

STATUTES OF THE ESTONIAN ACADEMY OF MUSIC AND THEATRE

I GENERAL PROVISIONS

1. Name and legal status

- 1.1. The Estonian Academy of Music and Theatre (“the Academy”) is a university focused on music and theatre. The Academy is a legal person in public law which operates under the Estonian Academy of Music and Theatre Act (“the Academy Act”), the Higher Education Act, its Statutes and other legislation.
- 1.2. The full name of the Academy in Estonian is Eesti Muusika- ja Teatriakadeemia, abbreviated as EMTA. The English-language name of the Academy is the Estonian Academy of Music and Theatre, abbreviated as EAMT.
- 1.3. The EAMT is located in Tallinn. Different structural units of the Academy may also be located elsewhere.

2. Mission and functions

- 2.1. The mission of the Academy is to contribute to the sustainable development of society and growth of the nation’s welfare through high-level international research and development, educational and creative activity, and the innovative services based thereon.
- 2.2. To fulfil this mission, the Academy shall:
 - 2.2.1. provide the possibilities for the acquisition of higher education based on research, development and creative activities at all the levels of higher education in music and dramatic art and related areas;
 - 2.2.2. promote music and dramatic art and related areas, ensure the development of these areas and opportunities for lifelong education, and provide public services based on educational, creative, research and development activities;
 - 2.2.3. cooperate with educational and other institutions to promote music and theatre education, supporting the spread of creative thinking and the continuation of the Estonian language and culture;
 - 2.2.4. promote research, including artistic research;
 - 2.2.5. organise concerts, performances, conferences, master classes and other events;
 - 2.2.6. publish, distribute and popularise the results of creative work and research;
 - 2.2.7. develop a research library focusing on music and theatre, which serves the membership of the EAMT and provides public services;
 - 2.2.8. cooperate with music and drama schools at all academic levels in Estonia;
 - 2.2.9. inform the general public of its activities;
 - 2.2.10. promote other activities contributing to the fulfilment of its mission.

II MANAGEMENT

3. Management bodies

- 3.1. The Academy shall be managed by the Council, Senate and the Rector.

4. Competence of the Council

- 4.1. The Council is the management body of the Academy which shall be responsible for the long-term and sustainable development of the Academy as well as for making important economic, financial and assets-related decisions, ensuring the achievement of the objectives of the Academy.
- 4.2. The Council shall:
 - 4.2.1. adopt the statutes of the Academy;
 - 4.2.2. adopt the development plan of the Academy;
 - 4.2.3. adopt the budget of the Academy and the implementation report thereof, the financial plan and annual report;
 - 4.2.4. on the proposal of the Rector, decide on the acquisition and transfer of immovable property and the encumbrance thereof with a restricted real right and obtaining loans to the Academy;
 - 4.2.5. on the proposal of the Rector, decide on the principles for the establishment and participation of legal persons;
 - 4.2.6. in accordance with these Statutes, set the date for the election of the Rector and form an election committee;
 - 4.2.7. appoint an external auditor;
 - 4.2.8. appoint the members of the audit committee;
 - 4.2.9. organise internal auditing if necessary;
 - 4.2.10. perform other functions assigned to it by law or these Statutes.

5. Composition of the Council

- 5.1. The Council shall be formed in accordance with the procedure provided by the Academy Act. The Council shall be composed of seven members, three of whom shall be appointed by the Senate of the Academy.
- 5.2. The deadline for the nomination of the candidates to be appointed by the Senate shall be set by the Rector. Each candidate for Council membership must be nominated jointly by at least three Senate members and each Senate member may nominate up to three candidates (or up to one candidate in the case specified in Section 5.6 of these Statutes).
- 5.3. The nomination requires the written consent of the candidate.
- 5.4. Candidates shall have the necessary knowledge in the areas of activity of the Academy and a flawless reputation.
- 5.5. The Senate shall decide upon the appointment of Council members by secret ballot. Each member of the Senate may vote for up to three candidates (or one candidate in the case specified in Section 5.6 of these Statutes). The three candidates who receive the most votes (or the one candidate receiving the most votes in the case specified in Section 5.6 of these Statutes) shall be appointed as members of the Council. An additional ballot shall be held between candidates having an equal number of votes if necessary.
- 5.6. The authority, management body or person that has appointed a member of the Council may, where justified, remove the member before the expiry of his or her mandate. Upon removal or resignation of a member of the Council, a new member of the Council shall be immediately appointed to replace him or her for the time remaining until the expiry of the mandate of the replaced member of the Council.
- 5.7. In a secret ballot to remove a member of the Council appointed by the Senate, a majority of at least two thirds of the members of the Senate shall be required.

6. Council procedural rules and regulatory acts

- 6.1. The Rector shall call the first meeting of a new Council membership and specify the agenda.

- 6.2. The Council shall elect the head from among its members to chair the meetings of the Council. In the absence of the head of the Council, the eldest Council member present shall act on behalf of the head.
- 6.3. The Rector shall appoint the Council secretary from among the Academy staff; the secretary shall not be a member of the Council.
- 6.4. Ordinary meetings of the Council shall be held at least four times a year on the basis of a schedule approved by the Council. Extraordinary meetings shall be called by the head of the Council at their own initiative or a proposal by at least four Council members or the Senate.
- 6.5. The Council secretary shall send the agenda of the Council meeting and the draft regulations and decisions to be adopted to the Council members at least seven days before the meeting. Matters requiring a decision that are tabled at the meeting shall be placed on the agenda if a majority of the attending Council members vote in favour of placing the item on the agenda.
- 6.6. The regulatory acts of the Council are the decisions and regulations adopted by the Council within the limits of its competence. The positions of the Council containing general instructions shall be issued as regulations. The positions of the Council regarding specific matters shall be issued as decisions. Regulatory acts of the Council shall be signed by all members of the Council and the secretary of the Council.
- 6.7. A regulation or decision of the Council is passed if at least four Council members vote in favour, unless a larger majority requirement is set out in the Statutes.
- 6.8. The Statutes and any amendments thereto, the budget and development plan adopted by the Council shall enter into force on the 15th day after their adoption unless a later effective date is set out in the adopted regulatory act and provided that the Senate has not imposed a veto. Other regulatory acts of the Council shall enter into force on the date following their adoption unless otherwise set out in the adopted regulatory act.
- 6.9. If the Senate exercises its right of veto, the decision shall not enter into force in accordance with the procedure provided by the previous section and the Council shall make a new decision within 30 days of the veto. To make a new decision, the Council shall review the regulatory act to the extent necessitated by the reasoning of the veto and shall make any modifications necessary. The new decision shall enter into force on the date following its adoption unless otherwise set out in the adopted regulatory act.
- 6.10. In making decisions, each member of the Council shall be independent of the person or body having appointed or elected them and shall be guided in the work of the Council by the interests of the university as a whole, acting in good faith and at their own discretion.
- 6.11. The Rector shall attend ordinary meetings of the Council with the right to speak, except in discussions of matters relating to the Rector.
- 6.12. Persons invited by the Council may attend Council meetings with the right to speak.
- 6.13. Council members shall be entitled to receive from the Rector the information necessary for performing the duties of the Council.
- 6.14. Council members shall be paid a monthly remuneration calculated for the head of the Council as one half and for other Council members as one third of the minimum monthly salary established by the Government of the Republic.

7. Competence of the Senate

- 7.1. The Senate is the academic decision-making body of the Academy, which shall be responsible for the research, development, creative and educational activities of the Academy and ensure the high quality thereof.
- 7.2. The Senate shall:

- 7.2.1. submit the statutes, budget and development plan for adoption to the Council;
- 7.2.2. have the right to impose a single veto on the Council's decision to adopt the statutes, budget or development plan within 14 days of the adoption if at least two thirds of the membership of the Senate are in favour of the veto;
- 7.2.3. establish the principles of quality management for the educational, research and creative activities of the Academy;
- 7.2.4. establish the principles of academic ethics and the bases for the work of the academic ethics committee;
- 7.2.5. determine the academic structure of the Academy and approve the statutes of the structural units;
- 7.2.6. approve the statutes of the student body;
- 7.2.7. approve, amend and close curricula;
- 7.2.8. decide on the opening of curricula, approve the signing of cooperation agreements for joint curricula and approve the joint curricula;
- 7.2.9. approve the Regulations for Study at EAMT;
- 7.2.10. establish the conditions and procedure for the admission of students to the Academy and for their exclusion from the Academy;
- 7.2.11. establish the conditions and procedure for recognition of prior learning and professional experience of students;
- 7.2.12. establish the conditions and procedure for doctoral progress reviews and the defence of doctoral degrees;
- 7.2.13. establish the conditions and procedure for granting scholarships and study allowances;
- 7.2.14. establish the rates of study-related fees for students;
- 7.2.15. establish the principles for providing continuing education;
- 7.2.16. establish the professional requirements for academic staff, the conditions and procedure for the fulfilment of academic positions and the conditions and procedure for the attestation of academic staff;
- 7.2.17. nominate emerita and elect honorary doctors and honorary members;
- 7.2.18. perform the duties of the research council specified in the Organisation of Research and Development Act;
- 7.2.19. set up permanent and temporary committees to prepare matters within the competence of the Senate;
- 7.2.20. perform other functions assigned to it by law or the Statutes of the Academy.

8. Composition of the Senate

- 8.1. The Senate shall have up to 25 members, including:
 - 8.1.1. the Rector, who acts as the head of the Senate;
 - 8.1.2. other members of the Rector's Office;
 - 8.1.3. head of the Registry and Student Affairs Department;
 - 8.1.4. head of the Doctoral Council;
 - 8.1.5. vice-head of the Doctoral Council;
 - 8.1.6. heads of the academic departments;
 - 8.1.7. representatives of the academic staff;
 - 8.1.8. representatives of the students.
- 8.2. Academic staff shall have nine representatives in the Senate, who shall be elected to the Senate for a term of three years by secret ballot at the general meetings of the academic departments. Each department shall elect at least one representative to the Senate. The remaining seats are divided between departments in proportion to the number of ordinary academic staff in the department (on a full-time basis). Every member of the academic staff

working for the Academy with at least half-time workload may set up their own or another person's candidacy and vote for candidates.

- 8.3. Students shall have five representatives in the Senate. The student council nominates the students' representatives to the Senate for a term of one year so that students of all levels of study are represented.
- 8.4. A member of the Senate cannot be a member of the Council at the same time.
- 8.5. The mandates of representatives as Senate members shall begin from 1 July of their year of election. The composition of the Senate shall be approved by the Rector.
- 8.6. If a representative of the academic staff or students leaves or is excluded from the Academy or resigns from the Senate, the representative is excluded from the Senate by the Rector's order and a new member is extraordinarily elected or appointed in their stead pursuant to the procedure set out above.
- 8.7. The mandate of a new member elected or nominated extraordinarily to replace a Senate member begins after the Rector has approved their membership in the Senate and ends upon the expiry of the mandate of the member being replaced.

9. Senate procedural rules and regulatory acts

- 9.1. Ordinary meetings of the Senate shall be held at least six times a year on the basis of a schedule approved by the Senate. An extraordinary meeting of the Senate may be called by the Rector or at least one third of the Senate members to decide a matter raised by them.
- 9.2. Senate meetings are chaired by the Rector, who is substituted in their absence by a vice-rector or another Senate member designated by the Rector.
- 9.3. The Rector shall appoint the Senate secretary from among the Academy staff; the secretary shall not be a member of the Senate.
- 9.4. The Senate secretary shall send the agenda of the Senate meeting and the draft regulations and decisions to be adopted to the Senate members at least five days before the meeting. Matters requiring a decision that are tabled at the meeting shall be placed on the agenda if a majority of the attending Senate members vote in favour of placing the item on the agenda.
- 9.5. The regulatory acts of the Senate are the decisions and regulations adopted by the Senate within the limits of its competence. The positions of the Senate containing general instructions shall be issued as regulations. The positions of the Senate regarding specific matters shall be issued as decisions. The regulatory acts of the Senate shall be signed by the Rector and the Senate secretary.
- 9.6. A regulation or decision of the Senate is passed if more than half of the Senate members vote in favour, unless a larger majority requirement is set out in the Statutes.
- 9.7. The regulatory acts adopted by the Senate shall enter into force on the 4th day after their adoption unless a later effective date is set out in the adopted regulatory act and provided that the Rector has not imposed a veto.
- 9.8. If the Rector exercises their right of veto, the decision shall not enter into force in accordance with the procedure provided by the previous section and the Senate shall make a new decision within 30 days of the veto. To make a new decision, the Senate shall review the regulatory act to the extent necessitated by the reasoning of the veto and shall make any modifications necessary. The new decision shall enter into force on the date following its adoption unless otherwise set out in the adopted regulatory act.

10. Competence of the Rector

- 10.1. The Rector is the legal representative of the Academy who directs the Academy based on the Statutes, development plan, budget and other strategic documents of the Academy.

10.2. The Rector shall:

- 10.2.1. represent the Academy and perform transactions on behalf of the Academy or authorise other persons to do so if necessary;
- 10.2.2. be responsible for the general condition and development of the Academy, the implementation of the budget, and the lawful and rational use of financial resources;
- 10.2.3. ensure the implementation of regulations and decisions of the Council and the Senate;
- 10.2.4. have the right to impose a single veto on the Senate's regulation or decision within 3 days;
- 10.2.5. ensure the drafting of the statutes, development plan, financial plan and budget of the Academy;
- 10.2.6. approve the structure of and the bases for the activities of administrative and support departments;
- 10.2.7. approve the principles for the remuneration of work;
- 10.2.8. establish the internal procedure rules of EAMT;
- 10.2.9. approve the accounting rules and documentary procedure rules of EAMT;
- 10.2.10. determine the number of vice-rectors and their areas of responsibility;
- 10.2.11. appoint vice-rectors;
- 10.2.12. approve the activity plans of the structural units of the Academy;
- 10.2.13. during the Rector's absence, designate a substitute who shall have all the rights and obligations of the Rector except the right specified in this subsection;
- 10.2.14. set the prices for the services provided by the university or establish the basis for pricing;
- 10.2.15. report to the Council and Senate according to their respective competences;
- 10.2.16. perform other functions assigned to the Rector by the Statutes of the Academy or other regulations and decide on issues relating to the activity of the Academy which have not been placed within the competence of the Council or the Senate.

10.3. The Rector shall issue binding orders and decrees to all members of the Academy. The positions of the Rector containing general instructions shall be issued as decrees. The positions of the Rector regarding specific matters shall be issued as orders.

11. Election of the Rector

- 11.1. The Rector shall be elected no earlier than six months and no later than three months before the end of the term of the Rector in office. The Council shall set the election date.
- 11.2. To organise the election of the Rector, the Council shall set up an election committee consisting of three members and appoint the head of the committee. The election committee shall be set up six to eight months before the end of the term of the Rector in office or the acting rector in office as referred to in Section 12.6 of these Statutes.
- 11.3. If a member of the election committee is nominated as a rector candidate or if the impartiality of a member of the election committee is in doubt, the EAMT Council shall appoint a new member of the election committee to replace such a member.
- 11.4. Meetings of the election committee shall be called by the head of the committee. The election committee has a quorum if at least two members attend the meeting, including the head of the committee.
- 11.5. A decision of the election committee is adopted if at least two members of the committee are in favour. A decision of the election committee shall be formulated in writing and signed by all the committee members attending the meeting.
- 11.6. The election committee shall officially announce the elections at least two months before the election date in at least two national newspapers and on the Academy's website. The

official announcement shall specify the deadline for nominating candidates, which shall not be later than one month before the election date.

- 11.7. Rector candidates may be nominated by the Council, decision-making bodies of the academic departments, at least seven Senate members jointly, at least seven ordinary professors of the Academy jointly, the Rector in office and the former Rectors of the Academy.
- 11.8. Any person who has been elected to the post of professor may apply for the post of Rector of the EAMT.
- 11.9. A person who has been working as the Rector for the last two consecutive terms of office cannot apply for the post of Rector.
- 11.10. The election committee shall register all the candidates nominated according to the requirements of Section 11.7 of these Statutes. The head of the election committee shall notify each rector candidate of their nomination and may notify each candidate of the names of the other nominated candidates.
- 11.11. Within five working days of the end of the term for nomination of candidates, each rector candidate shall submit to the election committee their written consent for their candidacy, their resume and an activity plan for the term of the Rector's office. If a candidate does not submit their consent for their candidacy, the candidate shall be considered to have declined their candidacy.
- 11.12. One week after the end of the term for submission of candidates, the election committee shall disclose the names of the eligible rector candidates that have consented to their candidacy.
- 11.13. The election committee shall organise public meetings with the rector candidates at the Academy to present their activity plans. The activity plans of the rector candidates shall be published on the Academy's website.
- 11.14. The Rector shall be elected for a term of five years by an electoral body consisting of Council and Senate members, ordinary professors working for the Academy with at least half-time workload, and representatives of students nominated by the student council. Representatives of students, including student members of the Senate, shall form at least one-fifth of the electoral body.
- 11.15. The Council shall approve the list of members of the electoral body at least one month before the election. The Council secretary shall notify members of the electoral body of the time and place of the election meeting by email within three working days of the approval of the list of members of the electoral body.
- 11.16. The electoral body shall elect the Rector at the election meeting by secret ballot. The election meeting has a quorum if at least 60 per cent of the members of the electoral body attend. The election meeting is chaired by the head of the election committee or, in their absence, the eldest member of the election committee. Persons other than members of the electoral body may attend the election meeting only with the consent of the election committee.
- 11.17. The chair of the election meeting shall read out the names of the rector candidates registered by the election committee and introduce them by presenting their personal details and information on their compliance with the requirements for a rector candidate. Each candidate may make a presentation of up to 15 minutes before the beginning of voting. If there are multiple candidates, the order of their presentations shall be decided by drawing lots. Members of the electoral body cannot ask questions or speak at the election meeting, except on procedural matters.

- 11.18. A rector candidate may withdraw their candidacy until the beginning of the voting.
- 11.19. Each member of the electoral body shall vote in person.
- 11.20. The names of all the candidates shall be listed in a single ballot in alphabetical order.
- 11.21. Rector candidates that are members of the electoral body shall not participate in voting. The quorum shall be reduced accordingly and a relevant remark shall be entered in the minutes of voting.
- 11.22. The electoral body shall set up a vote counting committee of three members to count the votes. The members of the committee shall elect a head for the committee from among themselves. The minutes prepared by the vote counting committee shall specify the number of ballots handed out, the number of ballots in the ballot box, the number of invalid ballots and the number of votes given to each rector candidate. The minutes shall be signed by all members of the vote counting committee.
- 11.23. Each member of the electoral body shall tick the box for the candidate in the ballot to whom they give their vote. If the ballot contains the name of one candidate only, the member of the electoral body shall tick the box only if they vote in favour of the candidate.
- 11.24. A ballot is declared invalid if votes have been given to several rector candidates or if it is impossible to clearly identify which rector candidate received the vote.
- 11.25. The chair of the meeting shall present the minutes of the vote counting committee to the electoral body for approval. The electoral body shall approve the minutes by open ballot.
- 11.26. Any complaints about the election result or the voting procedure shall be made orally or in writing immediately after the reading out of the vote counting minutes. The head of the vote counting committee shall read out any written complaints to the electoral body. A recess shall be announced during which the vote counting committee shall review the complaints.
- 11.27. After the recess, the head of the vote counting committee shall announce the committee's decision on whether or not the complaint was accepted. If the complaint leads to a situation requiring a new ballot, the ballot shall be held pursuant to the provisions of these Statutes.
- 11.28. The candidate that receives the votes of more than half of the voters attending the election meeting shall be elected.
- 11.29. If there are more than two candidates and none of them receives the required number of votes, a second round of voting shall be held immediately for the two candidates that received the most votes. If several candidates receive an equal number of votes, an additional ballot shall be held to identify which candidates will go on to the next round.
- 11.30. If there are two candidates and none of them receives the required number of votes, a new round of voting shall be held for the candidate that received more votes.
- 11.31. If all the candidates in a round receive equal numbers of votes or if the single candidate in the round does not receive the required number of votes, the Rector is not elected.

12. Performance of the duties of the Rector

- 12.1. The head of the Council shall enter into a contract with the Rector under the conditions agreed by the Council; the contract shall set out the rights and obligations of the Rector, the remuneration payable to the Rector and other conditions necessary for the Rector's work. The provisions of the Law of Obligations Act concerning the authorisation agreement shall be applied to the contract.
- 12.2. The length of employment as the Rector shall be regarded as equal to the length of employment as a professor.

- 12.3. An employee of the Academy who has been elected as the Rector shall have the right, after the expiry of the mandate of the Rector, to continue working in an equivalent position to that in which they worked in the Academy prior to being elected as the Rector.
- 12.4. The Council and the Senate shall have the right to present an expression of no confidence in the Rector, and the Rector shall be released from office before the term of expiry of the contract if two thirds of the members of both bodies are in favour of such decision. An expression of no confidence in the Rector may be presented if the Rector is in breach of the law or the Statutes or fails to perform the duties of the Rector. The Senate meeting discussing the matter of expressing no confidence in the Rector shall be chaired by the eldest member of the Senate.
- 12.5. The mandate of the Rector shall expire upon the expiry of the term of the contract signed with the Rector or, in the event of resignation, on the date of release from the Rector's duties, or on the date of release before the end of the term of the Contract.
- 12.6. If the Rector's mandate expires and a new Rector has not been elected by the time of the expiry, the Council shall appoint an acting Rector for up to one year until a new Rector has been elected.

13. Rector's Office

- 13.1. The Rector's Office is the executive body of the Academy. The Rector's Office includes the Rector, vice-rectors and the Director of Administration and Finance.
- 13.2. A vice-rector shall:
 - 13.2.1. manage and be responsible for the development of the area of responsibility designated by the Rector, which is related to the mission and duties of the Academy;
 - 13.2.2. comply with the orders and instructions of the Rector;
 - 13.2.3. represent the Academy in relations with third parties under the powers granted by the Rector;
 - 13.2.4. give orders in the vice-rector's field of responsibility, which shall be binding on all members of the Academy;
 - 13.2.5. substitute for the Rector and other members of the Rector's Office pursuant to the procedure decided by the Rector;
 - 13.2.6. report to the Rector.
- 13.3. The Rector appoints a vice-rector for a term of up to five years and signs a fixed-term employment contract with the vice-rector.
- 13.4. The mandate of the vice-rector ends at the same time as the mandate of the Rector having appointed the vice-rector. In the case specified in Section 12.6, the vice-rector shall remain in office until the new Rector assumes office.
- 13.5. If the vice-rector worked in an academic position before assuming office as a vice-rector, their length of employment as a vice-rector shall be regarded as equal to their length of employment in the academic position.
- 13.6. An employee of the Academy who has been appointed as a vice-rector shall have the right, after the expiry of the mandate of the vice-rector, to continue working in an equivalent position to that in which they worked in the Academy prior to being appointed as a vice-rector.
- 13.7. The Rector and vice-rectors are entitled to one free semester per term of office, which shall be used in proportion to the duration of office after leaving the position of Rector or vice-rector in order to return to academic life. Upon more than one consecutive term of office the Rector and vice-rectors are entitled to a maximum of two free semesters.

- 13.8. The Director of Administration and Finance shall:
- 13.8.1. direct the financial, economic and administrative affairs of the Academy;
 - 13.8.2. comply with the orders and instructions of the Rector;
 - 13.8.3. represent the Academy in relations with third parties under the powers granted by the Rector;
 - 13.8.4. give orders in the field of responsibility of the Director of Administration and Finance, which shall be binding on all members of the Academy;
 - 13.8.5. report to the Rector.

III STRUCTURE AND MANAGEMENT OF STRUCTURAL UNITS

14. Structure

- 14.1. The structure of the Academy is divided into the academic structure and the administrative and support structure. Academic departments conduct studies and engage in creative work, research and development. Administrative and support departments ensure the functioning of the Academy and offer the support services necessary for educational, creative, research and development activities.
- 14.2. The names, spheres of responsibility and bases for the activities of the academic departments shall be established by the Senate.
- 14.3. The names, objectives and bases for the activities of administrative and support departments shall be established by the Rector.

15. Management of structural units

- 15.1. An academic department shall have a decision-making body and a head that shall be elected or appointed for a fixed term pursuant to the procedure established by the Senate. The exact title and competence of the decision-making body and the head of the department shall be established by the Senate.
- 15.2. The heads of administrative and support departments shall be appointed and released by the Rector.
- 15.3. Heads of departments give orders within the limits of their competence, which shall be binding on all members of the department.

IV MEMBERS

16. Membership

- 16.1. The members of the Academy are the Rector, employees, students, emerita, honorary doctors and honorary members.

17. Students

- 17.1. A student is a person studying at the Academy at the level of higher education from matriculation to exmatriculation.
- 17.2. Students of the Academy constitute the Academy's student body.
- 17.3. The representative body of the students is the student council, in the election of which every student has the right to vote.

17.4. The bases of the activity of the student body are set out in the statutes of the student body, which shall be adopted by the student council and approved by the Senate. The statutes of the student body shall be adopted by the student council if two thirds of the student council vote in favour.

18. Staff

18.1. The staff of the Academy consists of academic staff and non-academic staff.

18.2. Academic staff have the status of an ordinary staff member or a visiting staff member. Academic staff conduct studies and engage in creative work, research and development according to the duties of their position. In addition to that, academic staff may perform managerial or administrative duties relating to academic activities.

18.3. The titles and grades of academic positions are established by the Senate according to Article 33 of the Higher Education Act.

18.4. The professional requirements for academic positions and the criteria and procedure for the fulfilment of academic positions shall be established by the Senate.

18.5. Once every five years, an ordinary member of the academic staff shall be entitled to a semester free of teaching duties, during which their employment duties include their professional skills improvement, research and development or creative work. The conditions and procedure for applying for and using a free semester shall be established by the Senate.

18.6. The Academy shall evaluate an ordinary academic staff member at least once every five years of employment. Where an academic staff member does not pass an evaluation, the employment contract concluded with them may be terminated extraordinarily on the conditions and in accordance with the procedure provided for in the Employment Contracts Act.

19. Emerita

19.1. An emeritus is an academic staff member that has worked for the Academy for a long time and reached retirement age, to whom the Senate has granted the emeritus status in order to support the resignation of the employee from active teaching, research and development activities.

19.2. Where the academic staff member accepts the emeritus status, the Academy has the right to ordinarily terminate the employment contract on the basis of which the staff member is employed, notifying the staff member thereof at least two months in advance.

20. Honorary doctors and honorary members

20.1. An honorary doctor is a prominent cultural figure or scholar not working for the Academy, whom the Senate has elected as an honorary doctor for their significant role in the development of Estonian music and dramatic culture or promoting the international reputation and strengthening the international relations of the Academy.

20.2. An honorary member is a natural or legal person that has made a remarkable contribution to the development of the Academy and the achievement of its statutory objectives through their activity or financial support.

V ASSETS, FINANCING, REPORTING AND AUDITING

21. Assets

21.1. The Academy holds, uses and disposes of its assets for the fulfilment of the Academy's mission in line with the Academy Act.

- 21.2. Immovable property may be acquired, transferred or encumbered with a restricted real right with the decision of the Council on the proposal of the Rector and on the conditions and pursuant to the procedure established by the Council.
- 21.3. The conditions and procedure for the use and disposal of movable property shall be established by the Rector. The Council may set restrictions on the disposal of movable property.
- 21.4. Assets may be given to the use of another person for a fixed or indefinite term if this is necessary for fulfilling the mission of the Academy. The Rector or a person designated by the Rector have the right to give assets to the use of another person pursuant to the procedure established by the Rector.

22. Financing and budget

- 22.1. The activities of the Academy shall be financed from the state budget and also from funds received from the compensation of study expenses and provision of paid services arising from the principal activity of the Academy and from other sources.
- 22.2. A balanced budget shall be compiled of all income and expenses of the EAMT.

23. Reporting

- 23.1. The university shall report on its activities to the extent and pursuant to the procedure set out by law or in an instrument established on the basis of law.

24. Auditing

- 24.1. The annual accounts of the Academy shall be audited by an auditor appointed by the Council.
- 24.2. The Council shall establish the procedure and the validity of the powers of the audit committee and appoint the members of the audit committee.
- 24.3. The Council shall decide on the internal auditing of the university.

VI AMENDMENTS TO, DECLARATION OF INVALIDITY, IMPLEMENTATION AND TRANSITIONAL PROVISIONS OF THE STATUTES

25. Amendments to the Statutes

- 25.1. The Senate shall present amendments to or a new version of the Statutes to the Council if the relevant draft has been approved by at least a two-thirds majority of the Senate members.
- 25.2. The Council shall adopt amendments to or a new version of the Statutes by at least a two-thirds majority of the Council members.

26. Declaration of invalidity

- 26.1. Upon the entry into force of these Statutes, Council of the Estonian Academy of Music and Theatre Regulation No 26 of 17 May 2017 “Statutes of the Estonian Academy of Music and Theatre” and any later modifications thereof become invalid.

27. Implementation of Statutes

- 27.1. The regulatory acts of the Academy shall be brought into conformity with these Statutes by 1 March 2020 at the latest.

28. Transitional provisions

28.1. The mandates of the academic staff elected to the Senate under Decision No 17 of 11 September 2019 of the Council formed under the Universities Act shall be valid until 30 June 2023.