TECHNION
Israel Institute
of Technology

Academic Regulations



2017/2018

Academic Regulations – 2017/2018

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Academic Regulations Part 1 – Academic Institutions
Chapter One – Definitions

Article 1 - Definitions

1.1 The Constitution

The "Constitution" – Denotes the constitution of the Technion adopted by the Board of Governors of the Technion at its meeting of April 23, 1953, including all the amendments thereto.

1.2 The Bylaws

The "Bylaws" – Denotes the bylaws of the Technion adopted by the Board of Governors of the Technion at its meeting of April 23, 1953, including all the amendments thereto.

1.3 The Regulations

The "Regulations" – Denotes all the regulations adopted by the Senate in accordance with the Constitution and Bylaws, including the regulations included herein, the Graduate School regulations, as well as the Undergraduate Studies regulations and procedures, as set forth in the studies catalog.

1.3.1 General

A. Where there is a contradiction between that stated in these regulations and that stated in the Constitution or Bylaws, the Constitution and Bylaws shall prevail.

B. Any references in this document in the masculine form shall refer to both genders.

1.4 Academic Unit

"Academic Unit" or "Unit" denotes a faculty, department or interdisciplinary unit.

1.5 Head of Academic Unit

"Head of Academic Unit" or "Head of Unit" denotes a faculty dean, department head or interdisciplinary unit head.

1.6 Technion Deans

"Technion Deans" denotes Dean of Undergraduate Studies, Dean of the Graduate School, Dean of Students and Dean of the Unit for Continuing Education & External Studies.

1.7 Full Professor

Full Professor (hereinafter – "Professor") denotes a full-time tenured professor, including a Distinguished Professor (excluding a new appointment subject to Section 32.3.2.1 below).

1.8 School

"School" denotes a union of several academic units.

1.9 The Steering Committee

The "Steering Committee" – Refers to the Steering Committee of the Senate and of the Academic Assembly.

1.10 Elections Committee

"Elections Committee" – Refers to a two-member committee assisting the EVPAA with conducting elections to the Senate and to its committees, its functions being to oversee the election proceedings and to confirm the voting results.

1.11 Committee for Office Terminations

The "Committee for Office Terminations" – Refers to the Committee for Appointing a President as set out in section 31.1.1 in the Technion Bylaws, which will act also as the Committee for Office Terminations.

Chapter Two – The Academic Assembly

(Senate – December 11, 2005)

Article 2 – Definitions

2.1 Definition

The Academic Assembly is a body whose members include all the professors as well as Senate members (hereinafter – "the Assembly").

Article 3 – Composition of the Academic Assembly

3.1 Assembly Composition

Senate Chairman;

All staff members with the rank of professor, including those on sabbatical leave or on unpaid leave for a period not longer than a year;

Senate members;

Student representatives in the Senate from both undergraduate and graduate studies (observers without a voting right). **(Senate – March 17, 2013; Senate – January 5, 2014)**

3.2 Assembly Chairman

The Senate Chairman will serve as Assembly Chairman, and in his absence, his permanent substitute – the Senior Executive Vice President.

Article 4 – Functions of the Academic Assembly

4.1 Appointment of the President; Termination of the President's Term of Office

The Assembly is the body which will be consulted regarding appointment of the President or termination of his office.

4.2 Receiving Reports

The Assembly will receive reports from the President and from the Executive Vice Presidents, as necessary.

4.3 Senate Reports and Committees

The Assembly will receive ongoing reports from meetings of the Senate, the Steering Committee, the Standing Committee for Academic Studies, and any other committee to be appointed by the Senate regarding any matter within its competence. Receipt of a report by the Assembly is not to be construed as approval of its content by the Assembly, unless an explicit resolution on the matter dealt with was passed. **(Senate – June 30, 2013)**

4.4 Resolutions of the Board of Governors

The Assembly will receive a report on the resolutions of the Board of Governors.

4.5 Review

The Assembly will review Senate resolutions (save resolutions concerning personal matters) following a written request addressed to the Assembly Chairman, signed by 30 professors. The Assembly's decision in this matter will be final.

Article 5 – Meetings of the Academic Assembly

5.1 Ordinary Meetings

During the academic year ordinary meetings of the Assembly will be held : one in the winter semester and one in the spring semester. Dates for the ordinary meetings will be prescheduled on the academic calendar.

5.2 Extraordinary Meetings

The Assembly Chairman, and in his absence, his permanent substitute, the Senior Executive Vice President, may convene, on his own initiative, extraordinary meetings for deliberating urgent matters, but not between August 10 and September 30.

5.3 Special Meetings

During the academic year (but not between August 10 and September 30) several special meetings may be held for clarifying fundamental issues pertaining to the Technion policy in areas of its academic activity. The meetings' chairmen will be elected by the Steering Committee.

5.4 Quorum

Fifty Assembly members with voting rights will constitute a quorum. The quorum will be counted during the meeting if one of the Assembly members so requests.

5.5 Invitation of Guests to the Assembly Meetings

The Assembly Chairman may, as he sees fit or by the Assembly's resolution, invite guests to the Assembly meetings. The guest will attend only that part of the meeting to which he was invited.

5.6 Meeting Reports

A report from each Assembly meeting will be submitted to the Assembly members at least three days before the following meeting.

Article 6 – Procedure for Assembly Discussions

6.1 Procedures for Passing Resolutions

Identical to the procedures for passing resolutions at the Senate (see Section 14.1 below).

6.2 Personal Matters

Generally, personal matters will not be discussed at the Assembly, unless determined otherwise in the resolutions or procedures regarding a specific matter.

Chapter Three– The Senate
(Senate – December 11, 2005)

Article 7 – Definitions

7.1 Definition

The Senate is the authority that determines all the academic matters of the Technion pursuant to the Constitution, Bylaws and regulations, and it will have residual authority in purely academic matters.

Article 8 – Composition of the Senate

8.1 Senate Members

Seventy-one elected members of the academic staff and ex-officio members, as follows:

8.1.1 Ex-officio **Members**

A. The President – Chairman;

B. Executive Vice Presidents;

C. The Vice Presidents who are full-time academicians with the rank of professor;

D. Technion Deans;

E. Heads of Units.

8.1.2 Elected members

A. At least 35 members, elected in Technion-wide elections, with the rank of professor, including elected members of the Steering Committee;

B. Up to two elected members from each unit.

8.1.3 Student representatives

A. A representative of the undergraduate students;

B. A representative of the graduate students. **(Senate – March 17, 2013)**

The student representatives will be observers without a voting right.

8.2 Term of Office of an Elected Senate Member

The term of office of elected Senate members under Section 8.1.2 above will be from the day a vacancy is created in the Senate (end of term of office, departure for sabbatical leave, etc.) until two years after December 31 of the academic year in which they were elected. They may be reelected for an unlimited number of terms.

8.3 Senate Chairman

The President will serve as Chairman at the Senate meetings, and in his absence, his permanent substitute, the Senior Executive Vice President. In the absence of both, the President will choose one of the Academic Executive Vice Presidents to act as Chairman.

8.4 Senate Secretary

The Senate Secretary will be appointed by the President following consultation with the Steering Committee.

Article 9 – Procedure for Technion-Wide Elections to the Senate

9.1 Right to Vote

The right to vote will be given to professors, including those on sabbatical leave or on unpaid leave for a period not longer than one year.

9.2 Right to Be Elected

The thirty-five Senate members elected in Technion-wide elections will be staff members with the rank of professor. There is no cap on the number of individuals elected from a specific unit in the framework of Technion-wide elections.

9.3 Election Process

A. Candidates for membership in the Senate will be nominated by two staff members with the rank of professor; the nominations will require the candidates' consent.

B. The candidates' eligibility will be confirmed by the Senate Secretary.

C. When the number of candidates is less than or equal to the number of vacancies, the election date will be postponed by two weeks, in order to enable the nomination of additional candidates.

D. When the number of candidates is greater than the number of vacancies, an election process will be conducted as follows:

1. The elections will be by secret ballot.
2. The list of candidates will be provided to those entitled to vote.
3. Each voter will mark a number of names that does not exceed the number of vacancies.
4. In the event of a tie between the lowest ranked candidates for election, the Elections Committee will determine how to complete the election process following consultation with the candidates concerned.

E. In situations not defined in this procedure, the Elections Committee will determine the election process.

9.4 Presenting Candidacy Simultaneously for the Senate in Both Technion-wide Elections and Unit Elections

A professor elected to the Senate in the framework of unit elections (or nominated as a candidate for membership in the framework of unit elections) will be allowed to present his candidacy in the framework of Technion-wide elections, and vice versa. A professor elected to the Senate under both categories (unit and Technion-wide) will be deemed as elected in the framework of Technion-wide elections.

9.5 Senate Membership of the Steering Committee Members

A candidate elected to the Steering Committee will be an ex-officio Senate member and will be counted among the 35 Senate members elected in Technion-wide elections. When the Steering Committee member's term of office expires, so will his term of office in the Senate.

Article 10 – Procedure for Unit Elections to the Senate

10.1 Right to Vote

Granted to the unit council members as set out in Section 22.2 below.

10.2 Right to Be Elected

Two representatives will be elected to the Senate from among the staff members in the unit. Each of the two elected Senate representatives from the unit will be either a tenured full professor or tenured associate professor, but at least one of them must be a professor. In the Faculty of Medicine, also a clinical full professor may be elected instead of a full professor, and a clinical associate professor instead of an associate professor. **(Senate – November 27, 2011)**

10.3 Staffing the Quota of Vacancies

If at the beginning of the winter semester and/or the beginning of the spring semester an academic unit is unable to staff the quota prescribed, these vacancies will be added to the 35 vacancies in the Technion-wide elections.

Article 11 – Procedure for the Election of Student Representatives to the Senate

11.1 Process for the Appointment of Student Representatives to the Senate

A. The student representatives in the Senate will be elected by the Students Association. **(Senate – January 5, 2014)**

B. The term of office of the student representatives in the Senate will continue until the Students Association appoints other representatives instead of them. **(Senate – January 5, 2014)**

Article 12 – Functions of the Senate

12.2 Academic Matters

The Senate will deliberate and pass resolutions on all academic matters.

12.3 Advancement of Research

The Senate will prescribe rules and regulations for the advancement of research at the Technion.

12.4 Admission of Students

The Senate will prescribe rules for the admission of students, graduate students and other learners, to studies and research at the Technion.

12.5 Senate Oversight

The Senate will oversee matters of teaching, education and discipline concerning undergraduate and graduate students, as well as supervise their security and wellbeing in the framework of the Technion, through the institution and implementation of regulations.

12.6 Committees

The Senate will lay down processes for the election of Steering Committee members, members of the Standing Committee for Academic Studies, judges for disciplinary tribunals for academic staff and students, members of the Standing Committees for the Appointment of Academic Staff Members, and members of any other committee it sees fit to establish. **(Senate – June 30, 2013)**

12.7 Receiving Reports

The Senate will receive ongoing reports from meetings held of the Steering Committee, the Standing Committee for Academic Studies, and any other committee to be appointed by the Senate regarding any matter within its competence. Receipt of a report by the Senate is not to be construed as approval of its content by the Senate, unless an explicit resolution on the matter dealt with was passed. **(Senate – June 30, 2013)**

12.8 The Library and Information and Communication System

The Senate will lay down operational and working guidelines for the Library and Information and Communication System.

12.9 Recommendations to the Council

The Senate will submit recommendations to the Board of Governors or to the Council on academic and other matters, as required by the Constitution and Bylaws.

12.10 Establishment and Dissolution of Units

The Senate will submit to the Board of Governors or to the Council recommendations concerning the establishment of new units and modification or dissolution of existing units, after receiving opinions from the councils of the units concerned.

12.11 Discussion on Any Matter

The Senate will discuss any matter forwarded to it by the Board of Governors, the Council, the Assembly, the President or his substitute, and will submit a report thereon.

12.12 Other Powers

The Senate will have the authority to discuss and express its opinion on any matter pertaining to the Technion, pursuant to the powers vested in it under the Constitution, Bylaws and regulations.

Article 13 – Senate Meetings

13.1 Ordinary Meetings

During the academic year the Senate will hold ordinary meetings three times during the winter semester and three times during the spring semester (at least six regular meetings during the year), except during the period between August 10 and September 30**.** The dates for ordinary meetings will be prescheduled on the academic year calendar.

13.2 Extraordinary Meetings

The President or his substitute may convene, on his own initiative, extraordinary meetings for deliberating urgent matters, but not between August 10 and September 30. Likewise, he must convene an extraordinary meeting upon presentation of a written request for such meeting, signed by at least two thirds of the elected Senate members present in Israel, specifying the matter necessitating deliberation. In this case, the meeting will be held no later than four working days after receiving the request.

13.3 Quorum

Fifty Senate members with voting rights will constitute a quorum. The quorum will be counted during the meeting if one of the Senate members so requests.

13.3.1 General

Notwithstanding that stated in Section 13.3 regarding a quorum, a discussion will be held and resolutions will be passed in the absence of a quorum for a topic included on the agenda of a previous ordinary meeting of the Senate, where the discussion was not held due to the absence of a quorum. In such a case, said topic will be included at the top of the agenda of the following Senate meeting, with an appropriate annotation next to it.

13.4 Inviting Guests to Ordinary and Extraordinary Meetings

The President may, at his discretion or by the Senate's decision, invite guests to attend any part of the Senate's meeting. A guest invited in such manner will attend only that part of the meeting to which he was invited, and will not be entitled to vote.

13.5 Meeting Reports

A report from each ordinary meeting or each extraordinary meeting held by the Senate will be submitted to the Senate members at least three days ahead of the following meeting. A report on the Senate's resolutions will be sent to the Assembly members.

Article 14 – Procedure for Senate Discussions

14.1 Procedures for Passing Resolutions

Resolutions at the Senate meetings will be passed by a simple majority vote, unless determined otherwise (in the Senate regulations or resolutions) regarding a specific matter. In the event of a tie, the Chairman may decide the matter or postpone the discussion on the matter to another meeting. The votes will generally be by open ballot, unless determined otherwise regarding a specific matter, or if a Senate member so requests.

14.2 Objection

Within two weeks of receiving a report on the Senate's resolutions, 30 Assembly members with voting rights may notify of their objection to a Senate resolution. In such a case, the topic will be presented for deliberation at the Assembly, which may approve or modify the Senate's resolution by a majority vote of the attendees. The Assembly's decision on the matter will be final.

14.3 Personal Matters

Generally, personal matters will not be discussed at the Senate, unless determined otherwise by the regulations or procedures regarding a specific matter.

Article 15 – Authority to Act in Special Cases

15.1 Special Cases

Between August 10 and September 30, the President or his substitute will be authorized to act in the Senate's name regarding urgent matters requiring the Senate's decision. For each such action, a notice will be given to the Senate at its first meeting after September 30 of the same year.

Chapter Four – The Steering Committee

Article 16 – Composition of the Steering Committee

16.1 Composition

16.1.1 Ex-officio Members

A. The President;

B. Executive Vice Presidents;

C. Dean of Undergraduate Studies;

D. Dean of the Graduate School.

16.1.2 Elected members

A. Professors who are Senate representatives, among which no more than two members come from the same unit, and who are not Heads of Units,

B. The number of elected members will exceed by one the number of ex-officio members, as specified in Section 16.1.1 above.

C. A candidate elected to the committee will be an ex-officio Senate member, and will be counted among the 35 Senate members elected in the framework of Technion-wide elections.

16.1.3 General

The elected committee members may not serve as Heads of Units, as members of the Standing Committee for Non-Tenure Tracks (see Section 34.7 below), as members of the Senate Preparatory Committee (see Section 34.3.1. below), or as members of the Standing Committee for Tenure Track Appointments (see Section 34.5 below).

16.1.4 Chairman

The President will serve as Chairman of the committee, and in his absence, his permanent substitute – the Senior Executive Vice President. In the absence of both, the President will choose one of the Academic Executive Vice Presidents to act as Chairman.

16.1.5 Secretary

The Senate Secretary will serve as the committee's secretary.

Article 17 – Procedure for Election to the Steering Committee

17.1 Right to Vote

All academic staff members with the rank of professor.

17.2 Right to Be Elected

All academic staff members with the rank of professor.

17.3 Election Process

A. **General**

Elections will be held before elections to the Senate and will be by secret ballot.

B. **Creation of vacancy**

Upon creation of a vacancy on the committee (end of term of office, departure for sabbatical, etc.), a written notice will be sent to all the professors, specifying the election date.

C. **Nomination**

Every such vacancy as aforesaid will be filled by nomination of a candidate, which will be submitted to the Senate Secretary, with the candidate's consent, by at least three professors.

D. **Vacancies in the Senate**

Based on the results of the elections to the committee, and as needed, an election (either cross-Technion or unit) will be held in respect of the Senate vacancies.

17.4 Term of Office; Additional Term

The term of office of an elected committee member will be from the day the vacancy was created on the committee (end of term of office, departure for sabbatical, etc.) until two years after December 31 of the academic year in which he was elected. At the end of an elected committee member's term of office, his membership in the Senate will also expire. Election may be for two consecutive terms.

17.5 Cooling-off Period

A committee member whose term of office has ended (after a single term or after two consecutive terms, or if his term of office prematurely ended), will be eligible for reelection to the Committee only after at least a year following expiration of the aforesaid term in office.

Article 18 – Functions of the Steering Committee

18.1 Preparation of Meetings Held of the Senate, the Assembly and the Standing Committee for Academic Studies **(Senate – June 30, 2013)**

The committee will prepare the material for meetings held of the Assembly, the Senate and the Standing Committee for Academic Studies and refer the topics for deliberation and resolution by the Assembly, the Senate or the Standing Committee for Academic Studies.

If five or more Assembly members with voting rights present to the committee a proposal to discuss topics which are within the competence of the Senate, the proposers will be invited to the discussion to be held in the next committee meeting. The committee will present the topic, along with its recommendation, for discussion at the next Senate meeting or the one thereafter, or to the Standing Committee for Academic Studies (as the case may be). This procedure will not apply to personal matters.

18.2 Discussion of Any Matter

The committee will deliberate on any matter forwarded to it by the Assembly, the Senate or the Standing Committee for Academic Studies, and will report to them thereon. **(Senate – June 30, 2013)**

18.3 Receiving Reports

The committee will receive ongoing reports from meetings of the Senate committees (elected and appointed), as well as reports from meetings of the unit councils, as detailed in Section 27.4 below. These reports will be forwarded to the Senate, the Assembly or the Standing Committee for Academic Studies, as the case may be. **(Senate – June 30, 2013)**

18.4 Obtaining Information

The committee will receive information from the President and the Executive Vice Presidents on general matters concerning finance and policy, as required for the efficient performance of its functions.

18.5 Order of Priorities

The committee will determine an order of priorities for proposals concerning staff expansion for existing study schedules, after receiving the opinion of the Head of Unit concerned, and will submit a report and recommendation to the Senate on the matter at hand.

18.6 Advising the President

The committee will advise the President on any matter he wishes, and will deliberate on any matter he presents to it.

18.7 Appointing Heads of Academic Units

The committee will recommend to the Senate nominations for Heads of Units (as per Section 23.3 below).

18.8 Special Functions

The committee will perform additional functions assigned to it by the academic regulations, such as approving the appointment of guest teachers, approving sabbatical leave and unpaid leave for academic staff members, approving the transfer of academic staff members from one unit to another, approving secondary affiliation, approving transition to joint affiliation, approving the appointment of unit council secretaries, appointing unit representatives to other units, appointing unit representatives on the Committee for Coordination of Computerization and IT Systems, appointing unit representatives to the Academic Council in the Unit for Continuing Education & External Studies, and appointments to inter-unit graduate study committees.

Article 19 – Steering Committee Meetings

19.1 Ordinary Meetings

During the academic year, the committee will hold an ordinary meeting about once a month, except during the period between August 10 and September 30**.** The dates for ordinary meetings will be prescheduled on the academic year calendar.

19.2 Quorum

The Chairman or his substitute, as set out in Section 16.1.4 above, and an additional four elected members will constitute a quorum. The quorum will be counted during the meeting if one of the committee members so requests.

19.3 Extraordinary Meetings

The President, and in his absence, his permanent substitute, the Senior Executive Vice President, may convene, on his own initiative, extraordinary meetings for deliberating different matters.

19.4 Inviting Guests

The Committee Chairman may invite guests to attend any part of the Steering Committee meeting. A guest invited in such manner will attend only that part of the meeting to which he was invited, and will not participate in the voting.

19.5 Consulting with the Senate

If four committee members attending the meeting wish to consult with the Senate or with the Standing Committee for Academic Studies, before making a decision on a specific matter, an explicit recommendation will not be submitted in the matter. **(Senate – June 30, 2013)**

19.6 Reports

Reports on the committee meetings will be submitted to the members of the Senate and the Assembly at least three days before each Senate meeting, unless the time interval between the committee meeting and the Senate meeting prevents this. In this case, the committee will submit new recommendations on routine matters only, or on questions to be confirmed as urgent, by a majority vote of the Senate members or Assembly members present, as the case may be.

Chapter Five – Standing Committee for Academic Studies
(Senate – June 30, 2013)

Article 20 – Composition, Procedure for Election to the Committee, and the Committee's Resolutions

20.1 Composition

20.1.1 Ex-officio **Members**

A. The President;

B. Senior Executive Vice President;

C. EVPAA;

D. Dean of the Graduate School;

E. Dean of Undergraduate Studies;

F. Dean of Students.

20.1.2 Elected members

Fourteen professors, including a clinical full professor, or tenured associate professors who are not Steering Committee members, with no more than seven members with the rank of associate professor. Likewise, the 14 elected Committee members with a voting right will include no more than two members from the same unit. **(Senate – November 27, 2011)**

20.1.3 Student representatives

A. A representative of the undergraduate students elected by the Students Association;

B. A representative of the graduate students elected by the Students Association. **(Senate – January 5, 2014)**

The student representatives will be observers without a voting right.

20.2 The Committee's Powers and Functions

The Standing Committee for Academic Studies (hereinafter in this chapter – "the Committee") will deal, on behalf of the Senate, with the topics specified in Sections 12.3, 12.4 above of the regulations, relating to the Senate's functions. It will also deal with and decide on topics pertaining to student admission procedures, determination and improvement of teaching methods, determination of teaching format, approval of curricula, preparation of the academic calendar, confirmation of completion of study program and conferral of degree, etc., which will be forwarded to it by the Steering Committee for handling on behalf of the Senate. **(Senate – June 30, 2013)**

20.3 Procedure for Election to the Committee

A. **Right to vote**

All academic staff members in the Assembly with a voting right.

B. **Right to be elected**

Academic staff members having the rank of professor or the rank of associate professor in a full-time tenured position.

C. **Election process**

1. **Ballot elections**

   The elections will be by secret ballot.

2. **Creation of a vacancy**

   Upon creation of a vacancy on the committee (end of term of office, departure for sabbatical, etc.), a written notice will be sent to all the professors, specifying the election date.

3. **Nomination**

   Every such vacancy as aforesaid will be filled by nomination of a candidate, which will be submitted to the Senate Secretary, with the candidate's consent, by at least three professors.

20.4 Term of Office; Additional Term

The term of office of an elected committee member will be from the day the vacancy was created on the committee (end of term of office, departure for sabbatical, etc.) until two years after December 31 of the academic year in which he was elected. The member may be elected for two consecutive terms.

20.5 Cooling-off Period

A committee member whose term of office has ended after a single term (after not being reelected for a further term) or after two consecutive terms, will not be eligible for reelection to the Committee until after at least a year following expiration of the aforesaid term in office.

20.6 Dates of Meetings

During the academic year, the Committee will hold an ordinary meeting about once every six weeks (except during the period between August 10 and September 30). The dates of the ordinary meetings will be scheduled on the academic calendar. The President, and in his absence, his permanent substitute, the Senior Executive Vice President, may convene extraordinary meetings on his own initiative**.**

20.7 Chairman

The post of Committee Chairman will be filled by the President, or his permanent substitute, the Senior Executive Vice President. In the absence of both, the post will be filled by an Executive Vice President appointed by the President.

20.8 Secretary

The Senate Secretary will serve as the Committee's secretary.

20.9 Quorum

Consists of the Chairman plus eight elected Committee members.

20.10 Passing Resolutions

If a resolution was adopted by a two thirds or greater majority of the attendees, a notice thereof will be given to the Assembly members with a voting right. A topic that failed to achieve such a majority will be forwarded for deliberation in the Steering Committee, which is subsequently entitled to forward it for deliberation and resolution by the Senate or to remove it from the agenda.

20.11 Inviting Guests

The Committee Chairman may, at his discretion or by the Committee's decision, invite guests (including student representatives) to attend any part of the Committee's meetings. A guest will attend only that part of the meeting to which he was invited, and will not be entitled to vote.

20.12 Notice to the Assembly

Within two weeks of receiving a report on the Committee's resolution, any Assembly member with a voting right may notify of his objection to the Committee's resolution. In such case, the resolution's implementation will be delayed until the next Committee meeting, which will hold further deliberations on the matter in the presence of the objecting member.

If the resolution is modified, it will be treated as a new resolution. If the original resolution is confirmed, this resolution will be final.

20.13 Forwarding a Topic for Deliberation by the Senate

In the event three Assembly members with a voting right object to a resolution by the Committee, the topic will be brought for deliberation before the Senate, which may approve or modify the Committee's resolution by a majority vote of the attendees.

Chapter Six – The Academic System

Article 21 – Organization into Schools and Academic Units

21.1 Organization of the Academic System

The academic system will comprise academic-administrative frameworks: schools and academic units. New units will generally be organized as departments; with the growth and ramification of their activities, these will be turned into faculties or into interdisciplinary units, which under appropriate conditions can be turned into departments. The Senate will decide from time to time on the areas of teaching and research for each unit.

21.2 Schools

A. Organization

Several units having a common interest and appropriate size will be able to initiate the organization of a school through a voluntary framework. A school will generally be established through the union of three or more units, where at least one of them has faculty status.

B. Establishment of a School

A proposal for establishing a school adopted by a two-thirds majority of the members of each of the councils of the units seeking to unite within its framework, will be submitted to the Senate. The Senate will forward its recommendation to the Council. The Council will decide on the establishment of the school.*

C. Name of School

The name of the school will be proposed to the Senate by the units seeking to be included within its framework. Once the Senate approves the proposal, it will be forwarded to the Council for approval.

D. School Dean

The school will be headed by a dean.

E. Powers of the School Dean

The School Dean will have all the powers delegated to him by the President and he will be accountable to him for exercising them. The School Dean will chair the School Board, as well as the Coordinating Committee below. The School Dean will be an ex-officio member of each of the councils of the units incorporated within the school.

F. Election of School Dean

A candidate or candidates for the position will be elected from among the professors by the Search Committee. The committee will be headed by the President or an Executive Vice President to be appointed by him (hereinafter – "the Chairman") and will consist of at least four other members to be elected by the unit councils comprising the school, such that each unit will have equal representation on the Search Committee.

The candidate will be elected by a simple majority, which will include the Chairman. The affirmative recommendation of the Search Committee will be referred for the approval of the

*Note: Ahead of deliberations on the establishment of the first school, the Senate will be presented with a proposal detailing the powers of the School Dean.

School Board (21.3), which will express its position through the vote of a majority of its members. The School Board's position will be presented to the Senate.

In the event no candidate receives both the committee's recommendation and the School Board's approval, the Chairman will forward the Search Committee's recommendation to the Steering Committee. The Steering Committee's recommendation, which is supported by the Chairman, will be referred to the Senate for approval by a simple majority.

G. Term of Office

The first term of office will be for three years and will be extendable in accordance with the process described above, for additional periods of three years each time. The cumulative term of office will not exceed eight years. At the President's request, the School Board will be able to extend this period by a one-time extension of no longer than one year. The School Dean will be able to be reelected in accordance with the procedure described above, only after a three-year hiatus.

21.3 School Board

A. Composition

The School Board will comprise all members on the councils of the units incorporated within the school.

B. Dates of Meetings

The Board will convene for a regular meeting at least once during the semester, within a month of the commencement of studies. The School Dean may call a special meeting of the Board (except during the period between August 10 and September 30), by giving two weeks' advance notice. The dean must convene a special meeting of the School Board at the request of the Coordinating Committee below or due to the decision of one of the councils of the units incorporated within the school, within two weeks of receiving the request.

C. The Board's Functions and Powers

The Board will deliberate on any matter of common interest to the units incorporated within the school, which will be presented to it through the Coordinating Committee below. It will have all the powers to be delegated to it by the Senate, on the one hand, and by the councils incorporated within the school, on the other.

21.4 The Coordinating Committee

A. Composition

The Coordinating Committee will be headed by the School Dean and comprise the heads of the units incorporated within the school as well as two elected members from each unit.

B. Dates of Meetings

The committee will convene for a regular meeting at least twice during the semester. The School Dean may call additional meetings of the committee as he sees fit, and must convene the committee at the request of two of its members (except during the period between August 10 and September 30).

C. The Committee's Functions and Powers

The committee will prepare the material for the School Board meetings. The committee will deliberate on the academic and physical development programs of the school. Likewise, it will

deliberate on any topic relayed to it by the School Dean or head of one of the units incorporated within the school or by the council of one of the units incorporated within the school.

21.5 Affiliation of Academic Staff with Faculties and Departments (Senate – January 22, 2017)

A. Every staff member will have a primary affiliation with one of the units but a staff member with the rank of lecturer, senior lecturer (assistant professor), associate professor, professor and clinical full professor may have a joint affiliation with two units. **(Senate – November 27, 2011; Senate – June 24, 2012)**

B. The rights and duties of a staff member having joint affiliation with two units will be identical, respectively, in each of the units with which he is affiliated, to those of a staff member having a primary affiliation with the same units, except for the teaching, research and administrative duties, which will amount to only 50% in each of the two units.

C. A staff member's primary affiliation with a unit or joint affiliation with two units will be determined at the time of his initial appointment

D. Besides the primary affiliation or joint affiliation, a staff member may have a secondary affiliation with another unit (one or more).

E. A staff member with a secondary affiliation to an academic unit will have voting rights in the unit council. His other tasks, duties and rights will be determined by the Head of the Unit.

F. A staff member employed by the Jacobs Technion-Cornell Institute in New York City, who received an academic appointment from the Technion, will generally be affiliated academically with one of the units. In exceptional cases, and by the decision of the Senate Preparatory Committee, a staff member of Jacobs will be able to have an academic appointment from the Technion without being affiliated with any academic unit of the Technion in Haifa. **(Senate – June 30, 2013)**

G. A Jacobs staff member, whether or not he is affiliated with one of the units, will be accepted for work under a Jacobs letter of appointment specifying his teaching, research and service duties, as well as his employment terms and conditions including matters relating to retirement, sabbaticals, etc. It is hereby emphasized that the collective agreement applying to Technion employees will not apply to a Jacobs staff member. Likewise, he will not be listed in the Technion's employees register. The appropriate publications, such as the Technion study catalogue, will indicate his unit affiliation under the indication of his employment at Jacobs. **(Senate – June 30, 2013)**

H. The appointment and employment of staff members in the Guangdong Technion Israel Institute of Technology (hereafter - GT) will follow the guidelines in appendix 1.

21.6 Organization of the Units

(Senate – June 24, 2012; Senate – November 18, 2012; Senate – June 28, 2015)

Faculty of Architecture and Town Planning	Faculty of Biology
Faculty of Civil and Environmental Engineering	Faculty of Chemical Engineering
Faculty of Aerospace Engineering	Faculty of Biotechnology and Food Engineering
Faculty of Materials Science and Engineering	Faculty of Electrical Engineering
Faculty of Mechanical Engineering	Faculty of Industrial Engineering and Management
Faculty of Chemistry	Faculty of Computer Sciences

Faculty of Mathematics	Faculty of Physics
Faculty of Medicine	Faculty of Education in Science and Technology
Faculty of Biomedical Engineering	Department of Humanities and Arts

Article 22 – Composition of the Councils of Academic Units

22.1 Councils of Academic Units

Each unit will have a council.

22.2 Composition of the Councils of Academic Units

Members of a unit council will be:

A. A staff member having a primary, secondary or joint affiliation with the unit, with the rank of professor, clinical full professor, associate professor, clinical associate professor, senior lecturer (assistant professor), clinical senior lecturer (clinical assistant professor), lecturer, senior teaching associate and senior teaching fellow, in a full-time position, and associate professor, clinical associate professor, senior lecturer (assistant professor), clinical senior lecturer (assistant professor), in a quarter-time or greater position (including a staff member on sabbatical leave and a staff member on unpaid leave for a period not exceeding a year). **(Senate – November 27, 2011; June 24, 2012)** A Jacobs-employed staff member belonging to a unit, subject to the approval of the unit Preparatory Committee (by a majority vote). **(Senate – June 30, 2013)**

B. In the faculties and departments: representatives of other units, by the Senate's decision. Any such representative will be elected for two years from among the unit's members by the council of the academic unit to which he belongs, and the election of the representative will be reported to the Senate. Said representatives will not have the right to vote in respect of the internal matters of the unit to which they were sent.

C. In interdisciplinary units: staff members from other units, by the Senate's decision, with the recommendation of the Steering Committee and in consultation with the head of the unit concerned.

22.3 Invitation of Staff Members and Guests

The Head of Unit may invite guests to be present in any part of the council's meetings. A guest will be present only in the part of the meeting the meeting to which he was invited and will have no voting right.

Article 23 – Heads of Units

23.1 Head of Unit

Every unit will elect by secret ballot held in its council, one of its members with the rank of professor, having a primary or joint affiliation, to be a candidate for appointment as head of the unit. If there are fewer than five professors in the unit who can be candidates (and who are not on sabbatical leave), the candidate may also have the rank of associate professor in a full-time position.

23.2 Notice of Date for Proposing Candidates

Members of the unit council will receive a notice regarding the holding of a council meeting at which candidates will be proposed for election, at least ten days prior to said meeting, unless the position of Head of Unit happens to be vacated sooner.

23.3 Procedure for the Appointment of Head of Unit

A. If a candidate receives a two thirds majority of the council members present, the Steering Committee will forward the council's recommendation to the Senate for approval of the appointment. The appointment will be approved unless at least two thirds of the Senate members present oppose the appointment.

B. If the candidate fails to receive a two thirds majority of the council members present, or in the event the unit does not propose a candidate of its own, the Steering Committee will propose to the Senate a candidate of its own, after receiving an opinion on the candidate from the unit council members. In such a case, the candidate may also have the rank of associate professor. Appointment of the Steering Committee's candidate will be approved by the Senate if he receives a majority vote from the Senate members present. **(Senate – March 22, 2009)**

C. In the event that the appointment of the candidate is not approved by the Senate, the Steering Committee will propose another candidate for appointment, after receiving an opinion on the candidate from the unit council members. Appointment of the candidate will be approved by the Senate if he receives a majority vote from the Senate members present. **(Senate – March 22, 2009)**

23.4 Eligibility

A Head of Unit may not serve on the following committees:

A. Steering Committee;

B. Standing Committee for Tenure Track Appointments;

C. Standing Committee for Non-Tenure Tracks;

D. Senate Preparatory Committee.

23.5 Term of Office of Head of Unit

Term of office for a Head of Unit will span from the day the position of Head of Unit is vacated (expiration of term of office, departure for sabbatical leave, retirement, etc.) until two years after December 31 of the academic year in which his term commenced, with the possibility for extension by additional periods of one or two years. **(Senate – June 2, 2013)**

23.6 Continuous Term of Office of Head of Unit

A continuous term of office for a Head of Unit will not exceed six years. At the end of a continuous term of office, reappointment will be possible only after two years. For the purpose of this section, "continuous term of office" is the actual term of office from the commencement of the first appointment or from the end of a two-year or longer hiatus – whichever is the later. If a term's commencement date is between July 1 and December 31, the period of time from the start of the term until December 31 of the same civil year will not be included in the continuous term of office for the purpose of this section. **(Senate – June 2, 2013)**

23.7 Premature Termination of Head of Unit's Term of Office

1. **In all units (except the Faculty of Medicine)**

   a. The initiative for commencing a proceeding for the termination of a Head of Unit's office, except the Dean of the Faculty of Medicine, will be by a written petition signed by at least

half of the tenured staff members in the unit, submitted to the Committee for Office Terminations. The committee will hold a hearing on the matter, and the period of time for handling the petition from the day of its submittal until a decision is made will not exceed 60 days. The reasoned decision of the committee (affirmative or negative) will be presented to the unit council for consultation (by secret ballot held among the unit council members as defined in Section 22.2.A. above and without deliberation). The results of the consultation with the unit council will be forwarded to the President, who will decide on the petition, and his decision will be final.

b. Tenured staff members of the unit, having a secondary or joint affiliation, who are allowed to vote in elections for Head of Unit, will be allowed to sign a petition for the termination of the Head of Unit's term of office, as aforesaid.

2. **In the Faculty of Medicine**

a. The initiative for commencing a proceeding for the termination of office of the Dean of the Faculty of Medicine will be by a written petition submitted to the Committee for Office Terminations, signed by at least half the staff members of the faculty with the rank of professor, or clinical full professor, or associate professor, or clinical associate professor, employed in at least a 50% position, and staff members with the rank of senior lecturer (assistant professor), with a full-time tenured position. The committee will hold a hearing on the matter, and the period of time for handling the petition from the day of its submittal until a decision is made will not exceed 60 days. The reasoned decision of the committee (affirmative or negative) will be presented to the faculty council for consultation (by secret ballot held among the faculty council members as defined in Section 22.2.A. above and without deliberation). The results of the consultation with the faculty council will be forwarded to the President, who will decide on the petition, and his decision will be final. **(Senate – November 27, 2011; Senate – June 24, 2012)**

b. Tenured staff members of the faculty, having a secondary or joint affiliation, who are allowed to vote in elections for Head of Unit, will be allowed to sign a petition for the termination of the Head of Unit's term of office, as aforesaid.

23.8 Vacating of the Head of Unit's Position

Section cancelled. **(Senate – June 2, 2013)**

23.9 Deputy Head of Unit

The Head of Unit will chair his unit's council. After his appointment, the Head of Unit will appoint one of the council members to be his deputy, who will chair the council in his absence.

23.10 The Unit's Spokesperson in the Senate

The Head of Unit will be the spokesperson in the Senate on behalf of his unit.

23.11 Another Spokesperson

In the event the Head of Unit is unable to participate in a Senate meeting whose agenda includes a matter pertaining to the unit, and if the rest of the Senate's appointees belonging to the unit's council are unable to attend the same meeting, the Deputy Head of Unit will be invited to attend said relevant part of the meeting.

Article 24 – Powers and Duties of the Heads of Units

24.1 Powers

The Head of Unit concentrates in his hands the overall responsibility for the unit's operation. He must ensure the proper functioning of the unit which he heads, from the academic, budgetary and administrative aspects, and see to its sustained development in teaching, research and administration. Furthermore, he must maintain contact with the undergraduate and graduate students, with the faculty members, the researchers, the technical and administrative staff of the unit and with the unit's faculty members pursuing advanced studies abroad. Finally, he must also represent the unit before the academic and administrative institutions of the Technion.

24.2 Participation in Other Bodies

A Head of Unit by virtue of his position participates inter alia in the following bodies:

A. In the Senate;

B. In the unit council (as chairman);

C. In the unit committee for graduate studies (as chairman);

D. In the committees for the appointment of the academic and research staff members in the unit (in accordance with the Academic Regulations Part B – Academic Staff, below).

24.3 Assignment of Academic and Administrative Duties

The Head of Unit is empowered to assign academic and administrative duties to the academic staff members in his unit and to delegate to them some of his powers, and also to appoint an acting chairman for short periods. The appointment of said office holders will lapse with the expiration of the Head of Unit's term of office.

24.4 Teaching Duties and Responsibility for Subjects

The Head of Unit may appoint staff members to be in charge of a subject or group of subjects and may delegate to them some of his powers. He will assign teaching duties based on opinions received during consultation with the staff members concerned, taking into consideration the manpower slots and the unit's needs.

The head of an interdisciplinary unit may appoint staff members having a primary or joint affiliation with other units, to be in charge of a subject or group of subjects, and may delegate to them some of his powers. This will be done in coordination with the heads of said other units. He will assign teaching duties based on opinions received during consultation with the staff members concerned and in coordination with heads of the units with which these staff members have a primary or joint affiliation, taking into consideration the manpower slots and the needs of the interdisciplinary unit.

24.5 Reception Hours of the Heads of Units

The Head of Unit will set hours for receiving academic staff members, the students and the nonacademic staff members.

24.6 Reception Hours of Staff Members

The Head of Unit will arrange to have every staff member schedule hours for receiving students.

24.7 Student Advisers

The Head of Unit will appoint staff members in his unit as student advisers.

24.8 Budget Proposal

The Head of Unit will submit to management a reasoned detailed budget proposal ahead of the following academic year.

24.9 Research

The Head of Unit will assist the academic staff members to advance in research and act in accordance with the procedures for research studies.

Article 25 – Unit Council Secretary

25.1 Unit Council Secretary

In each unit the Head of Unit will appoint, in consultation with the council members, one of the unit's staff members with the rank of lecturer or higher as secretary of its council. The council secretary will assist the Head of Unit in all pertaining to the holding of council meetings and preparation of meeting reports.

Article 26 – Duties of Unit Councils

26.1 Studies Setup

The unit council will be responsible, within the framework determined and overseen by the Senate, for the content of the subjects taught in the unit, for the preparation of curricula for approval and for the preparation of the studies setup in all the subjects taught by the staff members in the unit.

26.2 Program for the Unit's Development

The unit council will discuss and recommend regarding a program for the academic development of the unit.

26.3 Discussion of Academic Matters

The unit council will deliberate, as it sees fit, on matters related to academic problems falling within its competence or pertaining to its students, and will submit its proposals to the appropriate bodies.

26.4 Discussion of a Forwarded Matter

The unit council will deliberate on any matter forwarded to it by: the Assembly, Senate, Steering Committee, Standing Committee for Academic Studies, and submit a report thereon. **(Senate: June 30, 2013)**

26.5 Appointment of Committees

The unit council may appoint committees for deliberating on any special matter (such as: curriculum committee, committee for academic development). The committees will submit reports to the council.

26.5.1 Reporting

The unit council will receive a report, at least once a year, on the academic activities of the unit, including data on the admission of students to undergraduate and graduate studies in the unit and on financed research activity in the unit. Likewise, the council will receive a report on the meetings held by the academic Assembly, by the Senate and among heads of academic units.

The unit council will receive a report, at least once a semester, from the unit committee for undergraduate and graduate studies and from the joint committee for academic staff members and

students in the unit, and at least once a year from other unit committees and inter-unit committees in which the unit participates.

26.6 Oversight of Student Requirements

The unit council will oversee the overall requirements demanded of students in the unit, and their distribution among the subjects taught.

Article 27 – Meetings of the Unit Council

27.1 Ordinary Meetings

During the academic year the unit council will hold an ordinary meeting approximately once a month during the study terms, except during the period between August 10 and September 30. The dates for ordinary meetings will be prescheduled on the academic year calendar.

27.2 Extraordinary Meetings

The Head of Unit may convene, on his own initiative, extraordinary meetings of the unit council. Likewise, he must do so upon presentation of a written request, signed by at least two thirds of the council members, specifying the matter necessitating deliberation. In such a case, the meeting will be held no later than four working days after receiving the request.

27.3 Agenda of the Unit Council

A. The unit council's agenda will be determined by the Head of Unit.

B. A request from five council members to the Head of Unit to place a topic on the agenda will be granted, and the topic will be raised at the next council meeting.

27.4 Meeting Reports

A report on every meeting will be presented to the council members, to the Steering Committee and to the Standing Committee for Academic Studies, no later than two weeks after the following meeting held by the council. **(Senate – June 30, 2013)**

Article 28 – Affiliation of Students with Units

28.1 Affiliation of Students with Units

Every undergraduate student will belong to a particular unit, except for those in special study programs approved by the Senate. Every graduate student will belong to a particular unit, or study under the auspices of an inter-unit committee.

28.2 Transition from One Unit to Another

A student may transfer from one unit or from the auspices of an inter-unit committee to another unit or to the auspices of another inter-unit committee, in accordance with the regulations and procedures for undergraduate studies or the regulations of the graduate school.

Chapter Seven – Curricula and Syllabi

(Senate – November 16, 2014)

Article 29 – Study Programs and Syllabi

29.1 Teaching, Organization of Studies, Determination of Curricula and Syllabi

The Senate will determine the method of teaching employed in the framework of undergraduate studies and in the graduate school, including the method of evaluating scholastic achievements, and will institute regulations to this end.

The Senate will lay down guidelines for organizing studies, including organizing exams. The curricula and syllabi for undergraduate and graduate studies will be determined annually by the unit councils with the Senate's approval.

In interdisciplinary units this matter requires coordination with the heads of the units to which the students belong.

29.2 Discussion and Approval of Curricula

In each unit the unit council will prepare, at the Head of Unit's initiative, the curricula for which the particular unit is responsible. The curricula will be discussed by the unit council in February, and subsequently forwarded in March to the Steering Committee and the Senate, and come into force following their approval by the Senate.

29.3 Curricula Details

The curriculum will determine the subjects to be taught each academic year. The number of contact hours with respect to different teaching aspects (e.g. lectures, tutorials, lab classes, seminars, projects, etc.) will be specified for each subject, as well as the special conditions pertaining to specific subjects, if the council finds it necessary to stipulate them.

29.4 Duration of Studies and Overall Student Requirements

The duration of studies for degrees in the various units and the scope of student requirements will be determined by the Senate.

29.5 Specialization in Studies

Within the framework of the curricula, the unit councils will be empowered to offer a certain degree of specialization within the undergraduate and graduate studies schedule in the unit, through the availability of different study tracks and clusters of elective subjects.

29.6 Requesting of Instruction from Other Units

At the time of preparing curricula, at the latest in February, the unit council will determine in which subjects instruction will be required from other units. The head of the requesting unit will apply in writing in this matter to the heads of the other units, specifying the names of the required subjects, the number of different types of teaching hours and the essentials of the teaching content required.

29.7 Clarification of the Requests

The head of the unit receiving a request for instruction from another unit will clarify without delay the possibility of providing the instruction in the required subject, and will notify the head of the requesting unit, in writing, of his consent or reservations. In the latter case, the heads of the two units must meet in order to clarify the matter. If they do not reach agreement, the matter will be discussed and decided with the participation of the Dean of Undergraduate Studies and/or the Dean of the Graduate School; or the School Dean, if both units belong to the same school. **(Senate – March 17, 2013)**

29.8 Syllabi

A syllabus will be prepared for each subject in the curricula (hereinafter – "subject syllabus").

29.9 Approval of Subjects

The syllabus for a subject taught by a staff member of a particular unit to the students of the same unit will be prepared by the staff member and submitted to the Head of Unit, who will have the subject's syllabus reviewed and transferred to the unit council for approval, ahead of its presentation for approval by the Standing Committee for Academic Studies. **(Senate – June 30, 2013)**

29.10 Approval of a Subject for Students from Another Unit

The syllabus for a subject taught by a staff member of one unit to students of another unit will be prepared by a committee consisting of two members, one of which is the subject instructor and the other a staff member from the other unit appointed by the head of his unit. In the absence of agreement, the committee will be joined by the Dean of Undergraduate Studies or Dean of the Graduate School, or the School Dean if both units belong to the same school, who will serve as chairman during the additional deliberation time. The final wording of the subject syllabi will be disclosed to the receiving unit and submitted to the council of the providing unit for approval, ahead of its presentation for approval by the Standing Committee for Academic Studies. **(Senate – June 30, 2013)**

29.11 Time for Assignment of Teaching Duties

The assignment of teaching duties for the following academic year will be determined no later than the month of June.

29.12 Language of Instruction

The language of instruction is Hebrew. The Dean of Undergraduate Studies or the Dean of the Graduate School (as the case may be) may lay down rules for instruction in a foreign language. **(Senate – May 3, 2009; March 17, 2013)**

Chapter Eight – Honorary Degrees and Prizes

(Senate – January 10, 2010; December 18, 2016)

Article 30 – Honorary Doctor

30.1 Conferral of Degree; Number of Degrees to Be Conferred

The Technion will confer each year the title of Honorary Doctor on academic candidates and on public figure candidates. The number of honorary degrees to be conferred will not exceed ten, with generally no more than four degrees conferred on academic candidates and no more than six on public figure candidates.

30.2 Definitions

In this chapter the terms listed below will have the following meanings:

Academic candidates – Individuals of outstanding excellence in areas taught or researched at the Technion.

Public figure candidates – Individuals who have made unstinting efforts on behalf of humanity, the Jewish People or the State of Israel, or to advance the Technion, or individuals who have contributed substantially to the economy, industry, society and culture in Israel.

The Senate Preparatory Committee – The Senate Preparatory Committee for Honorary Degrees and Prizes which nominates academic candidates.

The Preparatory Committee Appointed by the Council – The Council's Preparatory Committee for Honorary Degrees and Prizes for Public Figures, under Section 24.9 of the Technion Bylaws, which nominates public figure candidates.

The Standing Committee – The Senate Standing Committee for Honorary Degrees and Prizes.

30.3 Committees

30.3.1 The Senate Preparatory Committee for Honorary Degrees and Prizes

Composition and manner of election: The President – Chairman, an Executive Vice President to be determined by the President, the Dean of the Graduate School, three professors to be appointed by the Steering Committee with the Assembly's approval, a representative of the Technion Alumni Organization to be appointed by the organization, the Chairman of the Technion Board of Governors or one of his deputies according to the decision of the Board Chairman.

Term of office of the elected professors: From the day a vacancy is created on the committee (expiration of term of office, departure for sabbatical leave, etc.) until two years after December 31 of the academic year in which the professor was elected. Said professor may be elected for two consecutive terms.

Cooling-off period – A committee member whose term of office has ended (after a single term or after two consecutive terms, or if his term of office prematurely ended), will be eligible for reelection to the Committee only after at least a year following expiration of the aforesaid term in office.

Quorum: The Chairman and at least five additional members.

Majority for decisions: Two thirds of the attendees.

30.3.2 The Council's Preparatory Committee for Honorary Degrees and Prizes for Public Figures

Composition, manner of election, term of office, cooling-off period, quorum and majority for decisions in accordance with that set out in the Technion Bylaws.

30.3.3 The Senate Standing Committee for Honorary Degrees and Prizes

Composition and manner of election: The President – Chairman, two Executive Vice Presidents to be determined by the President, the Dean of the Graduate School and eight professors to be elected by the professors. The election procedures and term of appointment of the elected Standing Committee members will be in accordance with the election procedures for the Steering Committee members.

Term of office and cooling-off period for the elected professors: same as in Section 30.3.1 above.

Quorum: The Chairman and at least six additional members.

Majority for decisions: Two thirds of the attendees.

30.4 Handling Process

30.4.1 Proposals for the conferral of Honorary Doctorate degrees will be submitted to the Chairman of the Technion Board of Governors through the Board's Secretary, by the professors (including clinical full professors), heads of academic units, members of the Technion Board of Governors, members of the Council, chairmen of the Friends Associations and the Technion Alumni Organization. The proposals will be reasoned in writing, specifying: the name of the candidate, his title, address, status, connection to the Technion and Israel, and the grounds for proposing conferral of the degree. The proposals will be submitted no later than the month of October. In special cases the President may permit the submittal of the proposal on another date. Any proposal for a candidate may be deliberated up to three years after its submission date. **(Senate – November 27, 2011; March 30, 2014)**

30.4.2 The proposals for conferring degrees on academic candidates will be considered by the Senate Preparatory Committee. The committee's recommendations will be submitted to the Standing Committee for further consideration. Recommendations adopted by the Standing Committee will be forwarded to the Council for final approval.

30.4.3 The proposals for conferring degrees on public figure candidates will be considered by the Preparatory Committee Appointed by the Council. The committee's recommendations will be submitted to the Standing Committee, which will subsequently forward them without any deliberation to the Council, unless any of the committee members present demands such deliberation. In such a case, deliberation will be held, followed by a vote on the proposal's adoption. Recommendations adopted by the Standing Committee will be forwarded to the Council for final approval.

30.4.4 If during the discussion held by the Standing Committee it emerges that there is an insufficient majority for an affirmative decision regarding a specific candidate, the Standing Committee will hold a joint consultation in his matter with the Senate Preparatory Committee or with the Preparatory Committee Appointed by the Council, as the case may be, before making a final decision.

30.4.5 The Standing Committee's decisions concerning the conferral of Honorary Doctorate degrees will be referred for the Council's approval.

30.5 Notice to the Candidate and Publication

After the Council's approval, the President will notify the candidate of the decision and invite him to attend the ceremony for conferral of the degree. The President will notify the Assembly members and members of the Technion Board of Governors regarding the decision and will see to the adequate publication of the appointment.

30.6 Conferral of the Degree

Honorary Doctorate degrees will be conferred in the framework of the Technion Board of Governors' events or in the framework of ceremonies for the conferral of graduate degrees to be held on the

Technion campus. In exceptional cases, with the approval of the Standing Committee, the President may set another date and/or venue for conferral of the degree.

Article 31 – Honorary Fellow; Technion Medal; Technion President's Award; Technion Alumni Medal

31.1

31.1.1 **Honorary Fellow – Conferral of Title; Number of Titles to Be Conferred; the Process**

31.1.1.1 Each year the Technion will confer the title of Honorary Fellow on public figure candidates in recognition of their tireless activity and substantive contribution for the advancement of the Technion.

The number of honorary titles to be conferred each year will not exceed ten.

31.1.1.2 All processes will be as set out in Article A above regarding public figure candidates.

31.1.2 **The Technion Medal – Award of Prize; Process; Number of Prizes to Be Awarded; Notification and Publication**

31.1.2.1 The Technion President may award the Technion Medal to public figures, in recognition of their lifetime's work on behalf of the Technion. Generally, no more than three medals will be awarded during the year.

31.1.2.2 Proposals for awarding the medal will be submitted by the academic staff members and/or the members of the Technion Board of Governors. The proposals will be submitted in writing to the President, specifying the candidate's name, title, status and connection to the Technion and Israel, and the grounds for the proposal.

31.1.2.3 The President will consult with the Senate Preparatory Committee for Honorary Degrees and Prizes and present his recommendation for approval by a committee appointed by the Council, composed of three members (two public representatives and one of the professors' representatives on the Council).

31.1.2.4 The medal will be awarded in a ceremony designated for this purpose. The President will notify the Academic Assembly members and members of the Technion Board of Governors of the decision, and will see to the adequate publication of the medal's award.

31.1.3 **The Technion President's Award – Conferral of Award; Process; Notification and Publication**

31.1.3.1 The Technion President may confer the Technion President's Award on individuals who contributed substantially to technological leadership or individuals of extraordinary industrial achievements.

31.1.3.2 The President will consult with a committee appointed by the Council, consisting of three members: two public representatives and one of the professors' representatives on the Council.

31.1.3.3 The award will be conferred in a ceremony designated for this purpose. The President will notify the Academic Assembly members and members of the Technion Board of Governors of the decision, and will see to the adequate publication of the award's conferral.

31.1.4 **The Technion Alumni Medal – Conferral of Award; Number of Awards to Be Conferred; the Process (Senate – December 18, 2016)**

31.1.4.1 Each year the Technion will confer the Technion Alumni Medal on candidates who are Technion alumni (e.g. completed a bachelor's degree and/or master's degree and/or doctoral degree at the Technion) and satisfy one or more of the following criteria:

A. Attained outstanding research achievements in the fields of science, medicine, engineering, technology and architecture, in terms of entrepreneurship and innovation.

B. Made a significant contribution to the advancement of the economy, industry, education, security, government and culture in Israel and/or in the world, or reached key positions in these fields.

C. Showed impressive leadership or considerable commitment, manifested in public/ social/community activity or in substantive service on behalf of the Technion.

Candidates for receiving the Technion Alumni Medal may come from all fields and from all alumni years.

The candidates will not include alumni employed as academic, administrative or technical staff members at the time of candidacy submission, nor include such alumni who are elected public officials.

31.1.4.2 Each year the Technion Alumni Medal will be awarded to no more than two candidates.

31.1.4.3 Proposals for awarding the medal will be submitted by full professors, members of the Technion Board of Governors or chairmen of the Technion Friends Associations. The proposals will be forwarded for consideration by the Council of the Technion Alumni Organization, which will give its opinion regarding the proposals submitted and will be entitled to submit additional proposals of its own.

Subsequently, the proposals will be reviewed by the Council's Preparatory Committee for Honorary Degrees and Prizes for Public Figures and by the Senate Standing Committee for Honorary Degrees and Prizes, and subsequently approved by the Council, as set out in Sections 30.4.3-30.4.4 above, mutatis mutandis.

The proposals will be submitted in writing to the Technion Board of Governors' Secretary, indicating the candidate's details, his Technion degrees and the grounds for proposing the medal's award. The candidate nominations will be in force up to three years from their submittal date.

31.1.4.4 The medal will be awarded in the framework of the Technion Board of Governors' events or in a ceremony designated for this purpose to be held on another date, with the participation of the Technion President or one of the Vice Presidents.

Academic Regulations Part B – Academic Staff (Senate – January 22, 2017)

Chapter One – Definitions and Meanings

Article 32 - Definitions and Meanings

32.1 Academic Staff

The academic staff in the Technion engage in teaching and research within the framework of the Technion and in the Technion Research & Development Foundation Ltd. (hereinafter: the "Research Authority"). Some of the academic staff are employed at hospitals, public health funds or serve as community physicians, and at the Jacobs Institute in New York or the GuangdongTechnion Israel Institute of Technology (GT) in China.

32.2 Academic Staff Tracks and Ranks

32.2.1 Senior Staff

Staff engaged in teaching and research in the following ranks:

A. Full Professor including Distinguished Professor
B. Associate Professor
C. Senior Lecturer (Assistant Professor)[1]
D. Lecturer

32.2.2 Faculty of Medicine Staff

The staff at the Faculty of Medicine includes senior staff members employed by the Technion, with ranks and status identical to those of senior staff members in the other faculties, as well as staff members employed at hospitals or public health funds, or serving as community physicians, who received an academic appointment at the Technion, and will be designated as "hospital staff". The ranks of hospital staff members are divided into two tracks based on the nature of their activity, as follows:

32.2.2.1 Regular track

Hospital staff members who are primarily engaged in teaching and research at the Technion, and whose ranks and status are identical in all respects to those of the senior staff members in the other faculties, except for the manner of employment and tenure.

32.2.2.2 Clinical track

Hospital staff members who are primarily engaged in teaching and clinical research at the Technion, in the following ranks:

A. Clinical Full Professor
B. Clinical Associate Professor
C. Clinical Senior Lecturer (Clinical Assistant Professor)
D. Clinical Lecturer
E. Clinical Instructor
F. Resident Instructor

[1] The Technion readopted, as of January 1, 2015, the title of "Senior Lecturer." Those holding the corresponding title of "Assistant Professor" will be able to continue holding it for 6 years after receiving the title, but the title "Assistant Professor" in the Faculty of Medicine will be changed to "Senior Lecturer" upon reappointment and no longer than 6 years after receiving the title.

32.2.3 Staff members with an academic appointment from the Technion who are employed at the Jacobs Institute or GT

The ranks of said staff are identical to those of staff members in the Technion's various faculties.

32.2.4 Visiting Scholars

Guests visiting the Technion and employed for a fixed term under a special agreement, in the following ranks:

A. Visiting Professor, including Distinguished Visiting Professor
B. Visiting Associate Professor
C. Visiting Scientist or Visiting Senior Lecturer
D. Visiting Fellow or Visiting Lecturer

32.2.5 Teaching Staff

32.2.5.1 Teaching Fellows

Staff members primarily engaged in teaching: Teachers for languages, physical education, drawing and sculpture, architectural design (half-time position), for building components (one position at the Faculty of Architecture and Town Planning), and for economics (one position at the Faculty of Industrial Engineering and Management), in the following ranks:

A. Senior Teaching Associate
B. Senior Teaching Fellow
C. Teaching Fellow
D. Teacher
E. Assistant Teacher

32.2.5.2 Adjunct Staff

Staff members who have been appointed at the Technion for purposes of teaching and guidance in the permitted employment framework, and who are generally primarily employed outside the Technion or their employment is concurrent with studies at the Technion, in the following ranks:

A. Adjunct Senior Teaching Associate
B. Adjunct Senior Lecturer
C. Adjunct Lecturer
D. Adjunct Teacher
E. Adjunct Assistant Teacher

32.2.6 Research Staff and Research Team

32.2.6.1 Research Staff

Staff members engaged in research and employed full-time or part-time at the Technion or at the Research Authority.

Technion employed staff will be able to fill teaching posts with the recommendation of the Head of Unit concerned and with the approval of the EVPAA, and will be able to guide graduate students with the recommendation of the Head of Unit concerned and with the approval of the Dean of the Graduate School. Teaching Research Authority staff will be within the framework of the adjunct track.

Their ranks:

A. Senior Research Associate
B. Senior Research Fellow
C. Research Fellow

32.2.6.2 Research Team

Staff members who assist in financed research studies or serve as experts in R&D projects at research institutes/centers under the responsibility of an academic staff member, and who are employed at the Research Authority full-time or part-time, in the following ranks:

A. Senior Researcher "A"
B. Senior Researcher "B"
C. Researcher "A"
D. Researcher "B"
E. Adjunct Researcher

32.3 Terms and Conditions, Scope and Duration of Appointment and Tenure

32.3.1 General

32.3.1.1 Tenure means an appointment, in force until the end of the academic year in which the staff member reaches retirement age, determined from time to time with regard to the Technion's academic staff as a whole, in the senior staff track.

32.3.1.2 Conditional tenure, which relates to the hospital staff and to the staff members employed at the Jacobs Institute or GT, means a Technion academic staff appointment which is in force until the end of their employment by the employing entity but not exceeding the retirement age of the Technion senior staff member.

32.3.1.3

A. With the arrival of a new child in the family, the staff member may request an appointment extension and lengthening of the cumulative pre-tenure period by one semester. However, with the arrival of several children in the family, the cumulative pre-tenure period will be increased by two semesters at most. The appointment extension will be approved only after a reasoned application is sent to the EVPAA and after the Head of Unit concerned has related to the matter.
B. Untenured staff members may request, in the year of a new child's arrival in the family, that their position be reduced to a half-time position for a year or two, as they choose. Reduction of an employment position will be confirmed only after a reasoned application is sent to the EVPAA and after the Head of Unit concerned has related to the matter.
   The service terms which are half-time positions will be tallied up, using the appropriate weights, under the relevant number of years for reckoning the appointment duration and the date for decision on the grant of tenure.

That stated in this section does not prejudice the staff member's right to exercise, alternatively, his/her rights provided under the State's laws.

32.3.1.4 Following is a specification of the tracks and ranks enabling granting of tenure, length of the pre-tenure period and appointment terms for untenured staff members. The durations defined are the maximum possible.

32.3.2 Full-Time or Part-Time Senior Track Staff Members

32.3.2.1 A full-time professor may be awarded tenure.

A new appointment as full-time professor will be for a period of two years without tenure. In exceptional cases, tenure will be awarded with the appointment. Appointment duration without tenure may be extended, in exceptional cases, to a cumulative service period of up to four years.

Promotion from untenured, part or full-time associate professor/clinical associate professor to full professor/clinical full professor will be full-time and accompanied by granting of tenure.

32.3.2.2 A full-time associate professor may be awarded tenure.
A new appointment as full-time associate professor will be for a period of two years without tenure. In exceptional cases, tenure will be awarded with the appointment. Appointment duration without tenure may be extended, in exceptional cases, to a cumulative service period of up to four years.
Promotion from untenured, full-time senior lecturer (assistant professor) to full-time associate professor will be accompanied by granting of tenure, except in exceptional cases. In such cases the cumulative period without tenure will be a maximum of 4 years from the date of appointment to the rank of associate professor and no longer than 6 years from the date of appointment to senior lecturer.

32.3.2.3 A new appointment as full-time senior lecturer will be for a period of 3 years. Promotion to full-time senior lecturer will be for a period of up to 3 years, the appointment being renewable for additional periods of one, two or three years, provided that the cumulative service term in said rank will not exceed 6 years and the overall service period (including the service term in the rank of lecturer, teaching/research fellow or senior teaching/research fellow) will not exceed 7 years, providing that an extension will not be given for an overall service term (including the service term in the rank of lecturer, teaching/research fellow or senior teaching/research fellow) beyond 5 years without the express written consent of the candidate to continuation of the appointment without tenure.
In general, tenure will not be awarded to a senior lecturer (assistant professor) except in exceptional cases.

32.3.2.4 A lecturer will not receive tenure. The appointment will be for 3 years (with the deduction of the previous service term in the rank of teaching fellow or research fellow) and is not extendable.

32.3.2.5 Up to ten staff members in the Faculty of Architecture and Town Planning at the rank of associate professor or senior lecturer (assistant professor) may be employed in a half-time position.
These staff members will not receive tenure. Their initial appointment will be for a period of up to 3 years and it will be extendable for additional periods of up to 3 years each time, such that the cumulative period at the rank of senior lecturer (assistant professor) will not exceed 9 years.

32.3.3 Hospital Staff Members

32.3.3.1 The appointment of these staff members to the Technion staff is subject to their employment by the hospital, by the health fund or within the community medicine framework. If the staff member has ceased to be employed by the external employer or has ceased to teach in the Faculty of Medicine or to fulfill therein another duty as imposed on the staff member by the faculty, or has ceased to fulfill staff member obligations as set out in Section 44.1.3, his/her appointment will be cancelled.

32.3.3.2 A regular track professor or clinical full professor may be awarded "conditional tenure," that is, a Technion appointment until the end of their employment by the hospital. The rules of conditional tenure for a new appointment or promotion to clinical full professor will be as set out in Section 32.3.2.1.

32.3.3.3 Staff members at ranks of up to associate professor or clinical associate professor will be appointed for fixed terms, subject to renewal from time to time as follows:

A. The initial appointment of an associate professor or clinical associate professor will be for a period of up to three years. The appointment is renewable for additional periods of no more than 5 years each time.
B. The initial appointment of a senior lecturer, clinical senior lecturer, lecturer or clinical lecturer will be for a period of up to 3 years. The appointment is renewable for additional periods of no more than 3 years each time. But the cumulative length of service as a lecturer will not exceed 6 years.
C. A clinical instructor will be a physician who has completed the full period of specialty training and received the title of medical specialist. The initial appointment of a clinical instructor will be

for a maximum of one year, the appointment being renewable for additional periods of no more than a year, provided that the cumulative length of service as a clinical instructor will not exceed 6 years.

D. A resident instructor will be a physician who has completed his studies, received the degree of Medical Doctor (MD), started his specialty training in a ward approved as a teaching unit, and passed Stage (1) of the specialty training examination. The initial appointment of the resident instructor will be for a maximum of one year, and will be renewable for additional periods of no more than a year, provided that the cumulative length of service as a resident instructor will not exceed 3 years.

32.3.3.4 The appointment of a hospital staff member at the rank of professor, clinical full professor, associate professor, or clinical associate professor, who has reached the retirement age set for the hospital and retired from his work there, is extendable, up to the retirement age at the Technion. Extension of the appointment will retain all the academic rights of the staff member. For the extension process, see 38.6.

32.3.4 Jacobs Institute Staff Members

32.3.4.1 The teaching and administrative duties of staff members in these groups will be determined by the Jacobs Institute.

32.3.4.2 Tenure in the Technion for staff members at the Jacobs Institute will be conditional, contingent on the staff member's continued full-time employment at the Jacobs Institute. The meaning of tenure at the Jacobs Institute will be according to that prevailing in the state of New York in the United States.

32.3.4.3 Staff members employed at the Jacobs Institute and holding an academic appointment at the Technion as professor or associate professor will be eligible for conditional tenure. The pre-tenure appointment duration will be fixed as finalized from time to time with the Jacobs Institute.
Staff members employed at the Jacobs Institute and holding an academic appointment at the Technion as senior lecturer (assistant professor) or lecturer will not receive tenure. The appointment duration will be fixed as finalized from time to time with the Jacobs Institute.

32.3.4.4 A staff member with tenure at the Jacobs Institute and holding an academic appointment at the Technion (see Section 21 5f and 5g above) may request to be admitted to the Technion with tenure in an academic unit, subject to the provisions of Israeli law. Deliberations held by the Unit Preparatory Committee will relate to the fact that the staff member's academic suitability has already been evaluated. In such a case, the academic slot will be personal for the duration of the staff member's stay at the unit, and will be beyond the allocated number of slots for said unit.

32.3.5 Visiting Scholars

Visitors will not be awarded tenure.

A. The initial appointment of a visiting scholar will be for a period of up to three years, and will be renewable for additional periods of up to three years, but the cumulative stay as a visiting scholar of the Technion will not exceed 6 years.

B. The initial appointment of a distinguished visiting professor will be for a period of up to five years, which is extendable for additional periods of up to five years.

32.3.6 Teaching Fellows Track Staff

A. Senior Teaching Associate, Senior Teaching Fellow and Teaching Fellow.
The initial appointment of staff members to a full-time position in these ranks will be for one or two years, which will be extendable for periods of one or two years, and in special cases for three years. They are likely to reach tenure, and the cumulative period in the full-time teaching fellows track for the rank of teaching fellow and higher without tenure will not exceed five years.

The initial appointment of staff members to a part-time position in these ranks will be for ten months, which will be extendable for additional periods of ten months each.

B. Teacher or Assistant Teacher

The initial appointment of staff members to a full-time position in these ranks will be for one year, which will be extendable for periods of one or two years, and in special cases for three years, but the cumulative period in the rank of teacher or assistant teacher will not exceed five years. A teacher or assistant teacher will not be awarded tenure.

The initial appointment of staff members to a part-time position in these ranks will be for a period of 5 months, which will be extendable for additional periods of 5 months each.

32.3.7 Adjunct Staff

Adjunct staff members at all ranks will not be awarded tenure. Their initial appointment will be for one semester, which will be extendable for periods of a semester, a year or two years, and in special cases for three years.

32.3.8 Research Staff and Research Team Members

32.3.8.1 Research staff and research team members will not be awarded tenure (except, in exceptional cases, a Technion employed Senior Research Associate).

32.3.8.2 **Research Staff**

Research staff members will be appointed for periods of no more than 3 years each time, but the length of cumulative service without tenure of a Technion employed research staff member will not exceed 6 years.

32.3.8.3 **Research Team at the Research Authority**

The research team members at the Research Authority, at all ranks, will be appointed for fixed periods of no more than 3 years each time.

Chapter Two – Appointment Procedures, Grant of Tenure and Promotion

Article 33 – General

33.1 Roster Slot and Budget

Issuing a letter of appointment for a teaching staff or research staff member is conditional on the allocation of a roster slot or appropriate budgetary cover. Budgetary approval for appointment to the Research Authority will be granted by the Research Authority Director.

33.2 Initiative

A. A unit's staff member who so wishes may initiate an appointment, promotion or grant of tenure in respect of a staff member to an academic rank which is not higher than his own. He will submit a proposal in writing to the Head of Unit, who will process it in accordance with that set out in these regulations, according to the procedure proposed.
B. The processing of every new appointment except an appointment as a junior staff member may be started by the Head of Unit only after the EVPAA's confirmation, and in the case of research staff, also the EVPR's confirmation.
C. In special cases, such as when the rank proposed for the candidate is higher than the Head of Unit's rank, the staff member may submit his proposal to the EVPAA, and in the case of research staff – to the EVPR. The EVPAA (and where applicable, the EVPR) or his designee, will act in lieu of the Head of Unit after consulting also with the Head of Unit.

33.3 Short-Term Appointment

A visiting scholar appointment or administrative appointment for periods of no more than one semester will not be subject to the appointments procedure, and the EVPAA will decide whether to define the appointment as an appointment of a visiting scholar or an administrative appointment, and will issue a letter of appointment accordingly.

33.4 Appointment Committees

The appointment committees are as set out under Section 34.

33.4.1 Membership in Appointment Committees

A. The members of the committees (excluding professional committees) will hold permanent, full-time positions at the Technion, including hospital staff with conditional tenure, who are actually present at the Technion, and not on sabbatical leave, leave without pay or on secondment. Committee membership will terminate with the member's departure for sabbatical leave, leave without pay, etc., for a period of a semester or longer.
B. Deliberations in all the committees will be attended only by staff members whose rank is not lower than the rank proposed for the candidate.
C. Family Member
A relative of a candidate for appointment/promotion or tenure, will not be involved in the process (as a committee member or in any other way). The material for deliberations by the appointment committees will be kept confidential from said staff member.
In this section relative denotes: spouse, common-law partner, children, parents, siblings, children and spouses of all the above, including through a step relationship or adoption.
D. To the extent possible, one should avoid appointing as members to any professional committee persons appearing as referees or members of other committees in respect of said candidate (excluding members of the Unit Preparatory Committee).

33.4.2 Majority Voting

A. The majority required for a decision on opening a process for appointment, promotion, grant of tenure and academic chairs or for an affirmative decision in a process is two thirds of those present in the deliberation with a voting right, unless specifically indicated otherwise.
B. Other decisions, such as procedural decisions, prizes/awards, etc., will be passed by a simple majority of those present, meaning, the number of those in favor of the proposal is greater than the number of those against it (without taking into account the abstentions) – unless indicated otherwise.

33.4.3 Confidentiality

A. The committees' deliberations, all the material submitted to them and letters of reference will be kept confidential.
B. Without derogating from the generality of the foregoing, when a staff member's candidacy for promotion or tenure has been rejected, and this decision can no longer be appealed and/or the implication of the negative decision in his matter will lead to the termination of his employment, the staff member may request to receive a summary of the deliberation in his matter. A summary of the deliberation will be drawn up in accordance with the procedure for summing up deliberations, as will be prescribed from time to time by the EVPAA.

33.4.4 Material for Deliberations

The various committees will conduct deliberations based on the written material submitted to them, which should include at least the following:

A. The candidate's curriculum vitae and a list of publications to be prepared as per the guidelines provided from time to time by the EVPAA.
B. Certificates and documents, as necessary.
C. Opinions from competent referees testifying to the personal attributes and the teaching and research abilities of the candidate. Every committee may turn to referees for opinions on the candidate. The inquiries and opinions will be attached to the candidate's portfolio.

33.5 Hearings

Before a final decision concerning the termination of employment of a staff member, the latter should be informed and allowed to have a hearing. The hearing will be conducted orally or in writing, and the hearing procedures, according to the rank and employment track, will be set out in these regulations or in procedures to be issued from time to time by the EVPAA.

33.6 Head of Unit / Chairman of the Unit Preparatory Committee

In this chapter "Head of Unit" will also refer to the Chairman of the Unit Preparatory Committee who was appointed as per Article 34.1.1c, when the Head of Unit is an associate professor.

33.7 Joint Affiliation, Secondary Affiliation and Change of Affiliation

A. The rank and appointment duration/tenure of a staff member having a joint affiliation should be uniform in both units in which he is a member, and these are contingent on the completion of the procedures in both. The turning to referees will be coordinated between the two Heads of Units in conjunction with the EVPAA, if necessary.
B. New Technion appointment to a joint affiliation requires the approval of the Senate Preparatory Committee.
C. A staff member with a primary or joint affiliation may request a primary, joint or secondary affiliation in another unit. The request is subject to the consent of the Heads of Units concerned after consultation with the preparatory committee of the unit with which the staff member wishes to be affiliated and the approval of the Steering Committee. In the event of opposition from the

head of the unit to which the staff member belongs, the matter will be brought before the Steering Committee for approval.
Secondary affiliation will be confirmed for a period of up to 3 years with the possibility of renewal.

D. A decision not to extend an appointment or a decision not to grant tenure in the framework of one of the units to which the staff member with a joint affiliation belongs, will result in non-renewal of his appointment, unless the other unit in which he is a member is willing to receive the staff member in the framework of a primary affiliation. In such a case, the process of appointment extension/grant of tenure will be completed in said unit as described under Article C35.

33.8 Consideration of Several Candidates

Several candidates for one position may be considered concurrently in order to select the most suitable candidate.

33.9 Consultation

When a consultation is mentioned in these regulations, its results should be attached to the file.

33.10 Effective Date of Promotion

A promotion will become effective on the first of the month following completion of the appointment process.

Article 34 – Appointment Committees

34.1 Unit Preparatory Committee

The Unit Preparatory Committee will deliberate and decide on the unit's position regarding appointments, promotions and granting of tenure to academic staff members, conferral of title of professor emeritus, appointment of chair holders, appointment of academic guests for a period of over a month, and any other matter set down in the academic regulations.

34.1.1 Composition and Manner of Election

A. The chairman and at least five additional members having primary or joint affiliation with the unit.

B. The Head of Unit will serve as Chairman, except in deliberations pertaining to professors, such as the appointment or promotion to the rank of professor and conferral of the title of professor emeritus, when the rank of the Head of Unit is Associate Professor (see D below).

C. All the professors in the unit, including hospital staff members in the regular track, will be members of the committee. If there are fewer than five professors in the unit besides the Head of Unit, the Unit Council will elect associate professors from among its members to bring the number of members up to five. The duration of the appointment will be to the end of the academic year with the possibility of extension for further periods. Notice of the appointment will be communicated to the Executive VP for Academic Affairs (EVPAA) who will report to the Steering Committee.
If there are not enough associate professors in the unit, the Steering Committee will appoint, on the recommendation of the EVPAA, following the latter's consultation with the Head of Unit, full professors or associate professors from other units to complete the quorum. The duration of the appointment will be to the end of the academic year with the possibility of extension for further periods.

D. Deliberations concerning professors (such as an appointment or conferral of the title of professor emeritus) will not be attended by associate professors. When fewer than six professors are actually present in the unit, the EVPAA will appoint following consultation with the Head of Unit, professors from other units to bring the number of committee members up to six. If the Head of Unit is not a professor, the unit's professors will elect from among themselves an acting committee chairman. When there is no agreement on the appointment of an acting chairman, or when there is no professor in the unit, the EVPAA will appoint the acting chairman. The appointment will be in force for a fixed term or for the purpose of ad hoc deliberation. Members appointed under this section will not participate in the Unit Preparatory Committee's deliberations on other matters.

E. The Unit Preparatory Committee may invite professors having a secondary affiliation with the unit to be members of the committee. Such invitation will be for a fixed term (up to 3 years with the possibility of extension). Notice of such invitation will be communicated to the EVPAA, who will report to the Steering Committee.

F. In an interdisciplinary unit, the Steering Committee may appoint, on a yearly basis, additional full professors or associate professors as members of the Unit Preparatory Committee, so as to ensure the representation of all the academic units active in the interdisciplinary matter.

G. In the Faculty of Medicine the Preparatory Committee will include also three clinical full professors with conditional tenure, to be elected by all the clinical full professors for a term of up to two years. The appointment can be extended for additional periods.

34.1.2 Authorization

The Unit Preparatory Committee may authorize the Head of Unit or its subcommittee (whose members may be unit academic staff members who are not Committee members) to deliberate and decide on various matters, on its behalf. However, decisions concerning tenure/conditional tenure, appointments, promotions (including the initiation of procedures on these matters) of the unit's staff members in tenure track positions and election of chairholders as well as on other matters specified in these regulations will be made solely by the Preparatory Committee. The work procedure in such cases will be determined from time to time by the Unit Preparatory Committee.

34.1.3 Quorum

The lesser of two thirds of the Committee members (Chairman included) or five Committee members and Chairman.

34.1.4

For affirmative decisions regarding appointments, promotions and tenure (including on initiating formal procedures on these matters) in respect of the unit's staff members - two thirds of those present. For other matters – a simple majority, or as specified in the Regulations.

34.2 Clinical Preparatory Committee in the Faculty of Medicine

The Clinical Preparatory Committee will deliberate on and make recommendations regarding appointments and promotions in respect of staff members in the clinical track.

34.2.1 Composition and Manner of Election

A. The Chairman will be the Dean of the Faculty of Medicine or his designee holding the rank of professor, or a clinical full professor.
B. All clinical full professors with conditional tenure will be Committee members.
C. Two additional professors from the faculty's regular staff (Technion staff or hospital staff) with tenure or conditional tenure appointed by the Dean of the Faculty for a period of up to two years, with the possibility of extension.

34.2.2 Quorum

The lesser of two thirds of the Committee members (Chairman included) or five Committee members and Chairman.

34.2.3 Majority for Decisions

Two thirds of those present at the meeting.

34.3 Senate Preparatory Committee

The Committee will deliberate over the recommendations of the Unit Preparatory Committee concerning appointments and promotions of senior staff members and grant of tenure/conditional tenure in tenure granting tracks, and any other matter set out in the academic regulations. The Committee will take decisions or prepare the candidate's portfolio for continued deliberation in accordance with that prescribed in the regulations, as the case may be.

34.3.1 Composition and Manner of Election

Chairman and five elected members. The EVPAA will act as chairman. The Committee members will include professors from five different units, who are not members of the Steering Committee, the Standing Committee for Non-Tenure Tracks, the Standing Committee for Tenure Track Appointments, or Heads of Units.

The EVPAA will be authorized to decide on the establishment of a 10-member panel and set up therefrom two permanent subgroups of five members. When necessary, a different composition may be appointed ad hoc. No composition, permanent or ad hoc, will include two members from the same unit.

34.3.2 Appointment Procedures

A. The EVPAA will submit candidate nominations to the Steering Committee for its approval. Notice of the Steering Committee's decision will be sent to all the professors, who may notify the Steering Committee Chairman of any reservation about the recommendation. In such a case, staffing of the committee will be postponed until the next meeting of the Steering Committee, which will hold a

further deliberation on the matter with the attendance of the objector and take a final decision on the matter.

B. Term of office: from the date of election until the end of two years from December 31st of the academic year in which the appointee was elected. An appointee may be elected for two consecutive office terms.

An appointee may be elected for two consecutive office terms. A committee member whose term has ended (after one or two terms of service, or by reason of the member's quitting before term expiration) may be reelected only a year after said termination of office term.

34.3.3 Quorum

Chairman and three elected members.

34.4 Professional Committee

The Committee will deliberate over the nominations submitted to it for appointments, promotions and the granting of tenure/conditional tenure in tenure track positions, and will forward its recommendation to the Standing Committee for Tenure Track Appointments or to the Senate Preparatory Committee, as the case may be.

34.4.1 Composition and Manner of Election

The Committee's composition will be determined by the Senate Preparatory Committee or Standing Committee for Tenure Track Appointments – as the case may be, following consultation with the Head of Unit and with anyone it sees fit, generally as follows:

A. The Committee Chairman will be the EVPAA or will be determined from among a group of professors appointed for this purpose by the Steering Committee for a two-year term with the possibility of extension for additional periods. The group's members will not be members of the Senate Preparatory Committee, the Standing Committee for Non-Tenure Tracks or the Standing Committee for Tenure Track Appointments. The Chairman will not take part in the voting.
B. The Head of Unit or his representative.
C. An expert from the unit in the field of the candidate's work/research. If the unit has no expert in this field, an expert from outside the unit will be appointed.
D. Two experts in the field from outside the unit (at least one from outside the Technion).

In exceptional cases the Senate Preparatory Committee may appoint a different composition of experts.

The Professional Committee members will have at least the candidate's designated rank or an equivalent one.

34.4.2 Quorum

All the Committee members.

34.5 Standing Committee for Tenure Track Appointments

The Committee will deliberate and decide on behalf of the Senate on the recommendations for appointments and promotions forwarded to it from the Senate Preparatory Committee and from the Professional Committee, and on the granting of tenure/conditional tenure in all tracks – and on any other matter set out in the academic regulations.

34.5.1 Composition

President, Senior Executive Vice President, EVPAA and six elected members, professors from six different units, who are not members of the Steering Committee, the Senate Preparatory Committee, the Standing Committee for Non-Tenure Tracks, or Heads of Units.

The President will act as Chairman, during his absence the Senior Executive Vice President will serve as Chairman, and in the absence of both the EVPAA will serve as Chairman. When the President acts as Chairman, the Senior Executive Vice President may take part in the deliberations, but will not vote.

34.5.2 Appointment Procedures

A. When a position becomes vacant (end of office term, sabbatical leave, and the like), a notice will be sent to all the professors requesting them to propose candidates. The appointment proposal will be submitted to the Senate secretary, with the candidate's consent, by at least three professors. The election will be conducted among the professors by secret ballot.
B. Term of office: from the date of election until the end of two years from December 31st of the academic year in which the appointee was elected. An appointee may be elected for two consecutive office terms. A committee member whose term has ended (after one or two terms of service, or by reason of the member's quitting before term expiration) may be reelected only a year after said termination of office term.

34.5.3 Quorum

Six attendees with a voting right, including the Chairman.

34.6 Special Appeals Committee

The Committee will decide on the objections submitted by three or more professors against the affirmative decisions of the Standing Committee for Tenure-Track Appointments.

34.6.1 Composition

President, Senior Executive Vice President, EVPAA, all the elected members of the Standing Committee for Tenure-Track Appointments, and all the appointed members of the Senate Preparatory Committee (including both its compositions).
The President will act as Chairman, during his absence the Senior Executive Vice President will serve as Chairman, and in the absence of both the EVPAA will serve as Chairman.

34.6.2 Quorum

Chairman, four elected members from the Standing Committee for Tenure-Track Appointments and three appointed members from the Senate Preparatory Committee.

34.6.3 Majority for Acceptance of Objections

Two thirds of the attendees.

34.7 Standing Committee for Non-Tenure Tracks

The Committee will act on behalf of the Senate to appoint or promote non-tenure tracks staff members.

34.7.1 Composition

Chairman and five elected members. The EVPAA will act as Chairman. The Committee members will be professors from five different units (including a clinical full professor), who are not members of the Steering Committee, the Senate Preparatory Committee, the Standing Committee for Tenure-Track Appointments, or Heads of Units.
The EVPR will participate, without a voting right, in the deliberations regarding research staff members at the Research Authority.

34.7.2 Appointment Procedures

A. When a position becomes vacant (end of office term, sabbatical leave, and the like), a notice will be sent to all the professors requesting them to propose candidates. The appointment proposal will

be submitted to the Senate secretary, with the candidate's consent, by at least three professors. The election will be conducted among the professors by written secret ballot.

B. Term of office: from the date of election until the end of two years from December 31st of the academic year in which the appointee was elected. An appointee may be elected for two consecutive office terms. A committee member whose term has ended (after one or two terms of service, or by reason of the member's quitting before term expiration) may be re-elected only a year after said termination of office term.

34.7.3 Quorum

Chairman and three elected members.

34.8 Preparatory Committee for Conferral of the Title of Distinguished Professor

The Committee will review the nominations submitted and forward its recommendations to the Special Committee for Conferral of the Title Distinguished Professor.

34.8.1 Composition and Manner of Election

The President, Senior Executive Vice President, EVPAA and six elected members, professors from five different units. It is recommended that at least some of the members be a distinguished professor. The President will act as Chairman, during his absence the Senior Executive Vice President will serve as Chairman. When the President acts as Chairman, the Senior Executive Vice President may take part in the deliberations, but will not vote.

34.8.2 Appointment Procedures

A. The EVPAA will submit candidate nominations to the Steering Committee for its approval. Notice of the Steering Committee's decision will be sent to all the professors, who may notify the Steering Committee Chairman of any reservation about the recommendation. In such a case, staffing of the committee will be postponed until the next meeting of the Steering Committee, which will hold a further deliberation on the matter with the attendance of the objector and take a final decision on the matter.

B. Term of office: from the date of election until the end of two years from December 31st of the academic year in which the appointee was elected. An appointee may be elected for two consecutive office terms. A committee member whose term has ended (after one or two terms of service, or by reason of the member's quitting before term expiration) may be re-elected only a year after said termination of office term.

C. A Committee member who nominated a candidate or was nominated as a candidate will cease to be a member of the Committee.

34.8.3 Quorum

Six attendees with a voting right, including the Chairman.

34.9 Special Committee for Conferral of the Title of Distinguished Professor

The Committee will review the material forwarded to it by the Preparatory Committee for Conferral of the Title of Distinguished Professor, and will submit its affirmative recommendations to the Senate.

34.9.1 Composition

The President, Senior Executive Vice President, EVPAA and six appointed members: two from among the members of the Standing Committee for Tenure Track Appointments, two from among the members of the Senate Standing Committee for Honorary Degrees and Awards, and two from the group of Professional Committee Chairmen.

The President will act as Chairman, during his absence the Senior Executive Vice President will serve as Chairman. When the President acts as Chairman, the Senior Executive Vice President may take part in the deliberations, but will not vote.

34.9.2 Appointment Procedures

A. The EVPAA will submit candidate nominations to the Steering Committee for its approval. Notice of the Steering Committee's decision will be sent to all the professors, who may notify the Steering Committee Chairman of any reservation about the recommendation. In such a case, staffing of the committee will be postponed until the next meeting of the Steering Committee, which will hold a further deliberation on the matter with the attendance of the objector and take a final decision on the matter.

B. Term of office: from the date of election until the end of two years from December 31st of the academic year in which the appointee was elected or until the end of his term of office in the Standing Committee for Tenure Track Appointments, in the Senate Standing Committee for Honorary Degrees and Awards, or in the group of Professional Committee Chairmen. An appointee may be elected for two consecutive office terms. A committee member whose term has ended (after one or two terms of service, or by reason of the member's quitting before term expiration) may be reelected only a year after said termination of office term.

C. A Committee member who nominated a candidate or was nominated as a candidate will cease to be a member of the Committee.

34.9.3 Quorum

Six attendees with voting rights, including the Chairman.

34.10 Research Authority's Appointments Committee

The Committee will deliberate and decide on the approval of appointments, appointment extensions and promotions in respect of the research staff and research team members of the Research Authority.

34.10.1 Composition

The EVPR will act as Chairman, the Research Authority Director and three professors appointed by the EVPAA following consultation with the EVPR.

34.10.2 Quorum

The Chairman and two appointed members.

34.10.3 Majority for Decisions

Two thirds of the Committee members.

Article 35 – Appointments, Promotions and Granting of Tenure in Tenure--Granting Tracks

35.1 Applicability

Appointment procedure, granting of tenure/conditional tenure and promotion: Full Professor, Associate Professor, Senior Lecturer (Assistant Professor), Lecturer, full-time Senior Teaching Associate, full-time Senior Teaching Fellow, full-time Teaching Fellow and academic staff members with these ranks at the Jacobs Institute and GT.

35.2 Unit Procedures

A. The Head of Unit will assemble preliminary information and consult with the permanent staff members of the unit engaged in the candidate's field, who are not members of the Unit Preparatory Committee and whose rank is not lower than the rank proposed for the candidate. The Head of Unit will convene a meeting of the Unit Preparatory Committee to decide on whether to start the handling process and the additional information required. The list of (at least five) referees will be approved by a simple majority of the members of the committee.

B. When granting tenure to a professor or an associate professor within two years of the first appointment to the Technion, one may use the letters submitted in the appointment procedure.

C. Initiating a new appointment requires prior approval by the EVPAA.

D. Concurrent with sending out inquiries to referees, the Head of Unit will pass on the referees' particulars to the EVPAA, including of those to whom preliminary contact letters have been sent out.

E. Affirmative decisions regarding appointments, promotions and tenure (including on initiating formal procedures on these matters) for teaching staff in tenure-granting tracks, require a two-thirds majority of the committee members present. After the vote, there will be a supplementary consultation with members absent from the meeting, including members on unpaid leave for a period not exceeding one year and members on sabbatical leave. To this end they will receive, via email or by any other manner agreed upon, the letters of reference, a short description of the main arguments in the meeting and any other relevant material. Their opinions will be added to the file reported to the EVPAA. Opinions reached more than 5 work days in Israel after the material was sent out will not delay the continuation of the formal procedures. A member who cannot attend the meeting may also send his opinion to the members of the committee prior to the meeting.

F. The Head of Unit will forward to the EVPAA the Committee's recommendation (be it affirmative or negative).

G. When the decision is affirmative, the Head of Unit will append a detailed transcript of the deliberations (after members of the committee were allowed to review and comment on it), specifying also the objectors' opinions and arguments, as well as copies of the correspondence with referees, points considered in the supplementary consultation, recommendation for an expedited process (if such recommendation exists), proposal for the professional committee composition, and any other relevant material.

H. When there is no adequate majority at the deliberations of the Unit Preparatory Committee for granting tenure to or renewing the appointment of a tenure-track staff member, the Head of Unit will append a detailed transcript of the deliberations (after members of the committee were allowed to review and comment on it) setting out the objectors' opinions and arguments, copies of the correspondence with referees, points considered in the supplementary consultation, and any other relevant material.

The EVPAA will meet with the staff member along with the Head of Unit and member(s) from the Unit Preparatory Committee, in accordance with the procedure laid down by the EVPAA, and will pass on to the Standing Committee the Preparatory Committee's decision plus a written report of the meeting. The Standing Committee will deliberate and decide on the matter and its decision will be final.

35.3 Handling by the Senate Preparatory Committee

35.3.1 The Senate Preparatory Committee will deliberate on the recommendations for appointment, promotion or granting of tenure, submitted by the Unit Preparatory Committee, and will review the material provided to it. To this end, it may ask for more information, including asking for more recommendation letters, and in rare cases also nominate a professional committee whose recommendation will be reported back to the Senate Preparatory Committee. The decisions on further information requires a simple majority. An affirmative recommendation will be passed on to the Professional Committee (when such a committee was not already nominated as above) or, in an expedited procedure directly to the Standing Committee for Tenure-Track Appointments.

35.3.2 Further Deliberation and Negative Decisions

A. When it becomes apparent that there is no majority for an affirmative decision, the EVPAA will halt the deliberation and deliver a reasoned notice thereof to the Head of Unit, and invite him to attend a further deliberation on the matter. Prior to the further deliberation, the Head of Unit will hold (except in the case of a new appointment) a meeting with the candidate in accordance with the procedure laid down by the EVPAA and report to the Unit Preparatory Committee. The Head of Unit or his representative will attend the further deliberation, report on his meeting with the candidate and on his consultation with the Preparatory Committee, and will be allowed to bring along up to three accompanying Technion staff members.

B. In the event no positive decision is taken regarding the granting of tenure even after the further deliberation, where the non-granting of tenure will lead to the termination of the staff member's employment, the Preparatory Committee will convey its opinion to the Standing Committee for Tenure-Track Appointments.

C. In a deliberation on the granting of tenure concurrent with a promotion to the rank of Associate Professor, where an affirmative decision is taken regarding the granting of tenure, but there is no majority for the promotion, the recommendations of the Senate Preparatory Committee will be passed on to a professional committee and to the Standing Committee. The Standing Committee will deliberate and decide on both matters.

35.3.3 Academic Staff Members at Jacobs Institute

The initiative for appointment, promotion and grant of conditional tenure will be submitted through a detailed report from the Institute's Director, after consultation with the Appointments Committee of the Institute. Usually, the report will be brought for deliberation before the preparatory committee of the unit to which the staff member belongs (in the case of promotion or granting of conditional tenure) or the unit relevant to the candidate's field of activity (in the case of appointment). Subsequent handling will be the same as for a regular staff member/candidate from the same unit.

In exceptional cases:

A. The Institute Director's report may be presented directly for deliberation and handling by the Senate Preparatory Committee. If the process ends successfully, the staff member will have an appointment at the Technion without belonging to any academic unit. (Section 21 5(f)(g).)

B. Head of the Technion unit to which the staff member is affiliated may initiate the promotion of a staff member at the Jacobs Institute. In such cases the Institute Director will be requested to give his written opinion following consultation with the Institute's Appointments Committee. In any case, conditional tenure will not be granted to a Jacobs Institute staff member without the majority support of the Institute's Appointments Committee. **(Senate, June 30, 2013)**

35.3.4 Expedited Processes

A. An affirmative decision to grant tenure to a Full Professor or Associate Professor within two years of the first appointment at the Technion will be communicated directly to the Standing Committee without the establishment of a professional committee.

B. The Senate Preparatory Committee may approve, by unanimous vote, transfer of a portfolio to the Standing Committee for Tenure-Track Appointments, without the establishment of a professional committee.

C. When a recommendation for a candidate's appointment/promotion to the rank of Senior Lecturer or Senior Teaching Fellow by an expedited process is received from the unit concerned, the Senate Preparatory Committee may decide in the Senate's name on the appointment, without any deliberation in a professional committee or in the Standing Committee. In such a case, the letter of appointment will be issued signed by the EVPAA. In the event the Senate Preparatory Committee has decided not to approve an expedited process, the candidate's portfolio will be transferred for continued handling as detailed above.

D. A recommendation for appointment to the rank of Lecturer will be referred to the EVPAA for approval. Differences between the EVPAA and the Unit Preparatory Committee will be brought before the Senate Preparatory Committee for resolution, with the latter's decision being final.
In the event of such disagreements, when the candidate already has a valid appointment as a teaching fellow or research fellow, the EVPAA will meet with the academic staff member together with the Head of Unit and member(s) of the Unit Preparatory Committee, in accordance with the procedure to be laid down by the EVPAA, and will append to the material forwarded to the Senate Preparatory Committee a written report on the meeting. The Senate Preparatory Committee will deliberate and decide on the matter and its decision will be final.

35.4 Handling by the Professional Committee

The Professional Committee will deliberate over the candidate and issue a detailed written report on the deliberation.
The Committee Chairman will forward in writing the Committee's reasoned recommendation to the Standing Committee for Tenure-Track Appointments, or, as per Section 35.3.2C, to the Senate Preparatory Committee. When the recommendation is not unanimous, also the reasoned opinion of the minority will be communicated in writing. In the event an affirmative recommendation is not passed, the Chairman will report also to the Senate Preparatory Committee.

35.5 Handling by the Standing Committee for Tenure-Track Appointments

35.5.1 The Standing Committee will examine nominations for appointment, promotion and granting of tenure submitted to it and make a decision on behalf of the Senate. It will review the appended material and may turn to additional information, including more referees. The Committee may appoint a professional committee in respect of a portfolio directly passed on to it without a professional committee.

35.5.2 Affirmative Recommendation
If an affirmative recommendation is passed by the Standing Committee, notice thereof will be communicated by e-mail to all the professors. Every professor, except an elected member of the Standing Committee for Tenure Track Appointments, may notify the Standing Committee Chairman of an objection within 5 workdays of the notice's receipt.

35.5.3 Further Deliberation and Negative Decision

A. When it becomes apparent that a majority will not be secured for an affirmative decision in a deliberation on granting of tenure or appointment extension, and that a negative decision will lead to the cessation of employment of the academic staff member concerned, the deliberation will be halted. The academic staff member whose matter is being deliberated in the Committee will be called together with the Head of Unit to a meeting with the EVPAA and two elected members of the Standing Committee, in accordance with a procedure to be laid down by the EVPAA. A written report on the meeting will be given to the staff member, Head of Unit and Standing Committee members. The Head of Unit or his representative will be called to appear before the Committee,

and will be allowed to be accompanied by up to three Technion staff members. After hearing the guests' explanations and reading the report on the meeting, the Committee will make a final decision on the matter. In the event of a negative decision following further deliberation, a reasoned notification thereof will be given to the Head of Unit and the academic staff member.

B. When it becomes apparent that a majority will not be secured for an affirmative decision, aside from that stated in Subsection A above, the Chairman will halt the deliberation and the EVPAA will give a reasoned notice thereof to the Head of Unit and ask him to participate in further deliberation on the matter. Prior to further deliberation, the Head of Unit will hold (except in the case of a new appointment) a meeting with the candidate, in accordance with a procedure to be laid down by the EVPAA, and consult with members of the Unit Preparatory Committee. The Head of Unit or his representative will appear at the additional deliberation session, and will be allowed to bring along up to three accompanying Technion staff members. The Committee's decision will be final.

35.5.4 Objection to Affirmative Decision

A. In the event one or two professors object to the Standing Committee's decision, the Committee will hold another deliberation on the matter at its next meeting, with the participation of the objector(s). The majority required for accepting the objection is two thirds of the Committee members present at the meeting. If the objection is not accepted, the decision will be final.

B. In the event 3 or more professors object to the Standing Committee's decision, their objection will be referred for deliberation to the Special Appeals Committee, attended by the objector(s). The majority required for accepting the objection is two thirds of the Committee members present at the meeting. If the objection is not accepted, the decision will be final.

C. If the Standing Committee or the Special Appeals Committee has not dismissed the objection, the Chairman will halt the deliberation. The academic staff member whose matter is being deliberated will be called, together with the Head of Unit concerned, to a meeting with the EVPAA and two members of the appropriate committee to be selected by the Chairman. The content of this meeting will be reported to the Committee at a deliberation to be held at another meeting. Alternatively, the academic staff member who so desires, will be allowed to appear and present his case directly before the appropriate committee in the additional deliberation. The decision in the additional deliberation will be final.

35.5.5 Letter of Appointment and Notification

If an affirmative decision was passed by the Standing Committee without objection, or after dismissal of the objection by the appropriate committee, and the duration of the appointment was determined, a letter of appointment will be issued, signed by the President. A notification thereof will be sent to the members of the Council by the Senior Executive Vice President, and an announcement will be made at the Assembly.

35.6 Renewal of Initiative

In case of re-nomination for promotion or granting of tenure after a similar nomination was rejected, the candidate's previous portfolio will be presented at the deliberations (except the deliberations of a professional committee – if set up).

A. If the nomination is for promotion to professor (including clinical full professor, Jacobs Institute professor or GT professor), the initiative may be renewed after at least two years from the rejection date, excluding the case where a promotion to professor initiative is accompanied by a granting of tenure initiative (subject to Section D below).

B. If the nomination is for promotion to associate professor or senior teaching associate, the initiative may be renewed after at least two years from the rejection date, excluding the case where a promotion to associate professor or senior teaching associate initiative is accompanied by a granting of tenure initiative (subject to Section D below).

C. If the nomination is for promotion to senior lecturer or senior teaching fellow, the initiative may be renewed after at least one year from the rejection date.

D. When the nomination is for granting of tenure, the initiative may be renewed after at least one year from the rejection date, provided the academic staff member's appointment will be in force at the initiative renewal date.
E. The initiative renewal in respect of an academic staff member whose employment has been terminated due to non-granting of tenure or non-extension of appointment will take place at least 3 years after the rejection date. The new appointment will be approved only with tenure. In dealing with an appointment second time around, a professional committee will be appointed and the previous portfolio will be brought before the Senate Preparatory Committee and Standing Committee.

35.7 Routine Review

The Senate Preparatory Committee will review the file of a tenured associate professor seven years after his appointment to the rank, if during this period he was not considered for promotion. A review will be conducted based on the curriculum vitae, list of publications and other material required, and after consultation with the Unit Preparatory Committee.
Additional reviews, as well as reviews of a tenured senior lecturer (assistant professor) and of a full-time, tenured senior teaching fellow or teaching fellow will be conducted once every five years.

Article 36 – Non-Tenure Track Academic Staff

36.1 Applicability

A. Procedures of appointment/renewal of appointment and promotion to the ranks of: Part-Time Senior Teaching Associate, Part-Time Senior Teaching Fellow, Part-Time Teaching Fellow, Adjunct Senior Teaching Associate, Adjunct Senior Lecturer, Adjunct Lecturer and Technion employed research staff to the ranks of Senior Research Associate, Senior Research Fellow and Research Fellow.

B. Processing of an exceptional recommendation for tenure in respect of a Technion research staff member of the rank of Senior Research Associate may commence only after approval from the Steering Committee. To this end, the Head of Unit will forward the recommendation to the EVPAA through the EVPR, and the EVPAA will refer the recommendation to the Steering Committee for approval.
The rest of the tenure process for a Technion employed Senior Research Associate will be as set out under Article 35.

36.2 Handling Procedure by the Unit Preparatory Committee

A. With respect to new appointments or promotions, the Head of Unit will assemble preliminary information, consult with unit staff members, but he may begin the handling only after approval by the EVPAA. The Head of Unit will contact (at least three) referees.

B. Concurrent with sending out inquiries to referees, the Head of Unit will pass on the referees' particulars to the EVPAA, including of those to whom preliminary contact letters have been sent out.

C. The Head of Unit will report his decision to the Unit Preparatory Committee, which will deliberate the case only if one of the Committee members so requests.

D. The Head of Unit will forward to the EVPAA the Unit's recommendation (be it affirmative or negative) and append a detailed transcript of the deliberations at the Preparatory Committee (if such deliberations took place, and after the committee members were allowed to review and comment on it) specifying also the objectors' opinions and arguments, copies of the correspondence with referees, and any other relevant material.

E. The head of unit will report to the Unit Preparatory Committee a decision to renew an appointment. The Committee will deliberate the case only if one of its members so requests.

F. When the Head of Unit is not interested in a reappointment, the Head of Unit (or the person appointed by him for this purpose) will hold a meeting with the staff member, as per the procedure to be laid down by the EVPAA. The Head of Unit will decide and communicate his decision, including a report on the meeting, to the Unit Preparatory Committee. Deliberation will be held only if one of the Committee members so requests. The decision will be sent on, along with the relevant material, including the meeting transcript, to the EVPAA.

36.3 EVPAA Handling of Appointment and Promotion Processes

A. An affirmative recommendation of the Unit Preparatory Committee for appointment or promotion to Adjunct Senior Teaching Associate, or Senior Research Associate will be communicated to the Standing Committee for Non-Tenure Tracks. Concerning other ranks and reappointments, the EVPAA will decide whether to approve the recommendation without deliberation by the Standing Committee or forward it to the Committee.

B. In the case of a new appointment or reappointment of an adjunct track candidate who is, or has been an academic staff member at the Technion or at another recognized university, where the proposed rank is not higher than the candidate's rank at the Technion or at the other university, the EVPAA may waive the need for letters of reference from people outside the Technion and deliberation by the Standing Committee.

C. When the EVPAA receives a recommendation from a unit not to renew an appointment, where the original appointment was approved by the decision of the EVPAA, the EVPAA will decide whether to approve the recommendation or pass it on to the Standing Committee for Non-Tenure Tracks. If the original appointment was approved by the Standing Committee for Non-Tenure Tracks, the EVPAA will forward the recommendation to the Committee for consideration.

36.4 Handling Procedure by the Standing Committee for Non-Tenure Tracks

The Standing Committee will evaluate recommendations for appointment, reappointment and promotion submitted to it, and decide on behalf of the Senate. It will review the submitted material and may turn to additional referees, experts in the candidate's areas of work.

36.4.1 Further Deliberation and Negative Decision

When it becomes apparent that a majority will not be secured for an affirmative decision on the unit's recommendation, the Chairman will halt the deliberation and the EVPAA will give a reasoned notice thereof to the Head of Unit and ask him to participate in further deliberation on the matter. Prior to further deliberation, the Head of Unit (or the person appointed by him for this purpose) will hold (except in the case of a new appointment) a meeting with the candidate, in accordance with a procedure to be laid down by the EVPAA, and consult with members of the Unit Preparatory Committee. The Head of Unit or his representative will appear at the additional deliberation session, and will be allowed to bring along up to three accompanying Technion staff members. The Committee's decision will be final.

36.5 Issuing an Appointment Letter

Once an appointment is approved, an appointment letter specifying the duration of appointment will be issued, signed by the EVPAA.

36.6 Renewal of Initiative

A repeat proposal for reappointment or promotion after a similar proposal has been rejected may be submitted at least a year after the rejection date. In the renewed process, if the file is forwarded to the Standing Committee, then also the candidate's previous file will be brought before the Committee.

36.7 Routine Review

The EVPAA will review, in accordance with a procedure and in frequency to be laid down by him, the file of a non-tenure track academic staff member who is not at the highest rank in his track.

Article 37 – Junior Staff

37.1 Applicability

A. Procedure for appointment / reappointment and promotion of staff members to the ranks of: Teacher, Assistant Teacher, Adjunct Teacher, Adjunct Assistant Teacher.

37.2 Procedures

37.2.1 Head of Unit

A. The Head of Unit will assemble the information on the candidate. If his recommendation is affirmative, he will forward it along with the appropriate information to the EVPAA for approval.

B. Before taking a decision against reappointment, the Head of Unit (or the person appointed by him for this purpose) will notify the staff member regarding his intention. The staff member may request to meet with the Head of Unit before formulation of the decision. The Head of Unit will pass on the reasoned recommendation, including a report on the meeting (if any), to the EVPAA.

37.2.2 EVPAA

A. After the EVPAA confirms the unit's recommendation (affirmative or negative), he will issue a letter of appointment, signed by him, determining the appointment duration or giving notice of the appointment's termination.

B. If the EVPAA does not approve a decision in favor of reappointment, he will give a reasoned notice thereof to the Head of Unit. The Head of Unit (or the person appointed by him for this purpose) will hold, except in the case of a new appointment, a meeting with the candidate in accordance with the procedure prescribed by the EVPAA and will report to the EVPAA on the meeting. The EVPAA's decision after receiving the report will be final.

Article 38 – Clinical Track Staff

38.1 Applicability

The procedure for appointment and promotion of staff members of the Faculty of Medicine in the clinical track to the ranks of clinical full professor, clinical associate professor, clinical senior lecturer, clinical lecturer, resident instructor, and clinical instructor, as well as the grant of conditional tenure to the rank of Clinical Full Professor.

38.2 Appointment, promotion, appointment extension or grant of conditional tenure in respect of a clinical full professor

The handling procedure in the Preparatory Committee will be in accordance with the appointments procedure for a full professor as set out under Article 35. However, the Head of Unit will consult, prior to the preliminary deliberation, also with the clinical full professors. The proposal for the professional committee will include experts in the candidate's field who are employed at hospitals other than the candidate's.

38.3 Appointment, promotion and appointment extension in respect of clinical associate professor, clinical senior lecturer or clinical lecturer

38.3.1 Head of the Clinical Preparatory Committee will assemble the preliminary information, consult with the Unit Head and the clinical associate professors closely connected with the candidate's field of work, and convene a meeting of the Clinical Preparatory Committee to decide whether to start the handling process, determine what further information is required and draw up a list of referees. After the required information is assembled, the proposal will be returned to the Clinical Preparatory Committee for a recommendation. An affirmative recommendation from the Clinical Preparatory Committee will be passed with a majority of two thirds of those present at the meeting.

38.3.2 An affirmative decision will be forwarded to the Unit Preparatory Committee which will proceed, with the necessary appropriate amendments as detailed in 35.2.

38.3.3 An affirmative recommendation from the Unit Preparatory Committee in respect of an appointment or promotion to the rank of clinical associate professor will be forwarded to the EVPAA along with a proposal for the composition of the Professional Committee (whose members will include experts in the candidate's field who are employed in hospitals other than the candidate's). The EVPAA will appoint a professional committee whose recommendation will be passed on to the Standing Committee for Tenure-Track Appointments. In exceptional cases, the EVPAA may forward the recommendation directly to the Standing Committee which will be allowed to appoint a professional committee in respect of the file that was transferred to it directly without a professional committee.
As regards extension of the appointment of a clinical associate professor, the Dean will communicate the recommendation of the Unit Preparatory Committee to the EVPAA for approval. Disagreements between the EVPAA and the unit will be referred to the Standing Committee for Tenure-Track Appointments for resolution.

38.3.4 An affirmative recommendation of the Unit Preparatory Committee for the appointment, extension of appointment or promotion to the rank of clinical senior lecturer or clinical lecturer will be communicated to the EVPAA for approval. Any disagreements between the Unit Preparatory Committee and the EVPAA will be brought before the Standing Committee for Non-Tenure Tracks for resolution.

38.4 Appointment as Clinical Instructor or Resident Instructor

The appointment will be handled as per the procedure for junior staff (Article 37).

38.5 Renewal of Initiative

When resubmitting a proposal for appointment, promotion, or grant of conditional tenure after its previous rejection, one should proceed in accordance with the rules applying to a corresponding rank in the regular track, as detailed under Article 35 or 36.

38.6 Extension of appointment for a hospital staff member who has reached the hospital's retirement age

38.6.1 The appointment may be extended (see Article 32.3.3.4), provided that the staff member's rank is professor, clinical professor, associate professor or clinical associate professor with an appointment in force from the Technion, and usually, only if the appointment in the Technion was in force at least 10 years.

38.6.2 The staff member will forward to the Dean an application containing a plan of activity. The Dean will consult with the Unit Preparatory Committee and pass on his recommendation to the EVPAA who will decide on the matter. Differences between the unit and the EVPAA will be referred to the Standing Committee for Tenure-Track Appointments for resolution.

38.6.3 In extending an appointment for a clinical full professor or clinical associate professor, the Dean will consult with the Clinical Preparatory Committee before consultation with the Unit Preparatory Committee.

Article 39 – Conferral of the Title of Distinguished Professor and Professor Emeritus

39.1 Conferral of the Title of Distinguished Professor

39.1.1 Definitions

A. Distinguished Professor is an honorary title conferred on a professor at the Technion who has attained an eminent standing in the international scientific community in his field of specialization owing to his ongoing original contributions in research. This title should be seen as corresponding to titles such as: Distinguished Professor, Institute Professor, Professor at Large, which are widely accepted around the world.

B. The title of Distinguished Professor will be permanent until retirement from the Technion. A retired Distinguished Professor will be conferred the title of Distinguished Professor Emeritus in accordance with and subject to the provisions in Article 39.2 below.

C. No more than one title of Distinguished Professor will be awarded annually. If this title was not awarded in a specific year, two such titles may be awarded in the following year.

39.1.2 Title Conferral Procedure

A. The initiative for conferring the title of Distinguished Professor can come from a Head of Unit or Professor. Reasoned proposals should be referred to the EVPAA, who will bring them before the Preparatory Committee for Conferral of the Title of Distinguished Professor.

B. To remove any doubt, discontinuation of the handling procedure is possible after partial implementation of the processes below.

C. The Preparatory Committee will review the submitted material and turn to referees at its discretion.

D. The Preparatory Committee will notify, through the EVPAA, all the professors in the unit to which the candidate belongs, about the candidacy, and will consider their responses which will be conveyed to the EVPAA within 3 weeks of the notification date.

E. The Preparatory Committee will appoint two outside members who do not belong to the Technion staff, at least one of them being a member of the Israel Science Academy. It will hold at least one meeting with their participation and they will be asked to forward a written opinion to the committee before the deliberation.

F. An affirmative recommendation of the Preparatory Committee will be brought, along with the assembled material, for continued deliberation before the Special Committee for Conferral of the Title of Distinguished Professor.

G. The Special Committee will review the material submitted to it. If it becomes apparent that there is no two-thirds majority of those present to support the appointment, the Special Committee will stop its deliberations and ask the initiator(s) to attend a supplementary deliberation. After hearing the clarifications of the initiator(s), the Special Committee will sum up its deliberations and make a final decision on the matter.

H. An affirmative decision by the Committee will be presented for a vote by secret ballot by the Senate professors.

I. In the event one of the committees decides not to continue with the procedures for conferral of the title Distinguished Professor, the staff member's candidacy may be resubmitted only after 3 years from the date the decision was made.

39.2 Conferral of the Title of Professor Emeritus

Upon retirement of a professor or clinical full professor at the customary retirement age or after age sixty and at least 20 years of service at the Technion as a tenure-track staff member, or in exceptional cases approved by the EVPAA, the Unit Preparatory Committee will consider (including supplementary consultation) the proposal to grant him the title of "professor emeritus" or "clinical professor emeritus" and to the distinguished professor the title of "distinguished professor emeritus." The EVPAA will present the position of the Unit Preparatory Committee before the Steering

Committee, which will deliberate and decide the matter. An affirmative decision by the Steering Committee will be brought before the professors sitting on the Senate, for ratification. Notice will be sent to the Council members.

Article 40 – Academic Visitors

40.1 Visiting Scholars

40.1.1 Appointment for a period of no more than a month

A guest visiting the Technion for a period of up to a month, who will not be the main teacher of a subject that awards academic credit points, will be invited by the Head of Unit without an academic appointment. The visitor may give lectures that do not award academic credit points.

40.1.2 Appointment for a period of no more than a year

Appointment of a visitor for a period of up to a year (except as in 40.1.1 above), as well as extension of an appointment for a cumulative period not exceeding a year will be done with the recommendation of the Head of Unit, after consulting with the Unit Preparatory Committee and after approval by the EVPAA. The material to be submitted to the EVPAA will include the curriculum vitae and a list of publications. Disagreements between the Head of Unit and the EVPAA will be referred to the Senate Preparatory Committee for resolution. The letter of appointment will be signed by the EVPAA.

40.1.3 Appointment for a period longer than a year

A. Appointment of a visitor for a period longer than a year or extension of a short-term appointment for a cumulative period exceeding a year will be done according to the regular academic appointment procedure (including an expedited process), in accordance with the visitor's requested rank. However, an appointment without letters of reference is possible only when the visitor holds an appointment of a corresponding rank at a leading university or a leading institution for research and development.
B. Appointment extensions will be done with the recommendation of the Head of Unit after consultation with the Unit Preparatory Committee and with the EVPAA's approval. Disagreements between the Head of Unit and EVPAA will be brought before the Senate Preparatory Committee for resolution.

40.2 Appointment for Distinguished Visiting Professor

An appointment for Distinguished Visiting Professor is an honorary appointment reserved for outstanding prominent persons in academia, from outside the Technion.

A. A unit will submit nominations for candidates to the EVPAA following approval by the Unit Preparatory Committee, along with the curriculum vita, a list of publications and a description of the candidate's connection with the unit.
   The EVPAA will forward the recommendation for consideration by the Standing Committee for Tenure-Track Appointments. An affirmative recommendation from the Committee will be referred to the Standing Committee for Honorary Degrees and Awards for approval.
   Once the appointment is approved by the Standing Committee for Honorary Degrees and Awards, the President will issue a letter of appointment for a period of no longer than 5 years.
B. Extension of an appointment for additional periods will be done on the recommendation of the Head of Unit, after consultation with the Unit Preparatory Committee, with the recommendation of the EVPAA and with the approval of the Executive Senior Vice President.

40.3 Reporting to the Unit

The Head of Unit will report at the start of each semester to the Unit Council regarding the visitors invited to the unit.

Article 41 – Procedure for Appointment and Promotion of Research Staff and Research Team at the Research Authority

41.1 Applicability

Procedure for appointment, reappointment and promotion of full or part-time research staff and research team members at the Research Authority

41.2 Research Staff

Procedures for appointment, reappointment, termination of employment and promotion of research staff at the Research Authority will be as detailed in Article 36 with the following changes: Initiation of procedures are subject to approval of both the EVPAA and the EVPR, the EVPAA will consult the EVPR, the EVPR will participate in the deliberations of the Standing Committee for Non-Tenure Tracks without a voting right, the appointment letter/notice of termination of the appointment will be issued by the EVPR.

41.3 Research Team

41.3.1 The Head of Unit will assemble the information, including the letters of reference, and forward his recommendation to the EVPR. Subject to an examination of the possibility of employment and availability of budgetary cover, the EVPR will present the recommendation to the Research Authority's Appointments Committee. Upon receipt of the Committee's approval, the EVPR will issue a letter of appointment, for a full-time or part-time position, for a period of no more than 3 years.

41.3.2 The Head of Unit may turn to the EVPR with a request to renew the appointment for additional periods of no more than 3 years each time. Subject to the availability of employment and budgetary cover, the EVPR will forward the request to the Research Authority's Appointments Committee for approval. The letter of renewed appointment will be issued signed by the EVPR.

41.3.3 In the event an affirmative recommendation was not received for an appointment, renewed appointment or promotion, the EVPR will communicate a reasoned notice thereof to the Head of Unit and initiating staff member. The Head of Unit may ask the EVPR, within two weeks of receiving the notice, to hold another deliberation on the matter of the Appointments Committee's decision. The Head of Unit or his representative will be asked to attend the deliberation to present his position. The decision of the Appointments Committee, after the additional deliberation, will be final.

Chapter Three – Employment of Full-Time Teaching Staff

Article 42 – Employment of Full-Time Teaching Staff

42.1 Academic Freedom

A. Academic freedom to inquire, investigate, express views and publish is vital to the fulfillment of the central Technion missions in teaching, studying and research. Pursuant thereto, the Technion deems the safeguarding of academic freedom a fundamental value.

B. The regulations in this chapter define the commitments of the academic staff, taking this value into consideration.

42.2 Commitment of Academic Staff

Work in the service of the Technion will be paramount in the considerations of full-time academic staff.

42.3 Scope of Employment

A full-time staff member will devote to his work at the Technion 5 days a week, amounting to at least 38 weekly hours, within the framework of arrangements to be determined by the Head of Unit, in consultation with the staff member.

42.3.1 Joint Affiliation with Two Academic Units

A. The employment format of a staff member jointly affiliated with two units will be determined by the heads of the two units to which the staff member belongs, as per that stated above, where the arrangements to be set by each Head of Unit, respectively, will be on a scope of 50% of what is customary in the unit.

B. In specific administrative matters (such as approvals for travel abroad, submittal of research proposals and management of research funds), each of the heads of the units to which the staff member belongs may authorize the other to act in his name. Cases of disagreement between the two deans will be brought before the EVPAA for clarification and resolution.

42.4 Primary Employment

The main occupation of academic staff members will be teaching and research.

42.5 Overall Employment

The employment specification of the academic staff is not rigidly defined in the regulations, but this in no way diminishes the academic staff's commitment to their scope of activity in the service of the Technion.

A. **Teaching**

A full-time academic staff member will devote at least a third of his time to teaching activities, which include, among other things: frontal teaching (lectures, seminars, tutoring exercises); preparing material for frontal teaching classes; developing subjects; developing, organizing and running teaching labs; guiding and supervising teaching assistants; coordinating subjects; coordinating seminars; providing guided reading instruction; examining and grading papers; advising students; guiding graduate students and providing guidance for projects and seminars.

B. **Research**

A full-time academic staff member (not in a teaching fellow track) will devote at least a third of his time to research activities including, among other things: the design and execution of research

studies; reporting of results (among others: via lectures, publication of reports and publication of articles), participation in professional conferences, writing and editing of professional books, writing of surveys, preparation and submittal of research proposals.

C. **Administrative Activity at the Technion and Public Service**

Besides the teaching and research activities, the academic staff member will devote of his time to administrative activity within the framework of the Technion and to public service consistent with the Technion's mission. Functions included under this category are: participating in unit and cross-Technion Councils, filling academic unit or cross-Technion administrative posts, editing jobs for professional journals, reviewing and evaluating articles for professional journals and research proposals for financing funds, as well as educational activity and any other professional public activity consistent with the Technion's mission.

D. **Head of Unit Having a Joint Affiliation**

An academic staff member jointly affiliated with two units and elected as head of one of the units to which he belongs will be exempt from his duties in the second unit during his term in office, in coordination with both units.

42.6 Exceptions

The overall employment of an academic staff member may be modified notwithstanding that stated in Section 42.5 above, in exceptional cases, with the recommendation of the Head of Unit and approval of the EVPAA.

42.7 Annual Vacation

Any staff member employed on a basis of 12 whole months a year will be entitled to a 7-week annual vacation, besides the official national holidays, at times when studies or exams are not scheduled. Vacation times will be scheduled by the Head of Unit, in consultation with the staff member.

Chapter 4 – The Rights and Obligations of Teaching Staff Members Regarding External Work

Article 43 - The Rights and Obligations of Teaching Staff Members Regarding External Work

43.1 Introduction

A. Clause 2.3 of the Technion's constitution provides that the institute's goals include:

"Serving the State of Israel and its economy by the provision of advice, through research and other appropriate ways…"

The advisory activity provided by staff members to the national economy can contribute to the dissemination of the professional know-how and experience accumulated by the Technion, thereby serving this mission. Furthermore, rendering advice to the national economy can enrich the professional knowledge and experience of the staff member, boost the reputation of the institution, enhance the quality of teaching, and provide possibilities for improving students' training.

B. Pursuant to the foregoing, the Technion views such activity favorably and enables it, but on a reasonable scope and subject to certain restrictions (as set forth below).

43.2 Graduate Students

The provisions of this chapter do not apply to graduate students who are subject to the regulations of the Graduate School.

43.3 Scope of External Work

The scope of a staff member's External work may not generally exceed one day a week.

43.4 Continuous Engagement

Continuous engagement of a staff member by an entity outside the Technion requires receiving permission by submitting an application to the EVPAA. In cases where the application for permission is turned down, the staff member may appeal the negative decision before a committee consisting of the President, Senior Executive Vice President and Chairman of the Academic Staff Organization. This committee must respond to the appeal within a month. Organizations and institutions affiliated with or academically sponsored by the Technion will not be considered entities outside the Technion for the purpose of this section.

43.5 Casual Jobs

Casual jobs do not require application for approval.

43.6 Right to Provide Consultation

An academic staff member may serve as a private consultant or a consultant on behalf of the Technion Research & Development Foundation Ltd. In the latter case, approval is required from the Technion Research & Development Foundation Ltd.

43.7 Providing Private Consultation

Providing private consultation is consultation rendered on the sole responsibility of the consultant, and who behaves in accordance thereto. Correspondence and reports will not be written on official Technion stationery. Negotiations with the customer and any financial agreement between them, will be transacted directly, and not through the agency of the Technion or in its name. This section applies also to part-time academic staff members.

43.8 Use of the Technion's Services

An academic staff member engaged in private consultation may use the Technion's services, technical equipment and manpower, excluding graduate students, after he signs an agreement on the matter with the Technion.

Chapter Five – Discipline of Academic Staff

(Senate - January 10, 2010)

Article 44 - Discipline of Academic Staff

44.1 Definition of Terms

The Technion – Israel Institute of Technology, including any institution or body under the control, management or supervision of the Technion.

Technion Person – Denotes a faculty member, an administrative or technical worker or student of the Technion, including any person acting on behalf of the Technion.

Faculty Member/Staff Member – Denotes an academic staff member of the Technion, including a retired staff member, a research staff member, as well as a student or post-doctoral student in all pertaining to his teaching or research activities.

Professor – Includes a professor emeritus and clinical full professor. **(Senate - November 27, 2011)**

Head of Unit – Faculty dean or department head.

Staff member in an administrative position – Includes a head of unit or anyone appointed or elected to the position of head of subunit, laboratory, and the like.

Technion Property – Real estate or chattels belonging to the Technion or held or operated by it, or by its designee, including money, rights, intellectual property or reputation and goodwill of the Technion.

Tribunal – The tribunal for academic discipline set up in accordance with the provisions of this chapter.

Appeals Tribunal – The tribunal for appeals set up in accordance with the provisions of this chapter.

Disciplinary Offense – Any act or omission of those set out in Section 44.4 below.

Judge – A member of the Tribunal or Appeals Tribunal.

Complaint – Notice of a suspected commission of an offense by a staff member.

Accusation – The putting of a staff member on disciplinary trial by the EVPAA, pursuant to the provisions of Section 44.8.3 below.

Claim – A complaint lodged with the Tribunal by one staff member against another staff member, in accordance with the provisions of Section 44.8.4 below.

Litigant – Any party to a proceeding before the Tribunal or Appeals Tribunal; in the case of a proceeding commenced by filing a statement of accusation, the EVPAA and accused staff member, and in the case of a proceeding commenced by filing a statement of claim, the plaintiff staff member and defendant staff member.

Tribunal Secretary – The person in charge of the Office of Academic Staff will serve as the secretary of the Disciplinary Tribunal and Appeals Tribunal.

Address – The private address of a Technion Person as listed in the Technion's records, or an address given by the person to the Tribunal Secretary.

44.2 General

The staff members must conduct themselves vis-à-vis the Technion, their associates, Technion Persons and Technion guests in conformity with the generally accepted rules of society and in

accordance with that implicitly required by the special nature of an academic institution, including the principle of academic freedom. On rare occasions, deviations from generally accepted rules of conduct in the Technion come to light, and such cases necessitate laying down rules for clarifying and resolving these deviations. This chapter of the regulations relates to such cases and formalizes the procedure for handling them.

44.3 General Duties of Academic Staff

An academic staff member is duty-bound to:

44.3.1 Carry out his teaching and research duties;

44.3.2 Participate in the work of the academic organizations and in the work of other bodies with which he is affiliated by virtue of his position;

44.3.3 Conduct himself in a manner appropriate for an academic staff member in his relations with the Technion governing bodies, his teaching and research associates, his students, Technion persons and his guests;

44.3.4 Protect the honor of the Technion and abide by the regulations and procedures binding on all the staff members;

44.3.5 Protect the property of the Technion and use it in accordance with the binding regulations and procedures laid down by the competent authorities of the Technion.

44.3.6 An academic staff member in an administrative position must perform his duties faithfully, promote the development of his unit, look after the property of the Technion which he is responsible for, see to the best interests of the employees whom he is in charge of, and assist them with their professional work and performance of their duties.

44.3.7 Act loyally, dedicatedly, in good faith and with integrity in performing his function, with due regard for the best interests of the Technion, participate in impartial decision-making, and refrain from actions which could be considered a conflict of interest.

44.4 Disciplinary Offenses

A disciplinary offense is any one of the offenses below committed by a staff member, by an act or omission, including through negligence, as well as by solicitation of an offense and being an accessory to an offense, as stated:

44.4.1 A breach of one of the duties of the academic staff enumerated in Section 44.3 above.

44.4.2 A violation of the binding provisions of the Technion or of any of its competent institutions, including regulations, constitutions, procedures and bylaws.

44.4.3 Maligning the Technion or any Technion Person.

44.4.4 Failure to perform teaching, guidance, research or any other academic duties.

44.4.5 Abuse of his status in performing his academic or administrative duties.

44.4.6 Lack of fairness and deceit in obtaining rights or benefits from the Technion.

44.4.7 Lack of fairness or deceit in a scientific paper, including in its publication and in indicating the names of its authors, and harm to intellectual property rights, including infringement of copyright.

44.4.8 An action based on extraneous considerations in performing his duties at the Technion.

44.4.9 Unlawful taking or use of Technion property or the property of any Technion person or of any of his guests within the Technion walls, including the causing of damage to said property.

44.4.10 Conviction by a final judgment, which has implications for his functioning at the Technion.

44.4.11 Sexual harassment – Committed an act of sexual harassment or sexual intimidation, as these terms are defined in the Technion's procedure for the prevention of sexual harassment and by any law, or violated the procedure for the prevention of sexual harassment in any other way. The process for handling such an offense will be according to the Technion's procedure.

44.5 Bodies in Charge of Discipline

The investigation of disciplinary problems of academic staff is carried out within the academic framework of the Technion and deals primarily with matters peculiar to academia. Generally, the alleged offenses as well as the factual material fall within a specific academic area, and so, too, does the capacity for assessment and passing judgment. The governing principle is that judgment is passed by peers, in subjects where the peers are experts.

The bodies in charge of discipline are:

44.5.1 Head of Unit

The Head of Unit will handle the disciplinary matters within the framework of his unit. It is within the competence of the Head of Unit to handle teaching offenses and light non-teaching offenses that do not exceed the purview of the unit. In the absence of the Head of Unit, the acting chairman of the Head of Unit will substitute for him. In the event the Head of Unit is personally connected to the matter, or if a complaint has been filed against the Head of Unit himself, the handling process will be referred to the EVPAA.

The Head of Unit is empowered to impose a penalty on the accused, in accordance with Section 44.6.1.1 below, and/or a requirement pursuant to Section 44.6.2 below.

An appeal may be filed against the Head of Unit's decision with the Appeals Tribunal within ten working days.

44.5.2 The EVPAA

The EVPAA will handle teaching offenses and light non-teaching offenses, referred to him by the Head of Unit, or such offenses which exceed the purview of one unit.

The EVPAA is empowered to impose a penalty on the accused, in accordance with Section 44.6.1.1 below, and/or a requirement pursuant to Section 44.6.2 below.

In any case, the EVPAA may transfer the handling of the matter brought before him to the Disciplinary Tribunal, in accordance with Section 44.8.3 below.

If the EVPAA is personally connected to the matter, he will be replaced by the Senior Executive Vice President or by another Executive Vice President, as decided by the President.

An appeal may be filed against the EVPAA's decision with the Appeals Tribunal within ten working days.

44.5.3 The Disciplinary Tribunal and Appeals Tribunal

Subjects outside the competence of the EVPAA, or referred by the EVPAA will be handled by the Disciplinary Tribunal, and as necessary, also by the Appeals Tribunal.

44.5.3.1 The Disciplinary Tribunal

A panel of judges to be appointed in accordance with the provisions of Section 44.8.10 below. The Disciplinary Tribunal is competent to hear statements of accusation and statements of claim referred to it.

44.5.3.2 **The Appeals Tribunal**

A panel of judges to be appointed in accordance with the provisions of Section 44.10.3 below. The Appeals Tribunal is competent to hear appeals against the decisions of the Head of Unit and the EVPAA and against the rulings of the Disciplinary Tribunal.

44.5.3.3 **Pool of Judges**

44.5.3.3.1 The pool of judges for the tribunals will be comprised as follows: 15 staff members with the rank of professor, 6 staff members with the rank of associate professor, 6 staff members with the rank of senior lecturer (assistant professor), who are not members of management or Technion-wide deans. **(Senate – June 24, 2012)**

44.5.3.3.2 Members of the pool of judges will be appointed to this position by the Assembly members with a voting right for a 5-year period that may be extended for additional periods. The term of office will be terminated upon promotion.

44.5.3.4 **Disciplinary Tribunal President and His Deputy; Appeals Tribunal President and His Deputy**

44.5.3.4.1 Members of the academic Assembly with a voting right will elect the Tribunal president and his deputy and the Appeals Tribunal president and his deputy from among the professors in the pool of judges, subject to their consent. The election will be held by secret ballot.

44.5.3.4.2 The term of office of the Tribunal president and his deputy, and of the Appeals Tribunal president and his deputy, will be 5 years, with extension possible for additional periods.

44.5.3.5 **Tribunal Secretary**

The Tribunal secretary will assist the Disciplinary Tribunal president and the Appeals Tribunal president, their deputies and the panels' chairmen with proper operation of the tribunals.

44.6 Penalties and Demand for Redress of Wrong

44.6.1 A staff member found guilty of disciplinary infraction may be subject to the imposition of one or more of the following penalties:

44.6.1.1 Warning in writing;

44.6.1.2 Delay of promotion;

44.6.1.3 Negation of right to be appointed as chair holder for a specified period;

44.6.1.4 Negation of right to be appointed to an administrative post, including management of research budgets;

44.6.1.5 Termination of scholarship or discontinuation of advanced studies;

44.6.1.6 Suspension from work for a period not exceeding 6 months. Suspension may be without a salary or with a partial salary;

44.6.1.7 Dismissal from the Technion;

44.6.1.8 Termination of teaching duties or non-renewal of teaching duties as an adjunct teacher;

44.6.1.9 A monetary fine;

44.6.1.10 Financial compensation in respect of damage incurred to the Technion;

44.6.1.11 An accused who is a student is also subject to other penalties enumerated in the Disciplinary Code for students at the Technion.

44.6.2 A staff member found guilty of an accusation or a claim may be compelled to carry out any action aimed at redressing the wrong, including financial compensation in respect of damage caused.

44.6.3 The amount of the fine under Section 44.6.1.9 above or the financial compensation under Sections 44.6.1.10 and 44.6.2 above will not exceed an amount equal to three monthly salaries.

44.7 Authority to Impose Penalties

44.7.1 In a matter brought for a hearing before the Head of Unit or EVPAA under the provisions of Sections 44.5.1 or 44.5.2 above, both may impose on the accused a penalty as per Section 44.6.1.1 above or a requirement as per Section 44.6.2 above only.

44.7.2 The Disciplinary Tribunal and Appeals Tribunal will be empowered to impose on the accused or defendant, as the case may be, one or more of the penalties enumerated in Section 44.6.1 above and/or to impose on him a requirement under Section 44.6.2 above.

44.8 Commencement of Trial Proceedings

44.8.1 A complaint against a staff member will be submitted to the Head of Unit or EVPAA in writing.

44.8.2 If the Head of Unit or EVPAA finds that the complaint warrants handling by him under the provisions of Sections 44.5.1 and 44.5.2 above, he will notify the complainant, accused and Heads of Units concerned in the matter, in writing thereof.

44.8.3 If the EVPAA finds that there is room to file a statement of accusation with the Disciplinary Tribunal on behalf of the Technion against the staff member, he will prepare the statement of accusation pursuant to the provisions in Section 44.8.7 below.

44.8.4 If the EVPAA finds that there is no room to file a statement of accusation on behalf of the Technion, he will notify the complainant in writing thereof. In such a case, if the complainant is a staff member, he may file a claim under the provisions of Section 44.8.7 below, provided that the statement of claim refers to personal harm done to him, as a result of the subject of the claim.

44.8.5 The Tribunal president may decide that the statement of claim will not be brought for a hearing before the Tribunal, if he is of the opinion that the matter can be handled in another framework or that it is of little value, vexatious, invalid by virtue of the statute of limitations, and the like.

44.8.6 In the case of a complaint against a staff member who is a student, also the provisions of the Disciplinary Code for students at the Technion will be applied, as necessary. Should there be disagreement over the proper framework for handling the complaint, owing to the dual status of the staff member who is a student, the matter will be decided by the Senate chairman.

44.8.7 **Content of Statement of Accusation or Statement of Claim**

A statement of accusation or statement of claim will be submitted to the Tribunal secretary, specifying clearly and fully the following details:

44.8.7.1 Names, titles and addresses of the litigants;

44.8.7.2 Nature of the accusation or claim, and a description of the necessary pertinent facts;

44.8.7.3 A list of the documents that support the statement of accusation or statement of claim, as the case may be, and copies thereof;

44.8.7.4 A list of the witnesses to be called to the hearing;

44.8.7.5 The penalty requested for the accused and/or the action requested to be imposed on him to redress the damage caused, and in the case of a statement of claim, the action the plaintiff is seeking to impose on the defendant to redress the wrong.

44.8.8 The EVPAA or the plaintiff, as the case may be, may make changes to the list of witnesses and documents, provided they notify the Tribunal secretary and the staff member, to be tried before the Disciplinary Tribunal, thereof within two weeks before the date scheduled for hearing the trial.

44.8.9 The Tribunal secretary will prepare, at the earliest possible, copies of the statement of accusation or statement of claim, as the case may be, and furnish:

44.8.9.1 Three copies, including all attachments, to the Tribunal president;

44.8.9.2 A copy to the EVPAA;

44.8.9.3 A copy to the Head of Unit or Heads of Units concerned in the matter;

44.8.9.4 A copy to the accused or defendant, as the case may be, by hand-delivery or by registered mail to his address;

44.8.9.5 A copy to the plaintiff;

44.8.9.6 In the case of an accusation, the Tribunal secretary will report to the complainant on the filing of the statement of accusation.

44.8.10 **Composition of the Tribunal**

Once a statement of accusation or a statement of claim has been brought to his knowledge, and after checking and finding that the matter is within the jurisdiction of the Tribunal and that the statement of accusation or statement of claim, as the case may be, has been prepared in accordance with the provisions in this chapter, the Tribunal president will determine the composition of the Tribunal which will adjudicate the matter and name the panel chairman, at his discretion and in accordance with the following provisions:

44.8.10.1 Three judges from the pool of judges, whose rank is no lower than the accused's rank, and at least one of them will be of the accused's rank or have an equivalent rank. One of the judges with the rank of professor will be appointed as the panel chairman.

44.8.10.2 In the event the accused or the defendant, as the case may be, has a rank that is equivalent to a rank lower than senior lecturer (assistant professor), a judge with the rank of senior lecturer (assistant professor) will be appointed instead of a judge of the accused's or defendant's rank.

44.8.10.3 If the accused is a graduate student, a student serving as a judge on the Disciplinary Tribunal for Students of the Technion will be appointed as a judge to the Tribunal.

44.8.10.4 In exceptional cases where it is impossible to assemble a panel of judges from the pool of judges, the Tribunal president may, after consulting with the Appeals Tribunal president, appoint one judge to the panel of judges from among all the Technion staff members.

44.8.10.5 In determining the Tribunal panel, the Tribunal president will weigh conflict of interest concerns, gender considerations and other such matters.

44.8.11 A member of the Tribunal panel and/or the panel chairman may continue to participate and serve as a judge in a disciplinary hearing, in which he sits, even if his term of office in the pool of judges has ended or even if he has been promoted in rank since his appointment to the panel.

44.8.12 Until the appointment of the panel chairman, the Tribunal president will be empowered to decide in all pertaining to the trial. Once the panel chairman is appointed, he will be the one empowered to decide in all pertaining to the trial.

44.8.13 Following determination of the panel, the panel chairman will decide on the time and location for holding the trial, and a notice thereof will be sent to the panel of judges sitting in judgment and to the litigants at least a week prior to the time scheduled. The trial will commence no later than two

months after the filing date of the accusation or claim, except in the summer holiday, if it is impossible to assemble a tribunal then. The Tribunal president or panel chairman has the authority to order the extension of dates for special reasons, to be documented.

44.9 Tribunal Procedures

44.9.1 In Camera

The Tribunal will sit "in camera;" however, the President, the EVPAA and the head of the unit to which the accused/defendant belongs may be present at the hearing. The Tribunal may allow other people to be present at the hearings or part of them.

44.9.2 Attendance of Litigants

If the EVPAA who is accusing (or his designee) or the plaintiff, as the case may be, fails to appear, without satisfactory reason, the Tribunal may order the annulment of the accusation or the claim, as the case may be, with or without a right to renewal .

If the accused or defendant, as the case may be, fails to appear, without satisfactory reason, the Tribunal will schedule a new date for the hearing. Should the accused or defendant fail to appear on the second date, the Tribunal may try him in absentia.

44.9.3 Follow-Up Sessions

The Tribunal is empowered to schedule additional sessions for the purpose of hearing the trial from time to time. The decision to schedule additional hearing dates will be made in the presence of the litigants or be sent to them and their representatives by registered mail to their address.

44.9.4 Position of the Accused or Defendant

Upon commencement of the trial, the statement of accusation or statement of claim will be read out, and the accused or the defendant, as the case may be, will be asked whether he admits the charge or the facts set forth in the statement of charge or statement of claim, in whole or in part. The silence of the accused or defendant will not be deemed a confession.

44.9.5 The Evidence

If the accused or defendant, as the case may be, does not admit the facts set out in the statement of charge or statement of claim, or a part thereof, the accuser or plaintiff, as the case may be, will be given an opportunity to prove his allegations. The accused or defendant, as the case may be, will be allowed to cross-examine the witnesses brought on behalf of the accuser or plaintiff, and be allowed to bring evidence to refute the evidence brought against him.

44.9.6 Witnesses

Any litigant may call in witnesses and cross-examine the witnesses of the opposing party;

The Tribunal may call in witnesses or examine witnesses summoned by either party, if it so sees fit;

Every witness must, before giving his testimony, solemnly affirm to tell the truth;

Any Technion person summoned by the Tribunal must appear and testify.

44.9.7 Evidence and Procedures

The Tribunal may obtain evidence from documents or by any other way it deems appropriate, provided it does not obtain any evidence not in the presence of the litigants, unless it is convinced that the litigant was given adequate opportunity to be present at the time of receiving the evidence and the latter failed to make use of it.

The Tribunal is not bound by formal procedural and evidentiary processes. The course of the trial will be determined according to the best understanding of the chairman of the panel sitting in judgment, in such manner as to ensure the fullest possible opportunity for investigating the matter at hand. To this end, the Tribunal may correct any defect or error in any proceeding, and give instructions in any other matter insofar as it deems this justified.

It should be stressed that the Tribunal and Appeals Tribunal are not part of the Israeli court system and are not subject to the procedural rules generally accepted in other frameworks, except for basic rules of natural justice.

44.9.8 Amendment of the Statement of Accusation

If in the course of the hearing in the Tribunal a suspicion arises regarding an additional offense not included in the original statement of accusation, the EVPAA may, with the approval of the Tribunal, submit an amendment to the statement of accusation, prepared in accordance with Section 44.8.7 above.

44.9.9 Summations

After presentation of evidence by the parties, the litigants will sum up their pleadings. The accused or defendant will be permitted to speak last.

44.9.10 Minutes

During the Tribunal's hearings, the minutes will be taken, reflecting to the extent possible the things stated during the hearing. Insofar as possible, the minutes taken will be backed up by a recording.

44.9.11 Representation by and/or Assistance from a Staff Member

Any litigant is entitled to be represented and/or assisted by a staff member, who will attend the hearings and take an active part in them.

44.9.12 Representation by a Lawyer

44.9.12.1 The accused or the defendant, as the case may be, is entitled to be represented at the hearing by a lawyer. In such a case, he will notify of his wish to be represented to the Tribunal president or his deputy, at least 7 days prior to the trial commencement date.

44.9.12.2 If the accused or the defendant, as the case may be, is represented by a lawyer, also the accuser or the plaintiff may be represented by a lawyer.

44.9.12.3 If the trial has commenced without representation by a lawyer, and in the course of the trial the accused or the defendant, as the case may be, requests to be represented by a lawyer, he must file an appropriate application with the tribunal dealing with his case. If the tribunal approved his request, the provisions of Section 44.9.12.2 above will apply.

44.9.13 Legal Advice for the Tribunal

If one of the litigants is represented by a lawyer, the Tribunal president may add a jurist to the panel of judges to advise the Tribunal regarding the conduct of the trial and regarding various legal aspects. Said legal adviser may sit in the hearing on the Tribunal's side, but at any rate, he will not take part in any decision-making regarding the ruling/verdict or the sentence.

44.9.14 Ruling/Verdict and Sentence

It is within the competence of the Tribunal to issue any ruling/verdict and/or sentence it sees fit, subject to the penalties or the requirement to redress the wrong as explained in Section 44.6 above. The Tribunal will give the grounds for the ruling/verdict and sentence.

44.9.14.1 The Tribunal will give the ruling/verdict and the grounds for it, unanimously or by majority opinion, read it or its essential points to the litigants at a session to be scheduled for this purpose, and hand them a copy. If a litigant is absent from the reading of the ruling/verdict, the ruling/verdict will be hand-delivered to him or sent by registered mail to his address.

44.9.14.2 If the accused or defendant is found guilty or liable, as the case may be, the litigants may advance arguments before the Tribunal regarding the punishment, while the accused or the defendant is entitled to bring character witnesses for purposes of sentencing. The Tribunal will determine the punishment for the accused or impose on him actions to redress the wrong, as set out in Section 44.6 above.

44.9.14.3 At the request of the accused or defendant, the Tribunal may hear the arguments for punishment at a separate session to be scheduled for this purpose.

44.9.14.4 In determining the sentence, the Tribunal will take into account, inter alia, the severity of the offense, its consequences, the circumstances of its commission, the past disciplinary record of the accused or the defendant, as the case may be, and considerations of penalization policy.

44.9.14.5 The Tribunal will give the sentence and the grounds for it, unanimously or by majority opinion, read it to the litigants at a session to be scheduled for this purpose, and hand them a copy. If a litigant is absent from the reading of the sentence, the sentence will be hand-delivered to him or sent by registered mail to his address.

44.9.14.6 Copies of the ruling/verdict and sentence will be given to the EVPAA and the Heads of Units concerned.

44.9.14.7 The sentence will come into force ten working days after the date it has been handed down or on a later date, if this has been stated in the sentence, unless an appeal has been filed during this time in accordance with the provisions in Section 44.10 below.

44.9.14.8 If the sentence has come into force and no appeal has been filed, copies of the ruling/verdict and sentence will be furnished to the President.

44.10 Appeal

44.10.1 The litigants may file an appeal with the Appeals Tribunal within ten working days of the handing down of the verdict/ruling and sentence, or at a later time, if such has been determined in the verdict/ruling or in the sentence.

The Appeals Tribunal president may extend the date for filing an appeal during vacations at the Technion or if such a request will be submitted by either of the parties.

44.10.2 **Notice of Appeal and the Grounds for It**

A notice of appeal will be submitted to the Tribunal secretary, specifying the grounds for the appeal.

In the notice of appeal or in the appeal hearing, no new evidence will be presented and no new testimonies will be heard, except with the permission of the Appeals Tribunal. The Tribunal secretary will furnish at the earliest possible to the Appeals Tribunal president and litigants a copy of the statement of appeal, along with copies of the statement of accusation or the state of claim, as the case may be, as well as a copy of the transcript prepared of the Tribunal hearings. Likewise, the Tribunal secretary will forward a copy of the statement of appeal to the EVPAA and the Head of Unit.

44.10.3 **Composition of the Appeals Tribunal**

If the Appeals Tribunal president has been informed that an appeal was filed, he will decide on the composition of the Appeals Tribunal that will hear the matter, at his discretion and pursuant to the following provisions:

44.10.3.1 Three judges with the rank of professor from the pool of judges, including the Appeals Tribunal president or his deputy, who will serve as chairman of the appeals panel.

44.10.3.2 In deciding on the composition of the Appeals Tribunal, the Appeals Tribunal president will weigh concerns about conflict of interest, gender considerations and other matters.

44.10.3.3 The panel of judges hearing the appeal will not include any of the judges who heard the case in the Disciplinary Tribunal as a first instance.

44.10.3.4 If the term of office of the panel chairman as the Appeals Tribunal president or as his deputy ends in the course of the trial, he will be able, notwithstanding that stated in Section 44.10.3.1 above, to continue serving in his capacity as the panel chairman.

44.10.4 After deciding the composition, the panel chairman will set the time and venue for hearing the appeal, and the provisions in respect of the tribunal hearing will apply, mutatis mutandis, as in the first instance.

44.10.5 **Powers of the Appeals Tribunal**

The Appeals Tribunal may:

44.10.5.1 Dismiss the appeal based on the written material before him even without hearing the litigants' arguments;

44.10.5.2 Allow the litigants to appear before him or bring before him additional arguments or additional evidence, if he believes there is justification for this;

44.10.5.3 Return the case to the Tribunal after hearing the litigants or without hearing them, for the purpose of supplementing the hearing on a specific point;

44.10.5.4 Dismiss or accept the appeal and issue any ruling and/or sentence it sees fit, after hearing the litigant's arguments.

44.10.6 **Legal Advice for the Appeals Tribunal**

The Appeals Tribunal may solicit legal advice, in which case the provisions of Section 44.9.12 above will apply, mutatis mutandis. However, whoever served as legal adviser to the Tribunal will not be appointed to serve as legal adviser to the Appeals Tribunal.

44.10.7 The ruling/verdict and sentence in the appeal and the grounds therefor will be given to the parties at a time to be set by the Appeals Tribunal. Copies will be given to the President, EVPAA and Heads of Units concerned.

44.10.8 The ruling/verdict and sentence of the Appeals Tribunal will become effective 10 working days after their issuance to the litigants, or at a later date if so stated in the sentence.

44.10.9 In cases of appeal to the Appeals Tribunal against the decisions of the Head of Unit and/or decisions of the EVPAA, under Sections 44.5.1 and 44.5.2 above, the Appeals Tribunal will lay down the procedures and possesses all the powers under Section 44.10.5 above, mutatis mutandis.

44.11 Pardon by the President

Following an appeal for pardon by the accused after the handing down of the final sentence in his matter, the President is authorized to order the cancellation of the punishment sentenced, in whole

or in part. If the President has decided to grant a pardon, including mitigation of punishment as stated in this section, he will report this to the chairman of the Technion's Council.

44.12 Interim Decisions

44.12.1 In a case where there is concern about disruption to Technion activities, or harm to public order, or physical or other injury to a Technion person or persons, the Tribunal or Appeals Tribunal may, at their own initiative or at the request of any of the litigants, give an interim decision, including a decision prohibiting presence on the Technion's premises or on specific parts thereof, and including suspension from a specific post.

44.12.2 Prior to giving an interim decision, the accused's response will be obtained. However, if the circumstances necessitate this, a decision may be given ex parte.

44.12.3 A litigant may, at any time, may turn to the Tribunal or Appeals Tribunal with a request to change or cancel the interim decision.

44.12.4 An interim decision will be given for a fixed period of time or for the period up to the time when the ruling/verdict and sentence become effective.

44.12.5 If an interim decision is given, special efforts will be made to complete the hearing proceedings at the earliest possible.

44.13 Publicity

Only the Tribunal and/or the Appeals Tribunal may decide on making a ruling public.

44.14 Statute of Limitations

A complaint, statement of claim or statement of accusation must be filed within 5 years after the act or omission constituting a cause of action, or within two years after the complainant found out about the commission of the act or omission, whichever the earlier.

44.14.2 The accused or defendant, as the case may be, as well as any of the disciplinary bodies may invoke on their own initiative the statute of limitations argument. If the statute of limitations argument has been invoked, the disciplinary body will resolve this point after giving the parties adequate opportunity to respond and relate to this argument.

44.15 Mediation

At any procedural stage, a litigant, Head of Unit, the EVPAA, the Tribunal president, or the panel of judges sitting in judgment in the Tribunal or Appeals Tribunal may refer the matter to a mediation process, subject to the parties' consent.

The Tribunal president or panel of judges sitting in judgment in the Tribunal or Appeals Tribunal may determine that a fixed period of time will be allocated for exhausting the mediation process. If the parties reach agreements in the framework of the mediation process within the period of time allocated, the agreements will be submitted to the relevant disciplinary court for its consideration and decision. In the event the parties fail to reach agreements, the case will be referred back to the relevant disciplinary court for continued deliberation before it.

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Appendix 1- Guangdong Technion Israel Institute of Technology (GT or GTIIT)

1. Academic Staff at Guangdong Technion (GT)

1.1 The academic staff of Guangdong Technion includes faculty who have an academic appointment at the Technion.

1.2 The meaning of a Technion academic appointment is that the appointment, promotion and tenure are granted according to the procedures of the academic regulations of the Technion, with the adaptations indicated in this annex.

1.3 All ranks and types of Technion academic staff may be appointed as Technion academic staff and be employed as academic staff of GT.

1.4 Academic staff of GT with a Technion academic appointment, are employed by GT and not by the Technion, and they are bound by Technion regulations as adapted to GT.

1.5 Teaching and administrative tasks of GT's academic staff will be determined by the GT management.

1.6 In order to teach a recognized Technion subject as part of studies for a Technion degree taught in GT, the GT faculty member must have a Technion academic appointment that authorizes teaching in the Technion.

2. Tenure for GT Academic Faculty with a Technion Academic Appointment

2.1 GT academic faculty with a Technion academic appointment may obtain tenure at GT, and conditional tenure in the Technion, according to the tenure granting procedures of Technion's regulations.

2.2 The meaning of conditional tenure is that the Technion academic appointment is valid until the end of employment at GT.

2.3 The meaning of tenure at GT is the same as that at the Technion – until the Technion retirement age – unless this contradicts the labour laws and regulations in China.

2.4 Faculty of GT with a Technion academic appointment at the rank of Professor or Associate Professor may be granted tenure at GT and conditional tenure in the Technion.

2.5 Faculty of GT with a Technion academic appointment at the rank of Assistant Professor or Lecturer may not receive tenure.

3. Visiting Appointments at GT (Fixed Term Appointments)

The initial appointment of a GT visiting faculty member with a Technion visiting academic appointment will be for a period of up to 5 years, and may be renewed for additional periods of up to 5 years, provided that the accumulated time of appointment as a visiting faculty of GT with a Technion visiting academic appointment will not exceed 10 years.

4. Preparatory Committee (PC)

GT will have a Preparatory Committee that will operate in a similar fashion to that of a regular Technion academic unit ("Faculty").

4.1 Membership

The committee will consist of up to 20 full professors and emeritus professors of the Technion, in addition to up to 20 professors employed by GT with a Technion academic appointment, including those with a Technion visiting professor appointment. The Technion's Executive Vice President for Academic Affairs (EVPAA) will approve the membership of the GT PC. As a rule, at least half of the members will be current professors or emeritus professors of the Technion. Among the members will be the following office holders of GT: Vice Chancellor, Pro Vice Chancellor for Academic Affairs, Deans, Heads of degree programs.

4.2 Chairman

The Chairman of the PC will be the Vice Chancellor of GT (who is appointed on recommendation of the Technion) or, in his absence, the Pro Vice Chancellor for Academic Affairs (appointed by the Technion).

4.3 Quorum

Chairman and 5 other members including the head of the relevant degree program of GT, and the head of the relevant Technion academic unit or his representative.

5. GT Preparatory Committee Procedures

The procedures for appointment, promotion and granting of (conditional) tenure will be the same as those of a PC of a regular Technion academic unit. After the decision of the committee to initiate procedures and the approval of the EVPAA to initiate procedures, the chairman of the committee will collect information, recommendations, and impressions from meetings and seminars, and will bring the case to the committee for further discussion. The dean of the relevant Technion Faculty, or his representative, will participate in the discussion.

The recommendations of the PC will be brought to the EVPAA in order to continue the process according to the usual Technion procedures.

Approved by the Technion Senate on December 18, 2016.