

Universities' Regulation Law-2006

Definitions:

Article One:

The following expressions mean, in applying this law, as follows:

The Ministry: Ministry of Higher Education.

The Minister: Minister of Higher Education.

The Executive text: The Executive text of the Universities' Regulation Law.

The Syndicate: The Teachers' Syndicate.

The Union: The National Union of the Syrian Students.

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Chapter One

Section One

Council of Higher Education

Article 2:

The Council of Higher Education is associated and headed by the Minister and has the

following basic functions:

a) Suggests the higher education policy in its all levels and specializations within

the frame of the state's general policy.

b) Puts the general policy of scientific research at the universities and institutes and

directs it towards dealing with the social, economic, and cultural problems in the

Syrian Arab Republic.

c) Puts the necessary plans to execute the higher education policy that is stated by

the government, links them to the economic, social, and cultural development plans, and develops them in a way that brings into effect (attains) the national,

social, economic, scientific, and cultural state's aims and objectives.

d) Puts the general plans for the higher education institutions in order to develop the

scientific, technical, educational and linguistic level of their academic employees.

The council also assesses the employees' performance and finds suitable ways to

do the assessment.

e) Determines the rules of students' admission to the universities and institutes.

f) Coordinates with the universities and institutes in terms of complementarity,

teaching level, academic degrees, specializations, research, training, qualifying,

translation and Arabisation.

g) Puts a system of performance assessment and rules for universities' academic accreditation.

h) Suggests the total budget for all the universities, institutes, and institutions that belong to the Ministry.

i) Gives opinions in the different levels of teaching issues.

j) Determines the study period, exams time, holidays, productivity camps, and training.

k) Determines the teaching styles and methods.

l) Puts the rules and conditions of the appointment of the teacher assistants and their promotion.

m) Puts the regulations and conditions for appointing members of academic staff and promoting them.

n) Other issues that come under its specialization according to laws in effect.

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Article 3:

a) The Council of Higher Education is chaired by the minister. Its members are:

- The Presidents of the Public Universities.

- The president of the Syrian Virtual University.

- Three presidents of private or joint universities suggested by the minister annually and alternately.

- A vice president from each university suggested by the minister annually and alternately.

- All the deputy ministers of higher education and one deputy minister to represent some other ministries. He/she gets nominated by a decree of the Prime Minister.

- The deputy Head of State Planning Commission suggested by the Head of the Commission.

- The deans of the higher institutes that belong to the Ministry if it is mentioned

in their establishment decrees.

- The General Director of the scientific and research center.

- The General Director of the Atomic Energy Commission.

- The General Director of the Remote Censoring Commission.

- The General Director of the General Commission of Agricultural and scientific research.

- The General Director of the General Commission of Biotechnology.
- The General Director of the National Center for Energy Research.
- The Director of the Assad Academy of Military Engineering.
- Two representatives of the syndicate from the academic staff suggested annually by the syndicate's executive office.
- The Union's President and another Union's representative suggested annually by the executive office.
- The Council's secretary as a decisive member.

b) The Prime Minister issues a decree to name the Council's members upon the Minister's suggestion.

c) The minister has the right to invite whoever he sees suitable and expert. This

person doesn't have the right to vote.

d) In case of the absence of the minister, he is represented by an officially delegated public university president.

Article 4:

a) The Council of Higher Education has the right to delegate a mini Council headed

by the minister with the membership of the universities' presidents, deputy minister, a

syndicate representative and a union's representative to deal with urgent cases.

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b) The Council of Higher Education forms temporary or permanent technical committees to discuss the issues that come under the Council's specialization.

The members of these committees are chosen from the Council's members, academic staff

from Universities and institutes, specialists, and members of the syndicate of academic professions and public organizations.

Article 5:

The needed Council's funds (approbations) are approbated from the State's general

budget in an independent account which belongs to the Ministry of Higher Education.

Article 6:

A secretariat-general for the Council of Higher Education is formed at the Ministry.

Its structure is decided by a presidential decree and it is headed by a secretary general.

The secretary general is chosen from the universities' academic staff and who has

experience in the issues of higher education. He/she is appointed by the Prime Minister upon the minister's suggestion.

Article 7:

The secretary general prepares the council's agenda, follows up executing its decisions, and coordinates and follows the work of the council's temporary and permanent committees.

Article 8:

The council's secretary general prepares the annual higher education report after showing it to the minister in order to ratify it. The report basically include the extent to which the execution of the academic plan has been during the previous academic year.

Article 9:

The internal regulations of the council of higher education are issued by the minister upon a suggestion of the council.

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Section Two

General Regulations of the Universities:

Article 10:

The Universities are scientific and public institutions that have administrative nature.

Each university has its own body and enjoys its own financial and administrative

independence according to this law and its executive text. Each one is correlated with

the minister within the regulations of this law and its executive text.

Article 11:

University education is a right of every citizen who is eligible for it. The council of

higher education defines the level and quality of this eligibility. The rules identified

by the council in addition the students' desires are taken into consideration during the

admission process. This process is done according to the needs of the economic,

social and cultural development plans in addition to the requirements of the balanced

economic, social and cultural growth in the different governorates.

Article 12:

Universities aim at achieving development in the fields of science,

Technology, intellect and art. They aim at achieving the national aims of the Arab nation, spreading and developing the Arab culture, enriching the human culture, widening the horizons of the human knowledge and participating in achieving the economic and social development in the Syrian Arab Republic and the Arab countries. The universities work to achieve these aims through the following:

- a) Qualify specialists in the different fields of knowledge, and provide them with high standards of knowledge and skills that cope with the latest development in sciences, technology, intellect, art and international civilization. Furthermore, assess their understanding and application of their knowledge through the exams system.
- b) Participate in scientific research and the different studies that help the technical and scientific development. They also provide experience and consultancy and other things like professional practice including signing vocational contracts especially those which aim at finding solutions to the different cases that face the economic social and cultural development in Syria and the Arab Countries.
- c) Establish the values and rules that enhance building the united Arab socialist society and to kindle the students combative spirit.
- d) Enhance the student's scientific personality and increase her/his passion for science, scientific research collaborative work. Moreover, universities encourage excellence and scientific innovation.
- e) Develop means of teaching and research, teaching styles and methods including writing, translation and publishing. This includes creating the labs that are needed for teaching and scientific research processes.

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- f) Help in the qualifying, training courses, and continuous teaching.
- g) Help students make the best choice for their activities.
- h) Encourage cultural, artistic, social and sport activities.
- i) Strengthen the academic and cultural ties with the Arab academic universities and institutions in special and the foreign ones in general.
- j) Achieve the highest level of interaction between the university and its different institutions on one hand and the society with its different economic, social, cultural institution and organizations on the other -----.

Article 13:

a) The minister is the supreme president for all universities. She/he has the right

to ask the technical councils and committees to discuss or study certain issues especially those which are related to the general policy of education and scientific research.

b) The minister can ask the universities' councils to reconsider their decisions if

she/he sees that they are against the law and regulations in effect

Article 14:

The universities that are subjected to the regulations of this law in the Syrian Arab

Republic are:

Damascus University in Damascus.

Aleppo University in Aleppo.

Tishreen University in Lattakia.

Al Baath University in Homs.

Or any other public university that is established under a law that dilate it to be under

the regulations of this law.

Article 15:

a) Branches of universities could be established by a presidential decree.

b) Each branch has a director with a professorship status appointed by the president for a period of three years. This period is renewable for one time by

another decree. This director manages the scientific and administrative affairs.

He has the authority of the vice president in addition to the other tasks that are

delegated by the university president. He is a member of the university council.

c) The council of higher education puts the administrative and organizational structure in addition to the scientific and administrative rules that regulate the

work of the university branches in a way that doesn't conflict with the regulations of this law and its executive text.

Article 16:

a) Faculties are established within the university by a presidential decree.

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b) It is possible to establish higher institutes attached to the universities by a

presidential decree. These institutes are linked to universities according to the

rules specified by the decree.

c) It is possible, by a ministerial decree and upon an approval of the council of higher education, to establish specialized scientific centers. These centers are attached to the university and are one of its faculties or institutes.

Article 17:

The faculty is an educational, administrative and financial unit that works to achieve the universities aims within its specialization. The faculty includes a number of academically linked departments. The legal internal list clarifies these departments.

The location of the faculty could be different from the location of the university if it comes in a presidential decree.

Article 18:

a) The department is the main structural, educational, scientific, research, and cultural unit of the university. It is an administrative unit characterized by qualitative academic activities. The department fully supervises these activities within the faculty or within the other faculties. The department can have one sub-department or more.

b) Similar departments can not be duplicated in different faculties within one university except for the departments of basic sciences.

Article 19:

The minister issues the internal regulations that include the functions of the faculties and institutes upon the approval of the council of higher education.

Article 20:

a) Arabic language is the teaching language at the universities except at the foreign languages' departments and the subjects of foreign languages.

b) It is allowed to teach one subject per academic year in a foreign language during the bachelor level, one or two subjects during the qualifying, specialization, and higher studies.

c) Upon the approval of the council of higher education and having a scientific agreement with a non-Syrian university, it is possible to establish a postgraduate degree by a ministerial decree. The teaching language of all the subjects or some of them is a foreign language.

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Article 21:

All ministries, commissions, and institutions have to provide universities' students, within their capacities, with opportunities and means of training in accordance with their related specializations.

Article 22:

University productivity establishments that are attached to the universities or faculties can be created by a presidential decree. They serve the universities' academic missions.

Article 23:

a) Universities can provide social and vocational services, studies, and consultancy for citizens and private and public sectors in a way that doesn't conflict with their aims.

b) Universities can counteract the technical, economic, and social problems that face the state and the public sector in the different fields. They find the suitable solutions in coordination with the related people.

c) The executive text lists all the financial aspects that are related to the above mentioned issues. It specifies the financial funds that are appropriated for missions like compensations and awards. It also specifies the way in which gained incomings are spent according to the rules and regulations in effect.

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Chapter Two Management of the Universities

Article 24:

a) The 'academic administrative' jobs in this law are the jobs of: the University President, vice president, university branch director, secretary

general of the council of higher education, the faculty dean and his/her deputies, specialized center's director, editor of a research university magazine, head of department, head of sub-department, and the job of the university secretary general (provost) if it is occupied by a member of the academic or technical staff.

b) It is not allowed to combine two 'academic administrative' jobs. In faculties which have no more than five members of academic staff, the minister can issue a decree allowing the combination of two 'academic administrative' jobs.

Article 25:

Each university is managed by:

a) The University Council

b) The University President

Article 26:

a) In addition to the university council, each university has a council for academic affairs, council for students' affairs, a council for scientific research

and post-graduate studies, and a council for open learning.

b) The university president meets all the above mentioned councils once a year at

least. These councils constitute the general board of the university. They meet

to discuss the policies of university teaching and to give suggestions to the council of higher education about the teaching affairs and about modifying the universities regulation law and its executive text.

Article 27:

a) The university president is appointed from the professors by a presidential decree for a period of three years. This period is renewable for other three years by another presidential decree.

b) The university president keeps his/her original job and his legal promotions.

He/she gets paid his salary and the compensations specified in this law in addition to the compensations of his original job.

c) The president's authorities are transferred to the Minister when the presidency

is not occupied.

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Article 28:

The university president manages the university's academic, administrative, and

financial affairs. He/she represents it in front of the judiciary and other bodies. The

president is responsible for executing the laws, university's lists, resolutions of the

council of higher education, and university councils within the limits of the law and

the lists. In case of law violation, the president has the right to completely or partially

stop the study. This should be reported to the minister within three days and to the

university council within a week.

Article 29:

For all the employees of the university, the president practices the full authorities of

the minister that are listed in laws and regulations in effect.

Article 30:

a) The University president has, according to the regulations of this law, the

right

to invite the university councils and commissions to meet with him/her. He/she presents the issues that are under the specialization of these councils and commissions. He/she can attend their meetings and, then, becomes the chairman of these meetings.

b) The University President has to return back all the faculty councils' resolutions

that violate this law and its regulations to be reconsidered in accordance with

the law and regulations.

c) The University President has the right to return back any decision of the faculty council if he/she sees it not appropriate. In case the faculty council insists on the decision, the president presents it to the university council to

take a final decision.

Article 31:

The university president can delegate some of his/her authorities to the vice presidents

within the limits of their specializations. In case of the absence of the president, one

of the vice president takes over by a ministerial decree.

Article 32:

At The end of every academic year, the university President gives the minister an

assessing report about teaching, scientific research, and the other activities of the

university.

Article 33:

a) The University President has four vice presidents:

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1- Vice President for students and administrative affairs. He /she helps the University President manage the university's administrative, financial, and students' affairs. The Vice President for students and administrative affairs has the rights of a deputy minister that are listed by laws and regulations in effect.

2- Vice President for academic affairs. He/she helps the university president manage the university's academic and educational affairs.

3- Vice President for scientific research and post-graduate studies. He/she helps the president manage the scientific research and post graduate affairs.

4- Vice President for open learning affairs. He/she helps the university president manage the open learning affairs.

The number of vice presidents could be limited to three. In this case the duties of the Vice President for scientific research and post-graduate

studies are transferred to the Vice President for academic affairs. The council of scientific affairs takes over the tasks of the council of scientific research and post-graduate studies.

b) The vice president is appointed from those who enjoy professorship status by a presidential decree for a period of two years that is renewable for other two years by another presidential decree.

c) In case of the absence of one of the vice presidents, the University President

delegates his/her duties to another vice president.

d) The vice president keeps his/her original job and legal promotions. He/she gets

paid his compensations specified in this law in addition to the compensations of his original job. If his original salary is higher than the salary listed in table

4 of this law, he/she gets paid the original salary.

Article 34:

a) The university has a secretary general (provost) who is appointed by the minister upon a suggestion by the university president.

b) If the secretary general (provost) is a member of the academic or technical staff, he/ she keeps his/her original job and his legal promotions. He/she gets

paid his salary and the compensations specified in this law in addition to the salary and compensations of his original job.

Article 35:

The University secretary general manages the administrative and financial work of the

university under the supervision of the president and the vice presidents.

He/she is

responsible for executing the laws within the limits of his/her authorities.

Article 36:

The secretary general can have one or more deputy secretary general who get appointed by the university president.

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Article 37:

The University Council consists of the university president as the head and the

membership of:

1- Vice Presidents.

2- Faculty Deans.

3- Deans of Higher Institutes.

4- Directors of the centers that are attached to the university.

5- A representative of the ministry named by the minister.

6- The head of the university syndicate sub-branch as a representative of the syndicate.

7- Three students to represent the union if the number of the other members exceeds ten; two students otherwise. One of them is a postgraduate student when possible.

8- The university secretary general who is the council's secretary.

Article 38:

The university council specializes in the following issues:

1- Suggests appointing members of academic staff, moving, deputing, and dispatching them in addition to accepting their resignations. It also takes care

of all their job affairs.

2- Accepts contracting Syrian, Arab, and foreign experts according to the laws and regulations in effect.

3- Suggests the university admission rules.

4- Approves the distribution of lessons and lectures at the faculties.

5- Supervises the exams process including the appointment of examiners, exams' committees, and observers. It determines the period during which they work in addition to their bonuses, duties and responsibilities.

6- Awards academic degrees and honorary doctorates.

7- Distributes scholarships, donations and help that are presented for scientific

research according to laws and regulations in effect.

8- Puts plans to develop the number, level, and distribution of members of academic and technical staff.

9- Puts the rules of delegation for sabbatical leave.

10- Puts the rules of delegation for attending conferences, seminars, courses, and academic missions.

11- Manages and invests the university money, accepts donations that are presented to the university by endowments, wills, grants, etc. The council has the right to use these donations in a way that doesn't conflict with the aims of

the university. They have to be used within the laws and regulations in effect.

12- Prepares the university plan and the budget projects, distributes the approbations, and calculates the final budget.

13- Suggests establishing new faculties, departments and institutes at the university.

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14- Accepts creating specialized centers that are attached to university or to one of

its faculties or institutes.

15- Approves building new university premises, equips, and repairs them.

- 16- Determines the prices of university books, references, periodicals, and publications.
- 17- Suggests the general rules of salaries of contracted experts, researchers, lecturers, visiting professors, and those who are charged with applied work, in addition to their compensations and awards. The university council reports these suggestions to the council of higher education to approve them so the university president awards them.
- 18- Stops studying in all or some of the faculties.
- 19- Suggests the regulations of the university accommodation, libraries, hospitals, printing office, and other university premises.
- 20- Studies the laws and regulations that are suggested by the council of students' affairs for students' mobility from a faculty to another and from a university to another. It, then, transfers them to the council of higher education.
- 21- Approves the annual report prepared by the university president about the academic, teaching, administrative, and financial affairs.
- 22- The university council functions as the executive committee of the academic delegations that are listed in the academic delegations law for delegating the teacher assistants.
- 23- Gives opinions in all the issues that are presented by the university president.
- 24- Authorizes the university president with some of its specializations. Generally, the university council is specialized in all university academic, educational, research, administrative, executive, and financial affairs. It is also specialized in the other specializations that are listed in this law and the other laws in effect in a way that doesn't conflict with the specializations of the other councils.

Article 39:

- a) The council of academic affairs constitutes of the vice president for academic affairs as the head of the council and the membership of:
 - 1- Deputy faculty and higher institutes deans for academic affairs.
 - 2- A representative of the syndicate should be a member of the academic staff.
 - 3- A representative of the union.
- b) The university's deputy secretary-general is the council's secretary.

Article 40:

- The council of academic affairs is specialized in the following affairs:
- 1- Suggests the internal lists of faculties, institutes, and centers.

2- Suggests developing the teaching plans and curricula.

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3- Follows up the academic activities of the university's faculties, institutes, and centers and supervises them.

4- Puts plans to develop the number, level, and distribution of members of academic, technical and laboratory staff.

5- Suggests the criterion of equaling the academic degrees and qualifications to the council of higher education.

6- Suggests the appointment conditions for technical and laboratory staff.

7- Suggests the rules of delegating teacher assistants to get the required academic qualification.

8- Takes the final decision in assessing the academic production of the candidates to the jobs in the academic and technical staff when there are different opinions in the specialized committee. It also takes the final decision when the committee members' reports are objected.

9- Suggests the rules of delegation for attending conferences, seminars, courses, and academic missions.

10- Suggests having academic relations with institutions in the Syrian Arab Republic and the international institutions abroad. It also suggests recognising universities and institutes.

11- Puts plans to contribute in solving the environment problems, protects, and improves it.

12- Suggests the needed plans and studies to keep, liven up, and spread the heritage.

13- Gives opinions in all the different levels of educational issues.

Generally, it is specialized in all the academic and educational affairs of faculties

and their academic development in a way that does not conflict with the specialization

of other councils.

Article 41:

a) The council of scientific research and post graduate studies constitutes of the

vice president for scientific research and post graduate studies as the head of

the council and the membership of:

1- Deputy faculty and higher institutes deans for academic affairs.

2- A representative of the syndicate.

3- A representative of the union should be a post graduate studentb)

The university's deputy secretary-general is the council's secretary.

Article 42:

The council of scientific research and post graduate studies is specialized in the following areas:

1- Puts the university's scientific research plans in accordance with the policy of the council of higher education.

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2- Organizes and encourage research in addition to providing the needed facilities and capabilities.

3- Suggests creating and opening post graduate studies.

4- Suggests admission rules in post graduate studies.

5- Forms judging committees and suggests awarding academic degrees for post graduate studies.

6- Supervises post graduate studies and suggests ways of developing them.

7- Suggests the rules of presenting financial awards for supervisors, judging committees and researchers.

8- Suggests the distribution of scholarships, donations, and that are given to scientific research and supervises their management.

9- Suggests the rules of sabbatical leaves.

10- Issues and supervises the academic and research magazines.

Generally, it is specialized in all the scientific research and post graduate affairs in a

way that does not conflict with the specializations of other councils.

Article 43:

a) The council of students' affairs constitutes of the vice president for students

affairs as the head of the council and the membership of:

1- Deputy faculty and higher institutes deans for students' affairs.

2- A representative of the syndicate.

3- Two representatives of the union.

b) The university's deputy secretary-general is the council's secretary.

Article 44:

The council of students' affairs is specialized in the following areas:

1- Supervises the application of the conditions of student admission and suggests suitable ideas in this regard to the university council.

2- Supervises the application of charging and exempting the different university

tuitions. It also supervises applying the conditions of awarding the different awards and financial aids.

3- Suggests the regulations of students' transfer from one university to another,

from a faculty to another, or from a department to another. It also gives the

final decision in the transfer problems that are reported to it.

4- Organizes the social, health, cultural and sport affairs of the students.

5- Organizes selling and distributing books and university publications to students. It also organizes the free distribution to excellent students and those who are in need.

6- Organizes students' training, productivity camps, university trips and students exchange programs.

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7- Suggests the regulations of managing the university accommodations in terms of housing and solving the related problems of its students.

8- Suggests the regulations of investing the clubs, restaurants, theaters, sport

establishments, and other students' premises; and then report them to the university council.

Generally, it is specialized in everything that is related to students' affairs and what

is reported to it by the university council.

Article 45:

a) The council of open learning constitutes of the vice president for open learning

affairs as the head of the council and the membership of:

1- Deputy faculty deans and deputy higher institutes deans for academic affairs.

2- A representative of the syndicate.

3- Two representatives of the union.

b) The university's deputy secretary-general is the council's secretary.

Article 46:

The council of open learning is specialized in the duties that are determined by the

council of higher education.

Article 47:

Taking into consideration part (a) of article 30 of this law, the councils and committees are called to meet by their chairmen.

Article 48:

The university council takes over the specialization of the other councils and the

general board if the university has no more than 4 faculties.

Article 49:

Each faculty is managed by its council and its dean.

Article 50:

a) The faculty dean is appointed by the minister for a period of two years that is renewable for one time only. The dean is chosen from the professors or associate professors. When both titles are not available, he/she is chosen from the PhD holders.

b) When the dean's post is vacant, the university president assigns one of the deputy deans to take over till a new dean is appointed.

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Article 51:

The faculty dean manages the faculty's academic, educational, research, administrative, and financial affairs. The dean is responsible for executing the laws,

university regulations, and resolutions of the council of higher education, university

councils, and the faculty councils. At the end of each academic year, the dean gives

the university president a report about the education, scientific research, and the other

activities in the faculty.

Article 52:

Each dean has two deputy deans, one for the students' and administrative affairs and

one for the academic affairs. They both assist the dean. The dean has the right to

delegate some of his authorities to any one of them. He also has the right to assign one

of them to take over in case of his/her absence.

Article 53:

The deputy dean is appointed by the minister for a period of two years that is renewable for one time only. He/she is chosen from the professors of the faculty.

a) The council of the faculty constitutes of the dean as the head of the council

and the membership of:

1- The two deputy deans.

2- The heads of departments of the faculty.

3- A representative of the syndicate from the members of academic staff of the faculty.

4- Two representatives of the union from the students of the faculty. One of them should be a post graduate student.

5- Heads of departments of other faculties when the council discusses issues that fall under the specializations of these departments.

c) The faculty's secretary is the council's secretary.

Article 55:

The faculty council is specialized in the following issues:

1- Puts the rules of students' perseverance, lectures and classes schedule, and other university works.

2- Suggests curricula and syllabi and coordinates between the different

departments. It also distributes lectures and lessons on academic staff and others.

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3- Coordinates the scientific research in the departments in accordance with the decisions of the council of scientific research and post graduate studies.

4- Organizes the faculty exams and distributes the exams tasks on examiners and observers. It also gives suggestions about the exams, authorizes the results, and announces them.

5- Suggests giving compensations and awards to the contracted teachers, lecturers, researchers, visiting professors, and those who are charged with applied work.

6- Suggests a draft for the internal list of the faculty and its modifications.

7- Suggests awarding academic degrees.

8- Suggests rehabilitation and training plan for the members of academic, technical, laboratory, and administrative staff and develops it.

9- Presents suggestions to the university council about the faculty and its relation to the university's plan and the necessary approbation for it.

10- Considers the issues of delegation, participation in seminars, academic conferences and courses inside the Syrian Arab Republic and abroad.

11- Approves the annual report that the dean prepares about the academic, educational, administrative, and financial issues.

12- Discusses the issues that are forwarded to it by the university council.

13- Gives opinion in the issues that are presented by the dean or by more than one fourth of the academic staff of the faculty.

Generally, it is specialized in the entire faculty's academic, educational, research,

administrative, executive, financial affairs and the other specializations that are

mentioned in this law and the other laws in a way that does not conflict with the

specialization of other councils.

Article 56:

a) In each faculty a students' affairs committee is formed. This committee is chaired by the faculty deputy dean and has the following members:

1- A representative of the syndicate from the members of academic staff of the faculty.

2- A member of academic staff from every department. This member is nominated by the department council.

3- Two representatives of the union from the faculty students.

b) The students' affairs committee in the faculty is specialized in the following:

1- Takes care of the students' social, health, cultural, and sport affairs.

2- Suggests approving students transfer from other universities and faculties, from one department to another within the same faculty. This is to be done within the listed general regulations.

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3- Suggests the approval of giving awards for excellent students and financial aids for those in need. It also suggests approving giving university books and references for poor students within the listed general regulations.

4- Discusses the difficulties that might result by applying the rules and regulations of students' affairs and exams and suggests the needed solutions to deal with them.

5- Presents suggestion to the council of students' affairs through the dean about the issues that fall under its specializations.

Article 57:

a) Each department in each faculty has a general board. It consists of:

1- The members of academic staff of the department.

2- The members of technical staff of the department whose number should not exceed one third of the number of academic staff. Otherwise, the dean consults the head of the department and periodically chooses what equals to one third of the academic staff at the beginning of the academic year.

3- A representative of the laboratory staff of the department to discuss issues of relevance to the laboratory staff. This representative is chosen by the head of the department.

b) The general board is chaired by the head of the department.

c) The general board meets by invitation from the head of the department three times per academic year. The first meeting is held in the month that precedes the academic year. The second comes in the week which precedes the second term. The third meeting takes place a week after the study stops at the end of the academic year.

Article 58:

The general board is specialized in the following issues:

1- Suggests the regulations of the faculty's internal list that are related to the department.

2- Suggests the long-term, semester, and annual plans for the department's activities in the fields of teaching, scientific research, job practice, dispatching, delegating, and others. It also suggests what these plans need in terms of funds, buildings, equipment, and academic, technical, and academic workers.

3- Suggests the needed basic rules for executing the general plans of: teaching,

scientific research, job practice, delegating issues, dispatching and others.

4- Studies what is reported by the head of the department and what the department council reports to it.

5- Studies the suggestions that are submitted by at least one fourth of the members of the department.

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6- Studies the annual report of the department council and gives opinions in this

report. It also gives opinions in planning and preparing the department's activities that are listed in this law and the lists in effect.

Article 59:

Every department has a department council. It is chaired by the head of the department and has the following members:

1- Heads of sub departments if they exist in the department.

2- Three from each of the following groups: professors, associate professors, and

teachers of the department. The dean names them at the beginning of every academic year on the basis of job oldness. In case there are not enough professors, associate professors are named instead. In case there aren' t enough

associate professors, professors are named instead. In case there aren' t enough

professors and associate professors, teachers are named instead. Finally, in case there aren' t enough teachers, professors and associate professors are named instead.

3- One member of the technical staff is named by the dean at the beginning of each academic year, on the basis of job oldness.

Article 60:

The department council specializes in the following issues:

1- Executes the related university council resolutions.

2- Suggests the subjects and syllabi that the department teaches and the modifications to the internal list. It also coordinates the different academic specializations within the department.

3- Suggests the distribution of theoretical and practical lessons, lectures, and seminars.

4- Studies the plans of scientific research and what the department needs in terms of teacher assistants and laboratory equipment.

5- Suggests appointing supervisors for dissertations, forming referee committees, and awarding academic degrees.

6- Sets the projects that are related to the department's activities in the fields of

teaching, scientific research, and job practice to submit them to the faculty council.

7- Writes the annual report of the department's activities.

8- Studies all the academic, educational, research, service, and financial issues of the department.

9- Studies what is reported to it by the faculty council.

Article 61:

a) The head of the department is appointed from the academic staff of the department by the minister for a period of two years that is renewable for one time.

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b) When the head of the department is absent or the position is vacant, the oldest member of academic staff takes over the position temporarily.

The university president assigns him/her. He/she invites the department council for meetings to deal with urgent things.

c) When the position of the head of the department is vacant, the university president assigns someone till an alternative head is appointed.

Article 62:

The head of the department is responsible for executing the resolutions that are related

to the department and its council and supervising the order of classes, lectures,

exercises, teaching, scientific research, and job practice. He/she has to work on

continuously developing the levels of curricula and scientific research in the related

fields of the department. Moreover, he/she has to present an annual report of the

department's activities and staff to the dean and the general board of the faculty.

Article 63:

a) The syndicate branch names its representatives to the councils of university, faculties and comities at the beginning of every academic year, and for one year.

b) The administrative office of the union names its representatives to the councils of university, faculties and comities at the beginning of every academic year, and for one year. The representatives are from the distinguished students.

Article 64:

a) From their members and from other members of academic staff and experts, the councils that are listed in this law form permanent or temporary quality

committees to study the issues that fall under their responsibilities.

b) The heads of the university, faculty and department councils have the right to invite two experts at most to attend these councils. These experts don't have the right to vote.

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Chapter Three The academic employees

Article 65:

The academic employees of the universities are:

- a) Members of academic staff
- b) The Arab and foreigner members of academic staff
- c) Contractors and lecturers
- d) Members of technical staff
- e) Teacher assistants

Section One

Members of academic staff

First: Appointment and Conditions of Employment.

Article 66

The members of academic staff at the universities are:

- a) Professors
- b) Associate professors
- c) Teachers

Article 67

The minister appoints the members of academic staff depending on resolutions of the councils of the university, the faculty, and the specialized department.

Article 68

- a) Appointment in the academic staff is through an announcement by the minister.
- b) Members of academic staff, who are currently teaching, are appointed at the higher post at the university without an announcement.

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- c) The teacher assistants, who are delegated to get the required academic qualification for the benefit of the university, get appointed in the job of teacher without an announcement.
- d) The member of academic staff who is appointed for the first time is considered as a trainee for a period of two years. After 18 months of the appointment, the department council presents a report about his/her academic activities, educational and social capabilities, commitment to the teaching process, and the other activities, to the faculty council. The faculty council presents this report to the university council and suggests to the university president to issue a resolution of fixing his/her position

or

otherwise moving him/her to another job other than the membership of the academic staff or terminating his service according to the laws and regulations in effect.

e) The council of higher education puts the executive instructions and other conditions that it sees necessary to fix the position of the member of academic staff.

Article 69

The one who gets appointed in the academic staff has to fulfill the following conditions:

a) To be competent and eligible to be a member of academic staff at the university. The council of higher education puts the rules that regulate of this process based on the suggestions of the councils of universities and their councils of academic affairs.

b) To have a PhD degree from one of the universities of the Syrian Arab Republic in the needed specialization or a degree from other recognized university, or academic institution, or academic institute that the council of higher education considers equal to the Syrian degree. This has to be in consideration with the laws and regulations in effect.

c) To have academic production that qualifies him/her to occupy this job.

Article 70

The appointment of the teacher assistant in the job of a teacher after coming back

from delegation and fulfilling the conditions mentioned in the previous article

Article 71:

The one who gets appointed as an associate professor should fulfill the following:

a) To have occupied the position of teacher for five years at least in one of the

universities of the Syrian Arab Republic or equivalent universities and other academic institutions starting from the date of appointment as a teacher.

b) To have done within his/her specialization genuine scientific researches and

published them.

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c) To have written or translated books or edited manuscripts or have supervised

MA and PhD dissertations.

d) To fulfill the requirements of performance assessment, develop the academic,

technical, and linguistic skills and do teaching and research duties.

The council of higher education puts the executive regulations to apply the

above
mentioned conditions.

Article 72:

Candidates from outside the university can be appointed as associate professors if the candidate fulfills the conditions mentioned in article 69 in addition to the following conditions:

- a) To have passed six years at least after getting the required academic qualification for appointment as member of academic staff. During these 6 years, the candidate has to do the work of the member of academic staff at a faculty or academic or research institution.
- b) To have passed 10 years at least after having the bachelor degree that qualified him/her to get the higher academic qualification.
- c) To have done scientific research and to have published in his/her specialization after getting the academic qualification.
- d) To have written and translated within his/her specialization.
- e) To be qualified for teaching.

The council of higher education puts the executive regulations to apply the above mentioned conditions.

Article 73:

The one who gets appointed as a professor should fulfill the following:

- a) Have occupied the position of associate professor for five years at least in one of the universities or higher institutes of the Syrian Arab Republic or equivalent universities and other academic institutions.
- b) To have done within his/her specialization as an associate professor genuine scientific research and published them.
- c) To have written or translated books or edited manuscripts or have supervised MA and PhD dissertations.
- d) To fulfill the requirements of performance assessment, develop the academic, technical, and linguistic skills and do teaching and research duties.

The council of higher education puts the executive regulations to apply the above mentioned conditions.

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Article 74:

Candidates from outside the university can be appointed as professors if they fulfill

the conditions mentioned in article 69 in addition to the following conditions:

- a) To have passed eleven years at least after getting the required academic qualification for appointment as member of academic staff. During these eleven years, the candidate has to do the work of the member of academic staff at a faculty or academic or research institution.
- b) To have passed fifteen years at least after having the bachelor degree that qualified him/her to get the higher academic qualification.
- c) To have done scientific research and to have published in his/her specialization after getting the academic qualification.
- d) To have written and translated within his/her specialization.
- e) To be qualified for teaching.

The council of higher education puts the executive regulations to apply the above mentioned conditions.

Article 75:

The executive text states the rules and regulations of assessing academic production.

Article 76:

The period of the compulsory and military service and the call-university president military reserve that the member of academic staff is called for, in addition to the periods of official and academic visits, delegations, and secondment are considered from the required period for promotion to the higher position. This is conditioned by paying the retirement charges for this period.

Article 77:

- a) The member of academic staff is subjugated to the system of: educational performance assessment, development of academic, technical, and linguistic skills and the teaching and research duties. This is according to the rules and conditions that are put by the council of higher education.
- b) In case the member of academic staff doesn't fulfill the requirements of the assessment system mentioned in part (a) of this article, he/she is moved to a job outside the university by a resolution of the Prime Minister upon suggestion by the minister. His/her job outside the university is created in case it wasn't available.

Second: Moving, Secondment, and Unpaid Leave

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Article 78:

It is possible to move members of academic staff from a department to another within the same faculty by a decision of the university president. This happens upon a suggestion of the faculty council after consulting the two concerned department councils. It is also possible to move members of academic staff from a faculty to another within the same university by a decision of the university president. This happens upon approval of the university council and after consulting the two faculty councils and the concerned department council in each one.

Article 79:

Taking into consideration the regulations of article 48 of the law of academic delegation no. 20 for the year 2004, it is possible to move members of academic staff

from a university to another by:

- A decision of the president of the receiving university
- The approval of the president of the sending university
- Consulting the two university councils.

Article 80:

Taking into consideration the regulations of article 48 of the law of academic delegation no. 20 for the year 2004, it is possible to move members of academic staff

from a university to a public sector job by:

- An acceptance from the management of the new place of work.
- Consulting his/her university and getting the approval of the council of higher education.

Article 81:

a) It is possible to deputize members of academic staff completely or partially for a limited period of time from one university to another within the Syrian Arab Republic or to do a job for the public sector upon its approval. This happens after the approval of both universities' councils and consulting the councils of both the faculty and the department.

b) The partially deputized member keeps his/her salary and compensations including the full-time dedication compensation and the additional full-time dedication compensations.

c) The public party that receives the completely deputized member pays the salary and compensations according to its regulations in effect.

Article 82:

a) It is possible to second members of academic staff upon their request to an

equivalent university or academic institute or a research center outside the Syrian Arab Republic as it is possible to second them to work in one of the Syrian Arab universities or institutes or one of the Arab or international boards

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in their specializations if the level of the job is equal to the one they occupy at the university.

b) Secondement is for a renewable period of one year. The total period of secondement must not exceed five years.

c) Secondement is done by a ministerial decision upon suggestion of the university council after consulting the councils of both the faculty and the department.

Article 83:

The regulations of the unpaid leave and resignation that are listed in law No. 50 for

the year 2004 are applied on the members of academic staff.

Third: Delegations and Missions.

Article 84:

a) The members of academic staff are delegated for sabbatical leave by a ministerial decision upon suggestion of the university council after consulting

the councils of both the faculty and department. This mission should not be less than four months and no more than one year according to the regulations that are put by the council of higher education.

b) It is not allowed to delegate a member of academic staff for this mission before passing four years after coming back from an external delegation, or study leave, or sabbatical leave. This is according to the regulations that are

put by the council of higher education.

c) The delegated member to this mission has to present a report about his/her mission and about the work he/she has done within three months after coming back.

d) The delegated member, by regulations of this article, gets his/her salary, legal

compensations, and mobility costs. Additional suitable compensations can be paid. These additional compensations are separately specified by the university council for each situation. These compensations that the member gets from inside the Syrian Arab Republic and from outside should not exceed the compensations of the official delegation.

Article 85:

a) The members of academic staff are delegated for academic and official mission including information and training visits. This is according to the

regulations that are put by the council of higher education.

b) Delegation for academic missions that are mentioned in this article is done by a ministerial decision upon suggestion of the university council and after consulting the faculty council and the department council. The regulations of part (b) of article 84 are not applied on those who are covered by this article.

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c) The delegated member, according to the regulations of this article, gets paid

his/her salary, legal compensation, mobility costs, and the other compensations that the official delegate enjoys.

Fourth: Holidays and Vacations.

Article 86:

The study at the universities stops during the academic year for a period of no more

than 15 days (mid-year vacation) and for the summer vacation. The timing of both

vacations is determined by the university council. The faculties that continue the

study and work during the summer are exceptions. Their vacations are determined by

the university president after consulting the responsible faculty dean.

Article 87:

The normal annual vacation for the members of academic staff of the faculties and

university institutes starts after the end of the second term exams and terminates

before the make-up exams. The faculties that continue the study and work during the

summer are exceptions. Their vacations are determined by the university president

after consulting the responsible faculty dean.

Article 88:

The members of academic staff are subjugated to the regulations of the health leaves

mentioned in law No. 50 for the year 2004.

Article 89:

The academic administrators are subjugated to the rules listed in law No. 50 for the

year 2004.

Fifth: Duties of the Members of Academic Staff.

Article 90:

The member of academic staff has to:

- 1- Do the academic jobs in accordance with the rules mentioned in this law and its executive text.
- 2- Teach theoretical and practical lessons and seminars and prepare needed university books and references.
- 3- Continuously work to raise the academic and intellectual levels of the students, enable them to be aware of research methods, provide them with the best technical and scientific achievements, and develop their academic personality to be qualified to serve the united Arab socialist society within their fields.

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- 4- Contribute to the development of sciences, literature and arts, enrich the Arab library with research, studies, and general references, supervise what the students prepare, and participate in applying the results of research and studies in the social and academic life domains.
- 5- Regularly work on improving his/her knowledge and academic experience and raise his level in the field of his specialization.
- 6- Participate in the work of councils and committees that he/she is commissioned with. This is considered one of the ways that enable universities to do their responsibilities in the best way.

Article 91:

The member of academic staff has to present the reports that are mentioned in the executive text to the head of the department about his/her academic activities including his/her books, the performed research with copies of them, and the research under performance, the conferences and workshops that he/she has participated in, and the MA and PhD dissertations that he/she supervises. The number of annual reports presented to the head of the department should not be less than one.

Article 92:

The members of academic staff keep order inside the teaching, lectures, and research rooms and laboratories. They report to the dean any event that might affect the order and the taken procedures to maintain order.

Article 93:

a) members of academic staff are not allowed to:

- 1- Neither to work in trade or participate in managing commercial work, nor to combine the membership of academic staff with any other job, done individually or as an agent, that affects doing the original job's duties. The university council can decide to prevent members of academic staff from doing any work that conflicts the job's duties and its performance.
- 2- Give private lessons.

b) Any violation to the regulations of the previous part (a) requires transferring the file to the disciplinary council.

Article 94:

It is possible to combine membership of academic staff with the membership of the country and national leadership of the Arab Baath Socialist Party, the membership of the central leadership of the national and liberal front, the ministry, and the Parliament membership.

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Sixth: The Rights of the Members of Academic Staff.

Article 95:

The members of academic staff enjoy, while practicing their teaching and academic activities, the freedom of expression according to the university traditions. They have to be committed to the objective academic concepts as well as the aims of the universities that are mentioned in this law

Article 96:

a) The member of academic staff gets promoted by the percentage of 9% to the higher post within the same job after passing two years in the lower post. Promotion-delay punishments should be considered. The promotions should not exceed the highest salary for each job according to table 4 that is attached to this law.

b) Promotion happens by a decision of the university president.

Article 97:

The jobs of the members of academic staff and their posts are determined according to table 1 attached to this law. The number of university-related academic staff is determined by a presidential decree.

Article 98:

a) The occupants of the following jobs get monthly representing compensations as follows:

- The university president: 12500 S.P.

- The vice president, university branch director, and the secretary general of the

council of higher education: 3500 S.P.

- The faculty or institute dean, and the university secretary general: 2500 S.P.

- The deputy dean of faculty or institute, the head of a department at a faculty or

institute, the head of a sub-department at a department, and the deputy secretary general: 1500 S.P.

b) The member of academic staff who is commissioned with teaching outside the place of his work gets a monthly amount of maximum 4000 S.P as compensation, in addition to the mobility compensations in this law.

c) The council of higher education puts the regulations of giving the compensation listed in part (b) of this article.

Article 99:

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The members of academic staff are awarded the following compensations by the university president:

- Administrative-burden compensation for those who occupy the academic administrative jobs specified in this law.
- Awards for participating in university councils and committees and editing committees of the academic magazines.
- Awards for supervising MA and PhD dissertations, graduation projects, and teacher assistants.
- Additional teaching hours and university work compensations.
- Exams-work compensations.
- Awards for participating in teaching and supervision and other types of work in the field of open learning.

Article 100:

The daily mobility compensation that is given to the academic employee, who is commissioned with missions moving within the Syrian lands, is calculated according

to the regulations listed in law No. 50 for the year 2004.

Article 101:

It is possible for the university president to give advance payment in accordance with

the basics of law No.50 for the year 2004 when there are justified reasons.

Article 102:

a) The member of academic staff is given a bonus that is equal double his/her last

monthly salary in one of the following situations:

- 1- Finishing the required period of service to retire.
- 2- The resignation that requires a pension.
- 3- Discharge due to health reasons.
- 4- Laying off for those who have served for more than 15 years.
- 5- Death.

b) The bonus is decreased to 100% of the salary in case of resignation that doesn' t require a pension or in case of laying off after less than 15 years of

service.

c) It is not possible to pay the mentioned grant in parts (a, and b) more than once

along the service of the member of the academic staff in the public sector.

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Seventh: Disciplinary System

Article 103:

The university president charges one of the members of academic staff at one of the

law faculties to start investigating the accusations against any member of academic

staff whether he/she has failed to meet his/her university duties that are listed in this

law, its executive text, and the other university regulations. The investigator in charge

writes a report to the university president. The minister has the right to ask for this

report. The university president can transfer the accused member to the disciplinary

council if he/she sees it suitable.

Article 104:

The university president has the right to precautionary stop the work of any member

of academic staff if this was for the benefit of the investigations.

The stopping period can not exceed three months except by a decision of the disciplinary council. If the member is stopped, his/her salary does not stop unless the

disciplinary council decides so till the disciplinary case is over.

Article 105:

The university president tells the member of academic staff, who has been directed to

the disciplinary council, about the accusations and gives him/her a copy of the

investigator's report twenty days at least before the judging session.

Article 106:

The member of academic staff who has been directed to the disciplinary council has

the right to know about all the investigations that took place within certain days

determined by the university president. The member has also the right to appoint a

lawyer to defend him/her.

Article 107:

The trial of members of academic staff takes place in front of the

disciplinary council

that is formed within each university by a ministerial decree. It has the following

members:

- A Counselor with a status of a 'member of the administrative court'. He/she is

appointed by the president of the state council to be the chairman of the disciplinary council.

- A Counselor appointed as a member by the president of the state council.

- One of the vice presidents appointed by the university president.

- A professor appointed as a member by the university council.

- A representative of the syndicate from the university professors appointed as a

member by the executive office.

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Article 108:

a) The disciplinary punishments that can be applied on the members of academic staff by the disciplinary council are:

1- Warning.

2- Blaming.

3- Blaming with delaying promotion for a maximum period of two years.

4- Delaying the appointment in the higher job for a maximum period of two years.

5- Stop the full-time dedication compensation and the additional full-time dedication compensation completely or partially to those who deserve.

6- The punishment of disciplinary moving outside the university. Moving is done

through a Prime Minister decree.

7- Depositing or firing according to the laws and regulations in effect

b) The regulations of law No. 7 for the year 1990 are applied in a way that doesn't conflict with the regulations of this law in terms of the

disciplinary

procedures on the members of academic staff.

c) The disciplinary council's decisions mentioned in parts (3-4-5-6-7) of the previous part (a) are subjugated to contestation in front of the state council in

accordance with the regulations in effect.

Article 109:

The disciplinary cases are considered over when the member of academic staff resigns

except in the cases of financial violations. The disciplinary case does not affect

neither the criminal case nor the civil one that result from the same event.

Article 110:

The university president has the right to warn the member of academic staff who fails to meet his/her duties. The warning could be written or oral. The university president has the right to sign two warning punishments and the blame punishment that are listed in article (108) of this law. This happens after listening to the member of academic staff with the attendance of the syndicate representative. The president's decision is then justified and final. Every dean has to tell the university president about any violation of duties by members of academic staff.

Eighth: End of service:

Article 111:

a) Members of academic staff are pensioned by ministerial decree as follows:

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1- The professor: when he/she is 70 years old.

2- The associate professor: when he/she is 65 years old

3- The teacher: when he/she is 60 years old.

4- It is allowed to keep professors, associate professors, and teachers who get to

the retirement age during the academic year for a maximum period of nine months. This period is not counted for the salary.

b) It is possible by a ministerial decree, upon a justified decision of the responsible university council and with the approval of the council of higher education, to appoint the professor after finishing 70 years. This appointment is with a total compensation that equals the difference between his salary and his pension in addition to the legal compensations that he/she used to get before retirement. This appointment is for a period of one year that is renewable when necessary.

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Section Two

The Arab and Foreign Members of Academic Staff

Article 112:

Non-Syrian Arabs and foreigners can be appointed in the academic staff by contracts.

The council of academic affairs decides whether they are well-qualified to do the job.

Their contracts are certified by the minister. Their rights and duties are determined in

their contracts. The following issues should be taken into consideration:

- 1- The period of the contract for the first time is a renewable one year.
- 2- The university covers the costs of a round trip for him/her and his/her family.
- 3- The university covers the travel costs of a round trip for him/her and his/her family to spend the summer vacation once after a period of three years of serving the university.
- 4- Give the non-Syrian and foreign, at the end of their service, a reward that equals the salary of one month for each year of their service.
- 5- Give the contracted inheritors, in case of his/her death during the service, the mentioned award. The university covers the costs of sending the body to his/her home country.

Article 113:

It is possible to commission non-Syrian Arabs and foreigners with the job of visiting professors for a period of no more than a year. This is done by a decision from the university president. Their compensations are determined upon request by the university council after consulting the concerned faculty council.

Article 114:

It is possible to sign contracts with non-Syrian Arabs and foreigners to teach the foreign languages. The university president signs the contract upon request by the responsible body. When the service finishes, the contracted teacher is given a reward that equals half of the monthly salary for each of the first five years of his/her service, and a full monthly salary for each year after the first five years. They are subjugated to the regulations of parts (1, 2, 3, and 5) of article 112 of this law.

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Section Three

Lecturers and Contractees

Article 115:

- a) 1- It is possible to sign contracts with non-Syrian Arabs and foreigners whose competence qualifies them to present their rare expertise in the different fields of university management, teaching, and training. The university president approves the contracts after the approval of the university council.
- 2- The contracted expert's compensations, rights and duties are determined according to the regulations of the executive text.

- b) The university president has the right to commission lecturers to give lectures and get lecture-based awards. It is also possible to sign contracts with lecturers and those who supervise applied works from the public sector in accordance with the rules of the executive text.
- c) The salaries and compensations mentioned in the previous two parts are excluded from the maximum limits of compensations listed in the laws and regulations in effect.

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Section Four

The Technical Staff

Article 116:

The members of technical staff at the universities are:

- 1 Literally translated as: "Acts director" . in the diplomatic field, it is known as "Chief of Commission"
- 2 Literally translated as: "Acts Supervisor"
- 3 The universally used term for it is the diplomatic one: "Charge d' affairs"
- 4 This would be the "deputy Charge d' affairs"

Article 117:

a) The university president appoints the members of technical staff at the university upon suggestion of the university council after consulting the council of both the concerned faculty and department.

b) The regulations of part (d) of article (68) that are applied on members of academic staff are applied on members of technical staff.

Article 118:

The one who gets appointed in the technical staff has to fulfill the following conditions:

- a) To be competent and eligible to do the functions of the job according to the rules that are put by the council of higher education.
- b) To have had a bachelor degree at least in a specialization that qualifies her/him to do the job or what is equivalent according to the rules that are put by the council of higher education.

Article 119:

a) The one who gets appointed as 4 has to succeed in a competition that is announced by the university according to the rules and conditions mentioned in articles (8-9-11) of Law no. 50 for the year 2004.

b) The engineer who is commissioned to teach at the university is appointed as 4. For the engineer who has commissioned to teach at the

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university before the issuance of this law, she/he has the choice of either:

- 1- To move with the vacancy to the job of 4 or to one of the jobs of the technical staff if she/he fulfills the conditions of moving that are

specified in this law.

2- Stay with the job of a non-teaching engineer.

Article 120:

The one who gets appointed as 3 has to:

1- Pass a competition announced by the university according to the conditions and rules mentioned in articles (8-9-11) of Law no.50 for the year 2004 with the condition of having an additional qualification that copes with his/her specialization or a higher university degree.

2- To have occupied the job of deputy 4 for two years at least.

Article 121:

The one who gets appointed as 2 has to:

1- To have occupied the job of 3 for a period of six years at least.

2- To have had during his job as 3 a scientific or training or vocational or technical qualification that has improved her/his specialization, or to have contributed with research in the field of her/his specialization.

Article 122:

The one who gets appointed at 1 has to:

1- To have occupied the job of 2 for a period of six years at least.

2- To have had during his job as a 2 a scientific or training or vocational or technical qualification that has improved her/his specialization, or to have contributed with research in the field of her/his specialization.

Article 123:

It is possible to transfer to the jobs of the technical staff from the state ministries and

establishments including universities. The candidate has to fulfill the following

conditions:

1- To successfully pass an oral test done by the university.

2- To have practiced works that comply with his degree for a period of no less than the minimum of all the periods that the 4 or the 3 or 2 according to each situation- has to spend in technical staff when appointed in the specified job.

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3- The candidate for the 1 or has to have a masters degree or what is equivalent.

Article 124:

It is possible to appoint candidates in the jobs of 2 and 1 from outside the universities.

The candidate has to fulfill, in addition to the conditions listed in article (118) of this

law, the following conditions:

1- To have practiced the work required for the job for a period of six years at

least for the job of 2, and eight years for the job of 1 in a university, or scientific or technical commission or a recognized scientific or technical institute.

2- To have a scientific or technical qualification that is higher than the bachelor

for the job of 2, and a master degree for the job of 1.

3- To have contributed or done scientific or technical research in his/her specialization. The council of academic affairs has to approve her/his scientific production to get the job.

Article 125:

a) The university makes the required competition and tests that are listed in the

previous article of section four. The university council specifies the conditions of the competition and tests upon the opinion of the faculty council.

b) The evaluation of the value of qualification done to improve the specialization

of the member of technical staff, in addition to the value of the scientific production is done by the council of academic affairs.

Article 126:

The university works on delegating members of technical staff to do training courses

in order to improve their scientific or vocational or technical efficiency.

Article 127:

The tasks and ranks of the members of technical staff are determined according to

table no.2. Their numbers are determined by a presidential decree.

Article 128:

The rules applied on the members of technical staff are the same of those applied on

members of academic staff in terms of:

moving, secondment, unpaid leave, resignation, delegation, annual administrative

leave, health leave, the general rules of leaves and promotion, the rules of familial

compensation, administrative compensation, compensation of participation in councils and committees, compensation of exams, punishment regulations,

scholarships, and termination of service with the exception of retirement. The member

of technical staff retires at 60.

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Members of technical staff are nominated and delegated for scholarships and training,

vocational, and technical courses when these courses are related to their

specializations and that the required qualification to participate in these courses is

lower than the qualification required for the membership of the academic staff.

Article 129:

Members of academic staff have to do research and scientific work that deal with practical teaching, solving drills and problems, training students in seminars and supervising their academic activities. They also participate in exams, take care of laboratories' equipment, lectures, samples, and scientific machines. They suggest buying what is needed for the labs. They participate in designing and performing experiments, field trips and field experiments. Finally, they participate in everything that the department sees necessary. This is done within the limits of the specialization of everyone.

Article 130:

Members of technical staff do their duties under the supervision of the concerned head of department who, in turn, can distribute this supervision on the teachers of the department.

Article 131:

Taking into consideration the regulations of law no (39) for the year 2001, 1s and 2s can write books in their specializations. When necessary, it is possible to charge them with hours of theoretical teaching in accordance with their abilities and according to the rules of the executive list.

Article 132:

a) The member of technical staff is subjugated to the system of performance assessment, development of academic, technical, and linguistic skills and performing teaching duties according to the rules that are put by the council of higher education.

b) In the event that the member of technical staff does not comply with the requirements of the above mentioned system, he/she gets moved to a non-teaching job. This is done by a decision of the Minister based on the suggestions of the concerned university councils.

Article 133:

The executive text regulates all the other rules for members of technical staff in a way that doesn't conflict with the rules of this law and rules and regulations in effect.

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Section Five:

Teacher Assistants

Article 134:

Teacher assistants are appointed in faculties in order to academically and practically qualify them to be members of academic staff. They have to do the tasks that are given to them by the head of the department like scientific research, training, practical and scientific classes. They do them under the supervision of members of academic staff.

Article 135:

The one who gets appointed as teacher assistant has to have a bachelor degree at least from the Syrian university or what is equivalent according to the rules that the council of higher education puts.

Article 136:

- a) Teacher assistants are appointed by a ministerial decision. They are chosen after the announcement according to the rules that the council of higher education puts.
- b) The needed vacancy for appointment is immediately made at the university if it wasn't available.

Article 137:

- a) The university has to work on delegating the teacher assistant in three years after her/his appointment to get the required academic qualification that is determined by the university council. The delegated teacher assistant has the same rights and duties of the delegated person under the rules of the academic delegations law. Delegation is decided by the minister.
- b) The teacher assistant loses her/his privileges as a teacher assistant in the following two cases:
 - 1- If she/he refused to be delegated according to the rules that the council of higher education puts.
 - 2- If she/he didn't get the required qualification after three years of the end of

delegation.

c) The teacher assistant's service is terminated when she/he loses her/his title according to the regulations of part (b) of this article. Her/his rights are deleted according to the rules and regulations in effect.

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Article 138:

The ranks of teacher assistants are determined according to table (3). Their numbers

are determined by a presidential decree. In terms of promotion, the same regulations

that are applied on academic staff are applied on them.

Article 139:

The executive text regulates teacher assistants' affairs in a way that doesn't conflict

with the regulations of this law.

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Chapter four: Academic Degrees and Study Programs

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Article 140:

The universities award academic degrees according to the regulations of the executive

text and the internal lists of the faculties.

Article 141:

The executive text determines both the general rules of getting academic degrees that

the universities award and the conditions of each one.

Article 142:

The executive text determines the general rules of the study programs and regulates

these programs in the internal lists of the faculties.

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Chapter Five:

The Financial Affairs of the Universities

Article 143:

With the exception of the regulations of decree No. (92) for the year 1967, the below

mentioned resources, that the universities get, are considered self resources and are

put in an independent account in the commercial bank of Syria to be spent on:

1- Award the additional full-time dedication compensation in accordance with the regulation of the law of full-time professors at the ministry.

2- Award the compensations and rewards listed in article (99) of this law, and others decided by the minister in coordination with the minister of Finance. Spending is done by the university president through official receipts.

3- Specify a percentage for the Ministry's account so the Minister can spend in

what he sees suitable in coordination with the Minister of Finance:

a) University fees with the exception of those which go to the state budget: (registration fee, transcripts fee, exam fee for those who are not enrolled at the

university, make-up exam fee, auditing fee, degree fee, alternative graduation document fee)

b) Scholarships, donations, and aids that the university council accepts according

to the rules and regulations in effect.

c) The interests that come from the university premises.

d) University accommodations' fees.

e) The money of the investment of restaurants, clubs, buildings, and cafes in the campus.

Article 144:

The university president is the only one who can take decisions regarding financial

matters and the only one who signs bills. He/she has also the right to distribute the

approbations in the budget or in the independent accounts. She/he also can delegate

some of her/his financial authorities to whoever she/he wants in accordance with the

bases of the financial law no. (92) that was issued by a decree in the year 1967.

Article 145:

The university money is deposited in the state budget in the central bank. It can be

moved by the university president or the delegated person.

Article 146:

The executive text of this law clarifies the following:

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1- The rules of accepting aids and donations that don't conflict with the universities' objectives.

2- How to open independent accounts in situations where certain resources are needed to achieve certain aims in a way that doesn't conflict with the regulations of this law and that ensures speed and flexibility in performing

the
universities works.

Article 147:

The university is exempted from paying all the taxes, financial and customs fees, the different general expenses, and from the limitations of importing equipment, cars, and all what it receives in a way that serves the higher education policy.

Article 148:

The university money is considered part of the state budget.

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Chapter Six:

Final Regulations

Article 149:

The executive text of this law is issued by a decree and includes, in special, the

regulation of the following issues

1- All the detailed needed rules to put this law in effect in a way that doesn't

conflict with its regulations.

2- The educational systems.

3- The tasks and functions of the academic administrative jobs at the universities,

in addition to the tasks and functions of their secretary generals and commissions, and finally the delegation rules within the limits mentioned in this law.

4- The bases of presenting experience, consultancy, and job practice.

5- The general rules and conditions of students' admission at the universities.

6- Students' disciplinary system.

7- The general rules of exams' system.

8- Post-graduate level.

9- Periods of study, exams, and vacations.

10- Rules of secondement.

11- The rules of the cultural, social and sport activities of the students.

12- Teaching load, and working hours for all academic workers at the universities

in a way that doesn't conflict with the regulations of this law.

13- Management of university premises like the hospitals. Printing houses, exhibitions, university books, university accommodations, and others.

14- Determine all kinds of university fees and other fees and how to collect them.

15-

- a) Determine the kind of compensations and rewards mentioned in article (99) of this law. These compensations are exempted from the maximum of compensations that are listed in the rules and regulations in effect.
- b) Determine the kinds of compensations, rewards, salaries, and scholarships for all the employees of the university, those who work at the open learning system, and those who haven't been mentioned in this law.
- 16- The rules of awarding different kinds of rewards and aids.

Article 150:

The amount or percentages of compensations, rewards, salaries, and scholarships are determined in part (15) of article (149) of this law. Also the percentage of the ministry is determined from the self resources mentioned in article (143) of this law by a decree upon a suggestion by the Minister in coordination with the Minister of Finance.

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Article 151:

The Minister can delegate some of his authorities, which are mentioned in this law, to the university president.

Article 152:

The discharge compensation or the pension, that the delegated person gains according to the regulations of article (84) of this law, is considered as a guarantee for return.

Article 153:

The decisions and orders that are issued about students' affairs by the university councils and committees are considered final.

Article 154:

Academic instructors are considered moved with their vacancies from the Ministry of Higher Education to the membership of technical staff at the university where they are supposed to teach. They keep their rights for promotion.

Article 155:

Until the issuance of the executive text of this law, the old regulations will stay valid in a way that doesn't conflict with this law.

Article 156:

The members of academic and technical staff and the teacher assistants at the universities and higher institutes that belong to the ministry who are currently

teaching benefit from an exceptional 25% promotion of their salaries in a way that doesn't exceed the maximum of their salaries specified in table (4) attached to this law keeping their right for the next promotion.

Article 157:

For everything that hasn't been mentioned in this law, law no. (50) for the year 2004 is applied.

Article 158:

This law replaces law no. (1) dated 31-1-1975.

Article 158:

This law is to be published in the official newspaper and is in effect from the beginning of the month that comes after its issuance month.



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