ADOPTED by Regulation No 1 of the Council of the Estonian Academy of Music and Theatre of 27 January 2020 (entry into force on 11 February 2020)

AMENDED by Decision No 1-6/6 of the Council of the Estonian Academy of Music and Theatre of 8 December 2025 (entry into force on 23 December 2025)

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 (hereinafter the *Academy*) is a university of music and theatre operating as a legal person governed by public law pursuant to the Estonian Academy of Music and Theatre Act (hereinafter the *Academy Act*), the Higher Education Act, these Statutes and other legislation.

1.2. The full name of the Academy in Estonian is Eesti Muusika- ja Teatriakadeemia, abbreviated as EMTA. Its name in English is Estonian Academy of Music and Theatre, abbreviated as EAMT.

1.3. The Academy is located in Tallinn. Its structural units may also be located elsewhere.

2. Objective and functions

2.1. The objective of the Academy is to contribute to the sustainable development of society and to increasing the welfare of the people through research, teaching, development and creative work of a high international standard and through innovative services based on that work.

2.2. To achieve its objective, the Academy shall:

2.2.1. provide opportunities to acquire higher education at all levels in music, dramatic art and related fields, based on research, development and creative activities;
2.2.2. promote music, dramatic art and related fields, foster the next generation of professionals in these fields, ensure opportunities for lifelong learning, and provide public services based on teaching, creative activities, research and development;
2.2.3. cooperate with other educational institutions and other organisations to promote music and theatre education, supporting the spread of creative thinking and the continuity of the Estonian language and culture;
2.2.4. promote research, including artistic research;
2.2.5. organise concerts, performances, conferences, masterclasses and other events;
2.2.6. publish, disseminate and popularise the results of creative work and research;
2.2.7. develop a research library specialising in music and theatre that serves the members of the Academy and provides public services;
2.2.8. cooperate with music and theatre schools at all levels in Estonia;
2.2.9. inform the public of its activities;
2.2.10. pursue other activities that contribute to achieving its objective.

II GOVERNANCE

3. Governing bodies

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

4. Powers of the Council

4.1. The Council is the governing body of the Academy responsible for its long-term and sustainable development and for making major economic, financial and property-related decisions, ensuring that the Academy achieves its objectives.

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 Academy's budget and the report on its implementation, the financial plan and the annual report;
4.2.4. decide, on the proposal of the Rector, on the acquisition and disposal of immovable property, the encumbrance of such property with limited real rights, and the taking out of loans by the Academy;
4.2.5. decide, on the proposal of the Rector, on the principles for establishing legal persons and participating in them;
4.2.6. set the date for the election of the Rector and establish the Election Committee in accordance with these Statutes;
4.2.7. appoint the external auditor;
4.2.8. appoint the members of the Audit Committee;
4.2.9. arrange internal audits where necessary;
4.2.10. perform other functions assigned to it by law or by these Statutes.

5. Composition of the Council

5.1. The Council shall be formed in accordance with the procedure laid down in the Academy Act. The Council shall consist of seven members, three of whom shall be appointed by the Senate of the Academy.

5.2. The Rector shall set the deadline for nominating candidates for the Council seats to be filled by the Senate. Candidates may be nominated jointly by at least three members of the Senate, with each Senate member entitled to nominate up to three candidates (up to one candidate in the circumstances described in clause 5.6 of these Statutes).

5.3. A candidate's written consent is required for their nomination.

5.4. Candidates must have the requisite knowledge of the Academy's fields of activity and an impeccable reputation.

5.5. The Senate shall decide by secret ballot on the appointment of Council members to be appointed by the Senate. Each Senate member may vote for up to three candidates (one candidate in the circumstances described in clause 5.6 of these Statutes). The three candidates receiving the most votes shall be appointed to the Council (the candidate receiving the most votes in the circumstances described in clause 5.6 of these Statutes). Where necessary, an additional ballot shall be held between candidates receiving an equal number of votes.

5.6. The institution, governing body or person that appointed a Council member may, for good reason, recall that member before the end of their term of office. If a Council member is recalled or resigns, a new member shall be appointed without delay for the remainder of the term of office of the member being replaced.

5.7. The recall of a Council member appointed by the Senate requires a majority of at least two thirds of the full membership of the Senate in a secret ballot.

6. Rules of procedure and legal acts of the Council

6.1. The Rector shall convene the first meeting of each newly constituted Council and set its agenda.

6.2. The Council shall elect a Chair from among its members to chair its meetings. In the absence of the Chair, the oldest Council member present shall act in their place.

6.3. The Rector shall appoint a Secretary to the Council from among the employees of the Academy. 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 according to a schedule approved by the Council. The Chair shall convene an extraordinary meeting on their own initiative or on the proposal of at least four Council members or of the Senate.

6.5. The Secretary to the Council shall send the agenda of a Council meeting, together with draft regulations and decisions submitted for adoption, to Council members at least seven days before the meeting. A matter raised at the meeting that requires a decision shall be added to the agenda if a majority of the Council members attending vote in favour of its inclusion.

6.6. The legal acts of the Council shall be decisions and regulations adopted within its powers. A determination of the Council containing general rules shall be formalised as a regulation. A determination on an individual matter shall be formalised as a decision. The Council's legal acts shall be signed by all Council members and the Secretary to the Council.

6.7. A Council regulation or decision shall be adopted if at least four Council members vote in favour, unless these Statutes require a larger majority.

6.8. The Statutes and amendments thereto, the budget and the development plan adopted by the Council shall enter into force on the fifteenth day after their adoption, unless the adopted legal act specifies a later date of entry into force, and provided that the Senate has not vetoed them. Other legal acts of the Council shall enter into force on the day following their adoption, unless otherwise specified in the adopted legal act.

6.9. If the Senate exercises its right of veto, the decision shall not enter into force in accordance with the preceding clause, and the Council shall adopt a new decision within 30 days of the veto. To adopt a new decision, the Council shall reconsider the legal act to the extent required by the reasons for the veto and shall make amendments where necessary. The new decision shall enter into force on the day following its adoption, unless otherwise specified in the adopted legal act.

6.10. In making decisions, a Council member shall be independent of the person or body that appointed or elected them and, in the work of the Council, shall act in good faith and according to their best judgement in the interests of the university as a whole.

6.11. The Rector shall attend ordinary Council meetings with the right to speak, except when a matter concerning the Rector personally is being discussed.

6.12. Persons invited by the Council may attend Council meetings with the right to speak.

6.13. Council members shall be entitled to obtain from the Rector the information necessary for performing the Council's functions.

6.14. Council members shall receive monthly remuneration calculated, for each calendar month, at one half of the minimum monthly wage established by the Government of the Republic for the Chair and one third of that minimum wage for other members.

7. Powers of the Senate

7.1. The Senate is the academic decision-making body of the Academy responsible for its research, development, creative activities and teaching, and for ensuring their high quality.

7.2. The Senate shall:

7.2.1. submit the Statutes and development plan to the Council for adoption;
7.2.2. have the right, within 14 days, to exercise a one-time veto over a Council decision to adopt the Statutes, budget or development plan, provided that at least two thirds of the full membership of the Senate vote in favour of the veto;
7.2.3. establish the principles for quality management in the Academy's teaching, research and creative activities;
7.2.4. establish the principles of academic ethics and the rules governing the work of the Academic Ethics Committee;
7.2.5. determine the academic structure of the Academy and approve the statutes of its structural units;
7.2.6. approve the statutes of the student body;
7.2.7. approve, amend and discontinue curricula;
7.2.8. decide on the introduction of a joint curriculum, approve the conclusion of the cooperation agreement for that curriculum, and approve the joint curriculum;
7.2.9. approve the Regulations of Studies at EAMT;
7.2.10. establish the conditions and procedure for the admission of students to, and their removal from, the Academy;
7.2.11. establish the conditions and procedure for the recognition of students' prior learning and work experience;
7.2.12. establish the conditions and procedure for the progress review of doctoral students and doctoral defences;
7.2.13. establish the conditions and procedure for awarding scholarships and study allowances;
7.2.14. set the rates of fees relating to students' studies;
7.2.15. establish the principles for the provision of continuing education;
7.2.16. establish the requirements applicable to academic staff, the conditions and procedure for filling academic positions, and the conditions and procedure for the evaluation of academic staff;
7.2.17. confer emeritus status and elect honorary doctors and honorary members;
7.2.18. [Repealed by EAMT Council Decision No 1-6/6 of 8 December 2025; entry into force on 23 December 2025.]
7.2.19. establish standing and temporary committees, where necessary, to prepare matters within the Senate's powers;
7.2.20. perform other functions assigned to it by law or by these Statutes.

8. Composition of the Senate

8.1. The Senate shall consist of up to 25 members, including:

8.1.1. the Rector, who shall be the Chair of the Senate;
8.1.2. up to three members of the Rector's Office appointed by the Rector;
8.1.3. the Head of the Registry and Student Affairs Department;
8.1.4. the Chair of the Doctoral Council;
8.1.5. the Deputy Chair of the Doctoral Council;
8.1.6. the heads of academic departments;
8.1.7. representatives of academic staff;
8.1.8. student representatives.

8.2. Academic staff shall have nine representatives in the Senate, elected for three years by secret ballot at general meetings of the academic departments. At least one representative shall be elected from each department. The remaining seats shall be allocated among departments in proportion to the number of academic staff employed in established posts in each department, calculated on a full-time equivalent basis. All academic staff employed in

established posts at the Academy at a workload of at least 0.5 full-time equivalent shall be entitled to stand for election, nominate candidates and vote.

8.3. Students shall have five representatives in the Senate. Student representatives shall be appointed by the Student Council for one year, ensuring representation of students at all levels of study.

8.4. A Senate member may not simultaneously be a member of the Council.

8.5. Representatives' terms of office as Senate members shall begin on 1 July of the year of election. The Rector shall approve the composition of the Senate.

8.6. If an academic staff representative or a student representative ceases to be, or is removed as, a member of the Academy, or resigns from the Senate, the Rector shall remove them from the Senate by order, and a replacement member shall be elected or appointed outside the regular cycle in accordance with the procedure set out above.

8.7. The term of office of a replacement Senate member elected or appointed outside the regular cycle shall begin when the Rector approves their membership of the Senate and shall end upon expiry of the term of office of the member being replaced.

9. Rules of procedure and legal acts of the Senate

9.1. Ordinary Senate meetings shall be held at least six times a year according to a schedule approved by the Senate. An extraordinary meeting may be convened by the Rector or by at least one third of Senate members to decide on matters raised by them.

9.2. Senate meetings shall be chaired by the Rector or, in the Rector's absence, by a Vice Rector or another Senate member designated by the Rector.

9.3. The Rector shall appoint a Secretary to the Senate from among the employees of the Academy. The Secretary shall not be a Senate member.

9.4. The Secretary to the Senate shall send the agenda of a Senate meeting, together with draft regulations and decisions submitted for adoption, to Senate members at least five days before the meeting. A matter raised at the meeting that requires a decision shall be added to the agenda if a majority of Senate members attending vote in favour of its inclusion.

9.5. The legal acts of the Senate shall be decisions and regulations adopted within its powers. A determination of the Senate containing general rules shall be formalised as a regulation. A determination on an individual matter shall be formalised as a decision. The Senate's legal acts shall be signed by the Rector and the Secretary to the Senate.

9.6. A Senate regulation or decision shall be adopted if more than half of the Senate members vote in favour, unless these Statutes require a larger majority.

9.7. Legal acts of the Senate shall enter into force on the fourth day after their adoption, unless the adopted legal act specifies a later date of entry into force, and provided that the Rector has not vetoed them.

9.8. If the Rector exercises the right of veto, the decision shall not enter into force in accordance with the preceding clause, and the Senate shall adopt a new decision within 30 days of the veto. To adopt a new decision, the Senate shall reconsider the legal act to the extent required by the reasons for the veto and shall make amendments where necessary. The new decision shall enter into force on the day following its adoption, unless otherwise specified in the adopted legal act.

10. Powers of the Rector

10.1. The Rector is the legal representative of the Academy and shall lead the Academy in accordance with its Statutes, development plan, budget and other strategic documents.

10.2. The Rector shall:

10.2.1. represent the Academy and enter into transactions on its behalf, authorising other persons to do so where necessary;
10.2.2. be responsible for the Academy's overall state and development, the implementation of its budget, and the lawful and appropriate use of its funds;
10.2.3. ensure implementation of Council and Senate regulations and decisions;
10.2.4. have the right, within three days, to exercise a one-time veto over a Senate regulation or decision;
10.2.5. ensure the preparation of drafts of the Academy's Statutes, development plan, financial plan and budget;
10.2.6. approve the structure of administrative and support units and the rules governing their activities;
10.2.7. approve the principles of remuneration;
10.2.8. establish the Academy's internal rules;
10.2.9. approve the Academy's accounting policies and procedures and its records management rules;
10.2.10. determine the number of Vice Rectors and their areas of responsibility;
10.2.11. appoint the Vice Rectors;
10.2.12. approve the action plans of the Academy's structural units;
10.2.13. designate a substitute for periods of absence, who shall have all the rights and duties of the Rector except the right specified in this clause;
10.2.14. set the prices of services provided by the university or the principles for determining those prices;
10.2.15. be accountable to the Council and the Senate within their respective powers;
10.2.16. perform other functions assigned to the Rector by these Statutes or other legislation and decide on matters relating to the Academy's activities that do not fall within the powers of the Council or the Senate.

10.3. The Rector shall issue orders and directives binding on all members of the Academy. A determination of the Rector containing general rules shall be formalised as a directive. A determination on an individual matter shall be formalised as an order.

11. Election of the Rector

11.1. The election of the Rector shall take place no earlier than six months and no later than three months before the end of the incumbent Rector's term of office. The Council shall set the election date.

11.2. To organise the election of the Rector, the Council shall establish a three-member Election Committee and appoint its Chair. The Election Committee shall be established six to eight months before the end of the term of office of the incumbent Rector or of the Acting Rector referred to in clause 12.6 of these Statutes.

11.3. If a member of the Election Committee is nominated as a candidate for Rector, or if doubts arise as to a member's impartiality, the Council of the Academy shall appoint a new member to replace them on the Election Committee.

11.4. Meetings of the Election Committee shall be convened by its Chair. The Election Committee shall have a quorum if at least two members, including the Chair, attend the meeting.

11.5. A decision of the Election Committee shall be adopted if at least two members vote in favour. The decision shall be drawn up in writing and signed by all Election Committee members who attended the meeting.

11.6. The Election Committee shall officially announce the election at least two months before the election date in at least two newspapers with nationwide circulation and on the Academy's

website. The official notice shall specify the deadline for nominating candidates, which shall be no later than one month before the election date.

11.7. Candidates for Rector may be nominated by the Council, the decision-making bodies of academic units, at least seven Senate members acting jointly, at least seven regular professors of the Academy acting jointly, the incumbent Rector and former Rectors of the Academy.

11.8. A person who holds or has held a professorship to which they were elected may stand for election as Rector.

11.9. A person who has served as Rector of the Academy for the two immediately preceding consecutive terms may not stand for election as Rector.

11.10. The Election Committee shall register all candidates duly nominated under clause 11.7 of these Statutes. The Chair of the Election Committee shall inform each candidate of their nomination and may disclose to nominated candidates the names of all other nominated candidates.

11.11. Within five working days after the nomination deadline, a candidate for Rector shall submit to the Election Committee written consent to stand for election, a *curriculum vitae* and an action plan for their term as Rector. Failure to submit consent to stand for election shall be deemed a refusal to stand.

11.12. One week after the nomination deadline, the Election Committee shall publish the names of eligible candidates who have consented to stand for election.

11.13. The Election Committee shall organise public meetings at the Academy with candidates for Rector to present their action plans. Candidates' action plans shall be published on the Academy's website.

11.14. The Rector shall be elected for five years by an Electoral College comprising Council and Senate members, regular professors employed at the Academy at a workload of at least 0.5 full-time equivalent, and student representatives appointed by the Student Council. Student representatives, including student representatives who are Senate members, shall constitute at least one fifth of the Electoral College.

11.15. The Council shall approve the list of Electoral College members no later than one month before the election. The Secretary to the Council shall notify Electoral College members by email of the time and place of the election meeting within three working days after approval of the list.

11.16. The Electoral College shall elect the Rector by secret ballot at an election meeting. The election meeting shall have a quorum if at least 60 per cent of Electoral College members attend. The meeting shall be chaired by the Chair of the Election Committee or, in their absence, by the oldest member of the Election Committee. Persons other than Electoral College members 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 candidates registered by the Election Committee and introduce them, providing personal particulars and information on their compliance with the eligibility requirements for candidates for Rector. Before voting begins, each candidate shall be entitled to make an address lasting up to 15 minutes. Where there is more than one candidate, the speaking order shall be determined by drawing lots. Electoral College members may not ask questions or take the floor at the election meeting except on procedural matters.

11.18. A candidate for Rector may withdraw their candidacy at any time before voting begins.

11.19. Each member of the Electoral College shall vote in person.

11.20. The names of all candidates shall appear on a single ballot paper in alphabetical order.

11.21. A candidate for Rector who is a member of the Electoral College shall not participate in the voting. The quorum shall be reduced accordingly, and a corresponding entry shall be made in the voting record.

11.22. The Electoral College shall establish a three-member Vote Counting Committee to count the votes. The Committee members shall elect a Chair from among themselves. The record drawn up by the Vote Counting Committee shall state the number of ballot papers issued, the number of ballot papers in the ballot box, the number of invalid ballot papers and the number of votes cast in favour of each candidate for Rector. All members of the Vote Counting Committee shall sign the record.

11.23. Each Electoral College member shall place a cross in the box next to the name of the candidate for whom they vote. If only one candidate's name appears on the ballot paper, the Electoral College member shall place a cross in the box if they vote in favour of that candidate.

11.24. A ballot paper shall be declared invalid if a vote in favour has been cast for more than one candidate for Rector or if the candidate receiving the vote cannot be identified unambiguously from the ballot paper.

11.25. The chair of the meeting shall submit the Vote Counting Committee's record to the Electoral College for approval. The Electoral College shall approve the record by an open vote.

11.26. Objections concerning the election results or voting procedure shall be submitted orally or in writing immediately after the vote counting record has been read out. The Chair of the Vote Counting Committee shall read out written objections to the Electoral College. The meeting shall be suspended to allow the Vote Counting Committee to consider the objections.

11.27. When the meeting resumes, the Chair of the Vote Counting Committee shall announce the Committee's decision to uphold or reject each objection. If a new ballot is required as a result of an objection, it shall be conducted in accordance with these Statutes.

11.28. A candidate shall be elected if more than half of the electors attending the election meeting vote in their favour.

11.29. If there are more than two candidates and no candidate receives the required number of votes in favour, a second round of voting shall be held immediately between the two candidates receiving the most votes in favour. If candidates receive an equal number of votes, an additional ballot shall be held to determine which candidates proceed to the next round.

11.30. If there are two candidates and neither receives the required number of votes in favour, a further round of voting shall be held with the candidate who received more votes in favour.

11.31. If all candidates participating in a round of voting receive an equal number of votes in favour, or if a candidate in a round with only one candidate fails to receive the required number of votes in favour, no Rector shall be elected.

12. Performance of the Rector's duties

12.1. The Chair of the Council shall conclude a contract with the Rector on the terms agreed by the Council, specifying the Rector's rights and duties, the remuneration payable to the Rector and other conditions necessary for performing the role. The provisions of the Law of Obligations Act governing authorisation agreements shall apply to the contract.

12.2. Time served as Rector shall be treated as time served as a professor.

12.3. An employee of the Academy elected as Rector shall, after leaving office as Rector, be entitled to continue working in a position equivalent to the one they held at the Academy before being elected Rector.

12.4. The Council and the Senate shall have the right to express no confidence in the Rector, and the Rector shall be removed from office before expiry of the contract if two thirds of the full membership of each body vote in favour of that decision. A vote of no confidence may be passed if the Rector breaches the law or these Statutes or fails to perform their duties adequately. When a motion of no confidence in the Rector is discussed, the Senate meeting shall be chaired by its oldest member.

12.5. The Rector's authority shall end upon expiry of the contract concluded with the Rector, on the date on which the Rector is relieved of their duties following voluntary resignation, or on the date of removal from office before expiry of the contract.

12.6. If the Rector's authority ends and a new Rector has not been elected by that time, the Council shall appoint an Acting Rector until a new Rector is elected, but for no longer than one year.

13. **Rector's Office**

13.1. The Rector's Office is the executive management team of the Academy. It shall comprise the Rector, the Vice Rectors and the head or heads of areas of responsibility designated by the Rector.

13.2. A Vice Rector shall:

13.2.1. lead an area of activity assigned by the Rector and related to the Academy's objective and functions, and be responsible for its development;
13.2.2. comply with the Rector's orders and instructions;
13.2.3. represent the Academy in dealings with third parties under the authority granted by the Rector;
13.2.4. issue orders within their area of activity that are binding on all members of the Academy;
13.2.5. deputise for the Rector and other members of the Rector's Office in accordance with the procedure determined by the Rector;
13.2.6. report to the Rector.

13.3. A Vice Rector shall be appointed by the Rector for up to five years, and the Rector shall conclude a fixed-term employment contract with them.

13.4. A Vice Rector's authority shall end at the same time as that of the Rector who appointed them. In the circumstances referred to in clause 12.6, a Vice Rector shall remain in office until the new Rector takes office.

13.5. For a person who held an academic position before becoming a Vice Rector, time served as Vice Rector shall be treated as time served in an academic position.

13.6. An employee of the Academy appointed as Vice Rector shall, after leaving office as Vice Rector, be entitled to continue working in a position equivalent to the one they held at the Academy before being appointed Vice Rector.

13.7. The Rector and Vice Rectors shall be entitled to one semester of leave per term of office, calculated in proportion to the time served in office. The leave shall be taken after leaving office to facilitate a return to academic life. In the case of consecutive terms of office, the entitlement shall be limited to two semesters of leave.

13.8. A head of an area of responsibility shall:

13.8.1. lead the area of activity assigned by the Rector and the work of the support units within it. The Rector shall recruit the head of an area of responsibility through an open competition;
13.8.2. comply with the Rector's orders and instructions;
13.8.3. be responsible for the development of their area of responsibility;

13.8.4. represent the Academy in dealings with third parties under the authority granted by the Rector;
13.8.5. issue orders within their area of activity that are binding on all members of the Academy;
13.8.6. report to the Rector.

III STRUCTURE AND MANAGEMENT OF STRUCTURAL UNITS

14. Structure

14.1. The structure of the Academy shall comprise an academic structure and an administrative and support structure. Academic units shall provide teaching and undertake creative work, research and development. Administrative and support units shall ensure the functioning of the Academy and provide the support services necessary for teaching, creative work, research and development.

14.2. The Senate shall establish the names and areas of responsibility of academic units and the rules governing their activities.

14.3. The Rector shall establish the names and objectives of administrative and support units and the rules governing their activities.

15. Management of structural units

15.1. Each academic unit shall have a decision-making body and a head elected or appointed for a fixed term in accordance with the procedure established by the Senate. The Senate shall determine the specific titles and powers of the decision-making body and the head.

15.2. The Rector shall appoint and dismiss the heads of administrative and support units.

15.3. Within their powers, heads of units shall issue orders binding on all members of their unit.

IV MEMBERSHIP

16. Composition of the membership

16.1. The members of the Academy shall comprise the Rector, employees, students, emeriti, honorary doctors and honorary members.

17. Students

17.1. A student is a person studying at higher education level at the Academy from admission to studies (matriculation) until removal from studies (exmatriculation).

17.2. The students of the Academy shall constitute its student body.

17.3. The representative body of the student body shall be the Student Council, in whose election all students shall be entitled to vote.

17.4. The rules governing the activities of the student body shall be laid down in its statutes, adopted by the Student Council and approved by the Senate. The statutes of the student body shall be deemed adopted by the Student Council if two thirds of its members have voted in favour.

18. Employees

18.1. The employees of the Academy shall comprise academic and non-academic staff.

18.2. Academic staff shall have the status of regular or visiting staff. They shall provide teaching and undertake creative work, research and development in accordance with their duties. Academic staff may also perform managerial or administrative duties related to academic activities.

18.3. The Senate shall establish the titles and career levels of academic positions in accordance with section 33 of the Higher Education Act.

18.4. The Senate shall establish the requirements applicable to academic positions and the conditions and procedure for filling them.

18.5. Once every five years, a regular member of academic staff shall be entitled to one semester free from teaching, during which their duties shall relate to professional development, research and development, or creative work. The Senate shall establish the conditions and procedure for applying for and taking such a semester.

18.6. The Academy shall evaluate each regular member of academic staff at least once in every five years of employment. If a member of academic staff fails the evaluation, their employment contract may be cancelled extraordinarily under the conditions and in accordance with the procedure laid down in the Employment Contracts Act.

19. **Emeriti**

19.1. An emeritus is a member of academic staff who has worked at the Academy for a long period and reached the statutory retirement age, and to whom the Senate has granted emeritus status to support their withdrawal from active teaching, research and development.

19.2. If a member of academic staff accepts emeritus status, the Academy shall have the right to terminate their employment contract by ordinary termination, giving at least two months' notice.

20. **Honorary doctors and honorary members**

20.1. An honorary doctor is a distinguished cultural figure or researcher not employed by the Academy whom the Senate has elected as an honorary doctor for significantly influencing the development of Estonian music and theatre culture, or for enhancing the Academy's international recognition and strengthening its international links.

20.2. An honorary member is a natural or legal person who, through their activities or material support, has made a significant contribution to the development of the Academy and to achieving its objectives under these Statutes.

V Property, financing, reporting and auditing

21. **Property**

21.1. The Academy shall possess, use and dispose of its property to achieve its objective in accordance with the Academy Act.

21.2. Immovable property may be acquired, disposed of or encumbered with a limited real right on the basis of a Council decision adopted on the proposal of the Rector and under the conditions and in accordance with the procedure established by the Council.

21.3. The Rector shall establish the conditions and procedure for the use and disposal of movable property. The Council may impose restrictions on the disposal of movable property.

21.4. Property may be made available for use by another person for a fixed or an indefinite term if this is necessary to achieve the Academy's objective. The Rector or a person designated by the Rector shall be entitled to make property available for use by another person in accordance with the procedure established by the Rector.

22. **Financing and budget**

22.1. The Academy's activities shall be financed from the state budget, from funds received as reimbursement of study costs and from the provision of paid services arising from the Academy's core activities, and from other sources.

22.2. A balanced budget shall be prepared covering all income and expenditure of the Academy.

23. **Reporting**

23.1. The university shall report on its activities to the extent and in accordance with the procedure prescribed by or under law.

24. **Auditing**

24.1. The Academy's annual financial statements shall be audited by an auditor appointed by the Council.

24.2. The Council shall determine the Audit Committee's rules of procedure and term of office and appoint its members.

24.3. The Council shall decide on the arrangements for the university's internal auditing.

VI Amendment, repeal and implementation of the Statutes and transitional provisions

25. **Amendment of the Statutes**

25.1. The Senate shall submit amendments to the Statutes or a new version of the Statutes to the Council for adoption if the relevant draft has been approved by the votes of at least two thirds of the full membership of the Senate.

25.2. The Council shall adopt amendments to the Statutes or a new version of the Statutes by the votes of at least two thirds of its full membership.

26. **Repeal**

26.1. Upon entry into force of these Statutes, Council Regulation No 26 of 17 May 2017, entitled “Statutes of the Estonian Academy of Music and Theatre”, and its subsequent amendments shall cease to have effect.

27. **Implementation of the Statutes**

27.1. The Academy's legal acts shall be brought into conformity with these Statutes by 1 March 2020 at the latest.

28. **Transitional provisions**

28.1. The terms of office of academic staff representatives elected to the Senate pursuant to Decision No 17 of 11 September 2019 of the Council constituted under the Universities Act shall continue until 30 June 2023.