistance;

3) to conduct financial and economic activities in Ukraine and abroad;

4) to use the property assigned to it on the right of economic management, including for economic activity, to lease and use it in accordance with the law;

5) to create own or use under the contract other material and technical bases for educational, scientific, innovative or economic activity;

6) to create and develop its own base of social and household facilities, a network of sports and recreation, medical and preventive and cultural artistic structural units;

7) to carry out capital and current repairs of fixed assets;

8) to direct funds for social support of scientific and pedagogical, scientific, pedagogical and other employees of the University and persons studying at the University;

9) to open current and deposit accounts in national and foreign currencies in accordance with the law, to use bank loans without taking into account the restrictions on the right to borrow established by Article 16 and paragraph 27 of part one of Article 116 of the Budget Code of Ukraine;

10) to participate in the formation of the authorized capital of innovative structures and small enterprises formed with the participation of the University, which develop and implement innovative products, by contributing intangible assets (property rights to intellectual property rights) to them;

11) to establish educational and scientific institutions;

12) to establish enterprises for innovative and/or production activities;

13) to make transfers in foreign currency of contributions for collective membership in international educational, scientific, cultural and educational associations, as well as for subscriptions to foreign scientific publications and access to world information networks and databases;

14) to participate in the formation of the authorized capital of innovative structures of various types (scientific, technological parks, business incubators, etc.) by contributing intangible assets (property rights to intellectual property rights).

21.5. The sources of formation of the material and technical base of the University are:

1) property transferred to the University by the Ministry of Education and Science of Ukraine;

- 2) funds received from the general fund of the State Budget;
- 3) own revenues of the University;
- 4) other property and funds acquired on the grounds permitted by the legislation of Ukraine.

21.6. Financing of the University shall be carried out at the expense of the State Budget on the terms of the state order for the payment of services for the training of specialists, scientific and scientific-pedagogical staff and other sources not prohibited by law, in compliance with the principles of targeted and efficient use of funds, publicity and transparency in decision-making, which are used for remuneration, material incentives for employees, other purposes related to the statutory activities of the University.

In accordance with the legislation and the Charter, the University may provide paid services to individuals and legal entities, provided that the provision of an appropriate level of educational services as the main statutory activity is ensured.

21.7. Remuneration of labour at the University is carried out in accordance with the Labour Code of Ukraine, the Law of Ukraine "On Education", "On Higher Education", "On Remuneration of Labour", according to the schemes of salaries and tariff rates established by the Cabinet of Ministers of Ukraine and the Collective Agreement.

Forms and systems of remuneration, conditions and indicators of bonuses for University employees, the procedure for establishing allowances and surcharges are determined by the Collective Agreement approved by the conference of the University staff.

21.8. The University has the right to use the exemptions of taxes, fees, customs duties, other payments to the state and local budgets, which are established for higher education institutions by the Tax Code of Ukraine and other acts of legislation.

21.9. It is forbidden to distribute the received incomes (profits) or their part among the founders (participants), members of such organization, employees of the University (except for payment of their labour, accrual of a single social contribution), members of the governing bodies of the University and other related persons.

The incomes (profits) of the University shall be used exclusively to finance the expenses and maintenance of the University, the implementation of the purpose (goals, objectives) and activities defined by its Charter.

22. The procedure for reporting, control over the implementation of financial and economic activities of the University

22.1. The University in accordance with the Budget Code of Ukraine, the Law of Ukraine "On Accounting and Financial Reporting in Ukraine", the Provision of the Cabinet of Ministers of Ukraine "On Approval of the Regulations on the State Treasury Service of Ukraine" and other regulatory legal acts draws up approved forms of monthly, quarterly and annual reporting, submits them to the Ministry of Education and Science of Ukraine, the State Treasury Service of Ukraine, the State Tax Service of Ukraine, the State Statistics Service of Ukraine, the Pension Fund of Ukraine, the Social Security Fund of Ukraine.

22.2. The University independently carries out operational, accounting and financial accounting of its work, maintains statistical reporting in accordance with established norms, submits it in the prescribed manner to the bodies that are authorized by the legislation of Ukraine to control the relevant areas of activity.

22.3. Rector and chief accountant of University bear personal responsibility for reliability of accounting and statistical reporting.

22.4. Audit of University activities is carried out in accordance with the law.

22.5. The University publishes on its official website:

- 1) the University budget for the current year and all changes to it;
- 2) report on the use and receipt of funds;
- 3) information on tender procedures;

4) staff schedule for the current year.

23. The procedure of reorganization and liquidation of the University

23.1. Reorganization (amalgamation, connection, division, transformation) and liquidation of the University are implemented in accordance with the legislation.

23.2. The liquidation of the University is carried out by the Liquidation Commission, which is created by the Ministry of Education and Science of Ukraine. The staff of the Liquidation Commission includes representatives of the Ministry of Education and Science of Ukraine and the University. The procedure and also the term for the creditors to lay their claims to the University, which is being terminated, are defined by the Ministry of Education and science of Ukraine.

23.3. From the moment of appointment of the Liquidation Commission all the powers on managing the affairs of the University are transferred to it. The Liquidation Commission draws up the liquidation balance sheet of the University and submits it for approval to the Ministry of Education and Science of Ukraine.

The creditors and other legal entities, which are in the contractual relationships with the University, are notified of its liquidation in written form.

In case of termination of the University's activities (due to liquidation, amalgamation, connection, division, transformation) its assets are transferred to one or a few non-profitable organizations of the appropriate type or transferred to the state budget.

23.4. During reorganization and liquidation of the University the observance of the rights and interests of the dismissed employees is guaranteed in accordance with the labor legislation of Ukraine. Reorganization or liquidation of the University should not violate rights and interests of the persons who study at the University.

23.5. The University is considered to have been terminated its activities from the date of entering a record of its termination to the Unified State Register of Legal Entities, Individual Entrepreneurs and Public Organizations.

24. The procedure of making amendments to the Charter

24.1. The Charter of the University is developed by the Academic Council of the University and submitted for approval to the conference, after which the Charter is submitted for approval to the Ministry of Education and Science of Ukraine.

24.2. The amendments and the additions to the Charter of the University are drawn by way of presenting it in a new version and approved in the same procedure as the Charter itself.

Rector

/Signature/

Tetiana KAHANOVSKA

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Translation from Ukrainian into English was made in Newspeak Translation Agency on <u>Sept 29, 2022</u> in Kyiv city	Переклад з української мови на англійську мову виконаний в Бюро перекладів «Ньюспік» <u>29.09.22</u> в м. Києві
Translation is true and correct <u>[Signature]</u> I. Smilianets, director	Вірність перекладу підтверджую <u>[Signature]</u> Смілянecь І.Ю., директор

