

**REGULATION OF THE TALENT MANAGEMENT PROGRAMME
OF THE UNIVERSITY OF DEBRECEN (DETEP)**

*In consolidated structure with the amendments adopted on
18 December 2008, 25 February 2010, 13 May 2010, 24 June 2010,
11 November 2010, 31 March 2011, 5 April 2012, 8 November 2012,
20 December 2012, 6 February 2014, 15 May 2014, 25 September 2014,
17 December 2015, 27 April 2017, 14 December 2017 and 28 June 2018
(amendments shown in footnotes)*

13 December 2018

The Regulations of the Talent Management Programme of the University of Debrecen (DETEP)

I. Principles

1. The University of Debrecen operates a talent management programme, the aim of which is to facilitate the unfolding of the talents inherent in students.
 - a) As part of the programme, a career model and opportunities are offered to students that promise a safe environment with respect to the future for the fullest realization of their intellectual potential.
 - b) It supports talented students from the time of their admission to the university until graduation, facilitating their advancement from BSc/BA to MSc/MA programmes, as well as for the best students to continue into PhD programmes.
 - c) Using the channels established for this purpose to maintain active contact with secondary schools as institutions from which the incoming students arrive, with other organizations (e.g. the National Association of Researcher Students), and with intellectual workshops where graduates can later find employment.
 - d) The ultimate objective of the programme is to support the most talented students on their paths to become university faculty members/researchers, as well as to ensure that the university provide as many talented professionals of outstanding knowledge also for the world outside of the university as possible.
2. Talent management primarily takes place at the departments and institutes, and its basis is the research activity of the students under the supervision of their advisers. It is expected that all faculty members of the University of Debrecen should, in the manner and to the extent as may be expected, support the talent management activities; however, participation in the programme is voluntary.
3. The organizational framework of the talent management activities is provided by the Talent Management Programme of the University of Debrecen, which organizes the forms of talent management that had functioned well also previously (e.g. scientific student associations (TDKs), honours colleges, DETEP, self-educating groups) into a uniform system.
4. In terms of its content, the talent management programme is a special programme conducted on the basis of individual work plans, the aim of which is not the covering of a set curriculum, but rather professional products to be created in the course of the programme, which are measurable in academic/artistic terms.
- ¹⁵. The advancement of the students participating in the programmes is documented by the academic information management system. The completed credits are identified by own codes designating a special programme, which are also part of the system.
6. The performance of the students, advisers and the faculty, in addition to the proportions of the headcount, are also a determining factor in establishing the proportions of the financing.

II. The procedures of the talent management programme

¹ Amended by Senate resolution no. 10/2010 (25 February), effective from 26 February 2010.

2.31. The different ways of being admitted to the programme

⁴a) Selection of students into the programme

One of the methods of admission into the talent management programme is selection, which takes place at every faculty in the 2nd (spring) semester of each academic year. Students in the upper 15% of the official university ranking are invited to participate in psychological screenings in the form of tests (intelligence, career interests, motivation, career objectives). The anonymous tests are completed by the students electronically and then evaluated by experts. The selected students are then invited to participate in the Talent Management Programme of the University of Debrecen. They need to indicate their intention to participate in the way described in Section II.1, point b) (application form, project proposal). This path also allows an opportunity to participate in the talent management programme by students who did not have an even performance in the course of their studies, but show outstanding talent in some area(s).

^{5,6,7}b) Application by the student

The talent management programme is open to all active students in the full-time or correspondence programmes who have not interrupted their studies for more than two semesters, and already have

ba) with 2 successfully completed semesters at the University of Debrecen, or

bb) on the basis of high-quality academic and/or scientific performance in the secondary school or competition results, with a research programme agreed upon with an adviser.

Each potential applicant will be automatically notified of this opportunity via the academic information management system. The application is to be submitted to the talent administrator, with the project proposal also enclosed. By signing the application form, the adviser undertakes the supervision of the special programme aimed at the student, and approves the work plan drawn up for that programme. In case of the fulfilment of the conditions, the talent administrator forwards the formally correct application forms to the faculty coordinators. After the decision of the talent faculty committees, students admitted to the programme are registered by the Neptun coordinator of the university in the academic information management system. This registration also provides an uploading privilege into the Electronic Archive of the University of Debrecen. The detailed procedures of the application and registration, also applicable to the students selected into the programme, are included in Annex "A" to the present Regulation. PhD students are not eligible for participation in the talent management programme.

⁸c) Application to honours colleges

Each honours college conducts its admission procedure regulated by its own rules of procedure. Students admitted in the course of these procedures are also simultaneously invited to the talent management programme. Within two weeks

² This section was changed in the course of the amendment of the regulations on 18 December 2008.

³ Amended by Senate resolution no. .../2012 (8 November, effective from 9 November 2012).

⁴ Amended by Senate resolution no. 28/2010 (13 May), effective from 14 May 2010.

⁵ Amended by Senate resolution no. 10/2010 (25 February), effective from 26 February 2010.

⁶ Amended by Senate resolution no. 18/2010 (13 November), effective from 12 November 2010.

⁷ Amended by Senate resolution no. 14/2018 (13 December), effective from 14 December 2018.

⁸ Amended by Senate resolution no. 10/2010 (25 February), effective from 26 February 2010.

after the decision on the admission is made, the head of the honours college shall send to the talent administrator the list of the admitted students. The administrator shall ensure that these students receive the relevant information via the academic information management system. In case of interest, students may apply into the talent management programme in accordance with Annex “A” to this regulation. (Of course, it is also possible for students already in the talent management programme to apply for admission to an honours college.)

- ⁹d) **Students graduating in the autumn semester**
Students in bachelor’s programmes graduating at the end of the autumn semester may remain members in the programme, if in the spring semester they continue their studies in a master’s programme.
In this case, students concerned are required to indicate to the talent administrator that they intend to continue the programme, and then draw up a new work plan.

2. The credits that can be earned

Students participating in the talent management programme may earn credits for consultations, courses and achievements, which are to be documented in the academic information management system (the specific procedures of documentation are set forth in Annex “B” to the present regulation).

^{10,11,12}a) **Consultation credits**

Students participating in the programme are required to register in each semester for a 2-credit consultation with their advisers. The purpose of the consultation is the continuous supervision and checking of the student’s work. Completion of this credit is certified by the adviser, and this is a condition of remaining in the programme. In case of non-completion (with the exception of deferment in accordance with the general rules), the student is removed from the programme. The consultation credit cannot be recognized in the category of optional subjects. The student’s participation in the talent programme is only valid if the status of the student in the programme from which he or she was admitted to DETEP/TALENTUD is active.

The consultation credit is announced by the adviser, who must be indicated as a faculty member/researcher in the academic data management system (“internal adviser”). If the work of the student is supervised by an external adviser, the student must also find an internal adviser to register for the consultation credit with, in order to ensure the link between the programme and the university. The names of both the internal and the external advisers need to be indicated in the relevant field of the academic data management system.

¹³b) **Course credits**

Students participating in the programme may, above the number of credits and courses prescribed for them in the curriculum, take an additional maximum 3 courses per semester, free of charge. On the basis of consultation with the adviser, the courses may be selected freely from the university’s course offering, and shall be recorded on the basis of the codes of special programmes. The completion of

⁹ Introduced by Senate resolution no. 16/2012 (5 April), effective from 6 April 2012.

¹⁰ Amended by Senate resolution no. 10/2010 (25 February), effective from 26 February 2010.

¹¹ Pursuant to Senate resolution no. 18/2010 (11 November), effective from 12 November 2010.

¹² Amended by Senate resolution no. 35/2011 (31 March), effective from 1 April 2011.

¹³ Amended by Senate resolution no. 10/2010 (25 February), effective from 26 February 2010.

these course credits is a possibility only, not a requirement. The course credits cannot be recognized in the category of optional subjects.

^{14,15,16,17}c) Achievement credits

The purpose of the achievement credit is to recognize the student's own achievements in the given calendar year, and may only be earned if the given achievement is properly documented.

No achievement credit may be earned for achievements in the secondary school already evaluated at the time of admission to the programme.

Types:

Achievement	Credits
foreign-language publication as first author or co-author, in a refereed international journal ("in extenso")	8 credits/pc.
Hungarian-language publication as first author or co-author, in a refereed journal („in extenso")	5 credits/pc.
prize-winning paper in the National Student Research Competition, 1 st place	5 credits/pc.
prize-winning paper in the National Student Research Competition, 2 nd or 3 rd place, special prize	4 credits/pc.
paper (and/or competition project) presented in the National Student Research Competition, not winning a prize	3 credits/pc.
national design plan competition, 1 st place	5 credits/pc.
national design plan competition, 2 nd or 3 rd place or the plans being purchased	4 credits/pc.
national design plan competition, not winning a prize	3 credits/pc.
documented 1 st place in domestic or international professional/artistic competition	5 credits/pc.
documented 2 nd or 3 rd place in domestic or international professional/artistic competition	4 credits/pc.
documented participation in domestic or international professional/artistic competition*	3 credits/pc.
documented participation in institutional or inter-institutional professional competition*	2 credits/pc.
foreign-language conference paper or poster as a first author (other than TDK)	4 credits/pc.
foreign-language conference paper or poster not as a first author** (other than TDK)	3 credits/pc.
Hungarian-language conference paper or poster as a first author (other than TDK)	3 credits/pc.
Hungarian-language conference paper or poster not as a first author** (other than TDK)	2 credits/pc.
paper or poster with first author or co-author indication in local TDK conference	3 credits/pc.
paper or poster with first author or co-author indication in international TDK conference	3 credits/pc.
prize-winning paper in international TDK conference, 1st place	5 credits/pc.

¹⁴ This section was changed in the course of the amendment of the regulations on 18 December 2008.

¹⁵ Amended by Senate resolution no. 10/2010 (25 February), effective from 26 February 2010.

¹⁶ Amended by Senate resolution no. 23/2012 (20 December), effective from 21 December 2018.

¹⁷

prize-winning paper in international TDK conference, 2nd or 3rd place, special prize	4 credits/pc.
participation in international TDK conference	3 credits/pc.
patent	5 credits/pc.
paper at local, non-TDK conference	2 credits/pc.
exhibition of design plans at public exhibition	2 credits/pc.
extracurricular programme development	2 credits/pc.
participation in moot court competition	1 credit/pc.
student opponent opinion (in legal area)	1 credit/pc.
documented concert performance (full solo concert)	2 credit/pc.
documented concert performance (participation, chamber music concert)	1 credit/pc.
documented concert performance (participation in musical orchestra ^{***})	1 credit/2 pcs.

* participation in the final or the semi-final

** in disciplines where this is relevant

*** 1 credit after 2 occasions

The result is to be documented by the adviser by way of signing the scholarship application form. The recognition of achievement credits differs from the normal order to the extent that the achievement serving as the basis for the credit (or the document evidencing the same) must be uploaded to the DETEP database functioning as an independent part of the Publications Database of the University of Debrecen. The checking of the uploaded documents shall be the task of the DETEP administrator in terms of form, and of the DETEP committees of the individual faculties in terms of the professional evaluation. After the decision of the faculty committees, the uploaded materials will become available for all members of the Talent Council to view and provide opinions on. The achievement credits are approved once per year (in February) by the Talent Council (by way of the secretary's countersigning in the academic information management system), and the values thus set shall serve as the basis of the division of the financing based on performance (between the faculties). The achievement credit cannot be recognized in the category of optional subjects.

¹⁸d) Patent

The University and National Library shall provide for the electronic publishing of the achievements uploaded to the DEA database. At the request of the student and with the support of his/her adviser, the publishing may be postponed for equitable reasons for up to two years, subject to the decision of the faculty DETEP committee.

Students shall be subject to the scope of the university's Intellectual Property Management Regulation, as well as other university regulations as applicable.

Students shall be required to keep the business secrets of the university in confidence. Any further legal relationship in which information constituting the business secrets of the university would be used shall be considered to create conflicts of interest.

¹⁹3. Points of measurement and recognition of results

^{20,21,22,23,24,25}a) scholarship

¹⁸ Introduced by Senate resolution no. 18/2010 (11 November), effective from 12 November 2010.

¹⁹ This section was changed in the course of the amendment of the regulations on 18 December 2008.

Each student who earned at least 2 achievement credits in the given semester may apply for a scholarship from his/her own faculty. The application may be submitted in April and November, on the basis of the achievement credits earned in the given semester. The scholarship pays a one-time special stipend in the last month of the semester; applying again is possible on the basis of the new achievement credits in the next semester. (The detailed procedure of making the decisions on the scholarship is also regulated in Annex “B”.) The minimum and maximum amount of the stipend that may be paid shall be determined by the Talent Council on the basis of the total available allocation and the number of eligible students. The Talent Council shall establish credit brackets for the purpose of dividing up the total amount available. The credit limit of the maximum amount shall be determined in such a way that at least 10% of the eligible students should receive the maximum amount of the stipend. Recipients of scholarships from the New National Excellence Programme are not eligible to a DETEP scholarship.

²⁶b) Diploma supplement

Each student participating in the programme who earned achievement credits will receive a supplement to their diploma which will include a detailed list of the course and achievement credits earned, and serve as evidence of successful participation in the programme. Such diploma supplements may be issued with BA and MA degrees as well. The calculation of the points available for academic achievements for the purposes of the admission procedures of doctoral schools shall be based on the list of the achievement credits in the present regulation (see Annex 3 to the Doctoral Regulation), and therefore, the diploma supplement also officially certifies the earning of these credits for the purposes of the PhD application process. When applying to any MA programme of the University of Debrecen, students with a diploma supplement of the talent management programme will receive the number of points as specified in the admissions regulations. A diploma supplement may only be issued for the same activity once.

²⁷c) Recipients of the Pro Scientia award

DETEP will support students who received the Pro Scientia award by way of contributing to a study trip or conference participation, the maximum framework amount of which support may not exceed five times the amount of the minimum DETEP stipend for the given year.

III. The rights and obligations of students participating in the programme

1. The obligations of the students

²⁸a) Students participating in the Talent Management Programme shall be students of active, full-time status enrolled at the University of Debrecen, who had not

²⁰ Amended by Senate resolution no. 10/2010 (25 February), effective from 26 February 2010.

²¹ Pursuant to Senate resolution no. 18/2010 (11 November), effective from 12 November 2010.

²² Amended by Senate resolution no. 16/2012 (5 April), effective from 6 April 2012.

²³ Amended by Senate resolution no. 69/2014 (15 May), effective from 16 May 2014.

²⁴ Amended by Senate resolution no. 12/2017 (14 December), effective from 15 December 2017.

²⁵ Amended by Senate resolution no. 21/2018 (28 June), effective from 29 June 2018.

²⁶ Pursuant to Senate resolution no. 18/2010 (11 November), effective from 12 November 2010.

²⁷ Introduced by Senate resolution no. 16/2012 (5 April), effective from 6 April 2012.

²⁸ Amended by Senate resolution no. 10/2010 (25 February), effective from 26 February 2010.

interrupted their studies for longer than two semesters (see Section II.1, point b). Students shall notify to their adviser and the faculty's dean for academic affairs any changes in their status while participating in the Talent Management Programme.

- b) Students shall participate at the university events, and attend the academic/artistic conferences of the faculty. The university expects that its students represent it at the various non-university events responsibly and to the best of their capabilities and knowledge.
- c) Students shall consult with their advisers concerning the work programme, and shall perform their research/artistic activities accordingly. Students shall perform their basic academic tasks outside the Talent Management Programme to the best of their capabilities. They shall perform their academic tasks in such a way that they are always in the top 50% of the student rankings.
- d) Students shall comply with the regulations and resolutions of the University and the Talent Management Programme, and respect the philosophy and values of the institution. In the course of their work performed in the framework of the academic/artistic activities, students shall act in accordance with the Regulation of the University of Debrecen on the Protection of Intellectual Property, and to respect the ethical norms of academic life.
- e) Students shall pay attention to fellow students in lower years, assist them in their work, and call their attention to various possibilities helping in their work.
- ²⁹f) removal from the DETEP programme.

If a student fails to perform its obligation to register, fails to sign up for the consultation credit, or the signature of his/her adviser at the end of the semester is missing from the consultation credit, the DETEP administrator shall send not more than two letters in which the attention of the student is called to perform his/her obligations in time.

If a student fails to register despite the second of the above two letters, he/she may be automatically removed from the programme.

2. Student benefits

- ³⁰a) The institution/department that students participating in the Talent Management Programme are affiliated with shall – as far as its capabilities allow – provide the following benefits: contribution to photocopying costs, participation in conferences/artistic and professional competitions, travel and accommodation expenses, costs of field work, library services (free registration, access to non-circulating items in the departmental/institute library), support for research trips.
- b) Students may use the instruments, literature and other resources at the faculty that are necessary for their work, with the permission and under the supervision of the adviser. Students may apply, jointly with their advisers, for grants aimed at procuring assets helping in their academic/artistic activities.

²⁹ Introduced by Senate resolution no. 16/2012 (5 April), effective from 6 April 2012.

³⁰ Amended by Senate resolution no. 10/2010 (25 February), effective from 26 February 2010.

- c) With the recommendation of their advisers, students may petition the vice dean for academic affairs for granting an individual curriculum during the time while working on their research project.
- d) The works generated as a result of the publication activities of students will be subject to intellectual property protection.
- e) Students who earned at least 2 achievement credits in the given semester may apply for a scholarship from their own faculty.
- f) Students who earned achievement credits may receive recommendations from the faculty coordinators for the following grants: prioritized scholarships, scholarship of the republic, foundation grants, conferences and study trips in Hungary and abroad, study abroad programmes, summer scholarships.
- g) Students participating in the programme who earned at least 4 achievement credits will receive a diploma supplement, which will be considered as an advantage when applying for admission to one of the doctoral schools of the University of Debrecen (see Section II.3, point b).

IV. The tasks of the faculty members participating in the programme, and the recognition of their work

³¹1. The tasks of advisers

The task of faculty member (advisers/tutors) is to contribute to the elaboration of the research topic in line with the interest of the students by way of providing professional supervision and regular checking, and further to support students in their general professional development by:

- a) providing assistance in the selection of the research topic or – depending on the traditions in place at the faculty/institute – ensure that a list of such topics/artistic tasks are announced to choose from;
- b) if required by the nature of the topic, arranging for access to the materials and equipment necessary for the research activities;
- c) monitoring the professional work of the students and being available for the consultations prescribed in the Talent Management Programme;
- d) providing professional support for the students to help them win scholarships, participate in conferences or place publications;
- e) informing students on the possibility of participating in the talent management programme;
- f) announcing the possibility to register for consultation credits for students participating in the talent management programme;
- g) certifying, by way of their signature, the achievement shown by the students on the scholarship application form.

2. Recognition of the work of advisers

The leadership of the faculty will monitor the work of the advisers. Faculty members with an active and successful track record in talent management (advising and/or

³¹ Amended by Senate resolution no. 10/2010 (25 February), effective from 26 February 2010.

organizing) will receive benefits and/or moral and financial recognition from the University of Debrecen:

- a) on the basis of the recommendation of the Talent Council, subject to the possibilities of the faculty/institute/department, providing a subsequent reduction of teaching hours or exemption from certain administrative obligations for a specific semester or semesters;
- b) the Talent Management Programme shall, upon request, provide recommendations for grant applications of faculty members;
- c) the Senate of the University of Debrecen establishes the 'Pro Cura Ingenii' award, which may be given, on the basis of the recommendation of the Talent Council, to three faculty members per year from among those nominated by the faculties, also accompanied by a financial reward. The Talent Council shall strive to maintain a balance between the different disciplines in giving the award. The detailed rules of giving the above awarded can be found in the regulation titled "The rules applicable to the granting of awards and titles at the University".
- d) the University of Debrecen may, based on the recommendation of the Talent Council, give financial rewards to the advisers of students achieving an outstanding result in national/international competitions.

³²V. The financing of the Talent Management Programme

1. Sources

- a) Funding shall be specifically allocated to finance the Talent Management Programme of the University of Debrecen which may only be used for this purpose. The source of the benefits provided to students participating in the programme shall be 2+2% of the normative financing constituting part of the allocation for students. The proportions of students between the faculties, on the one hand, and the results achieved so far in the field of talent management shall be taken into consideration when dividing up the allocations.
- b) The source of the 2% divided up in proportion to the number of students shall be the prioritized professional scholarship fund according to Section 12 (4) point ab) of the Regulation on Student Fees and Benefits. The amounts shall be assigned to the faculties, and these shall also be used for the operation of the honours colleges. The amounts used for the operation of the honours colleges shall be budgeted as a separate item.
- ³³c) The source of the additional 2% divided up in proportion to the results achieved so far in the field shall be on the basis of Sections 12 (4) be), 12 (12) and 16 (7) of the Regulation on Student Fees and Benefits. The basis for the measurement of the results shall be the number of credits earned at the given faculty in the preceding 2 semesters. From the above 2%, 1.5% shall be DETEP's scholarship pool, which shall be divided up in accordance with the following: the full amount of the DETEP scholarship pool shall be divided by the total number of achievement credits earned in the given calendar year (which yields the HUF value of a sing credit), and this is multiplied by the number of achievement credits earned by the given student. This way, students with achievements of equal designated value in a

³² This section was changed in the course of the amendment of the regulations on 18 December 2008.

³³ Amended by Senate resolution no. 10/2010 (25 February), effective from 26 February 2010.

given calendar year shall receive identical amounts. The achievement credits shall be approved by the Talent Council one a year (in February). 0.5% from the 2% shall be the allocation for material expenses, which shall be distributed between and transferred to the faculties in proportion to their respective credits, after a central reserve is set apart.

- d) The University of Debrecen shall budget a separately designated amount from its central sources in each year for the performance of tasks performed at university level (selection procedure, rewards). In years when the OTDK conferences are held, this amount shall be higher than in other years.
- e) The general activities of talent management, as well as the specific performance of individual tasks may also be financed from external sources, such as occasional sources of financial support. These may be from external institutions, businesses, private individuals, foundations, or may also be grant support. These types of support shall be used on the level and for the purpose where and for which purpose they were designated. In case there is no specific purpose designated, the decision on the use of the support shall be made by the Senate, on the basis of the recommendation of the Talent Council.

2. Allocation of sources

- ³⁴a) From the 0.5% portion of material expenses, the part allocated to the faculty may be spent for the performance of certain tasks as defined (administrative expenses, conference organization, travel costs, conference fees, expansion of the literature base, other events, etc.), while the rest of the amount shall serve as the sources for the benefits of the students participating in the talent management programme.
- ³⁵b) The scholarship financed from the students' normative financing (1.5%) may be used for supporting the students achieving certain results in the talent management programme. The lower limit of the support shall be determined by the Talent Council. (see Section II.3, point a).
- c) University-level tasks shall be financed from the separated budget allocation; these include the costs of organizing the selection procedure and the funds for awards/rewards.
- d) If any of the faculties of the University of Debrecen wins the right to organize the National Scientific Students' Associations Conference or any other conference of similar standing or size, the Talent Management Programme shall contribute to the costs necessary for organizing the same, depending on the central university sources available.
- e) The honours colleges shall cover their costs of operation from the normative financing received from the faculties (and from grants), and shall prepare detailed reports on their annual financial management.

³⁴ Amended by Senate resolution no. 10/2010 (25 February), effective from 26 February 2010.

³⁵ Amended by Senate resolution no. 10/2010 (25 February), effective from 26 February 2010.

VI. The organization of the Talent Management Programme

1. Forms of talent management

- a) The Scientific Student Associations (TDKs), affiliated with the departments and institutes, shall provide a framework for the students to conduct research alongside the staff members of the university engaged in research activities. The foundations of the activities pursued there shall be the individual research pursued with supervision provided by advisers, but reading sessions and conferences are also organized periodically in the framework of these. This is fundamentally where preparation for the National Scientific Students' Associations Conference (OTDK) takes place.
- b) Honours colleges have a narrower academic scope, and their membership is also limited. The basis of the activity also in this case is the individual research supervised by the advisers, which is combined with lectures and courses aligned with the research topics and reflecting the latest research results, as well as regular language learning and specialized translation. The above is supplemented by a variety of community-based (cultural, sporting) activities.
- c) Since the reintegrated University of Debrecen was established, regular surveys have been conducted in the framework of the Talent Management Programme of the University of Debrecen (DETEP) to call attention to talented students. This could be considered a "first review", so that talented students thus "discovered" could then be placed alongside university-based researchers and teaching staff, and then proceed with their work in scientific student associations or in honours colleges.

^{362.} Supervision

- ^{37,38}a) The organizational units of talent management are the faculties of the university. Faculty-level supervision is provided by the DETEP Committee at each faculty (the faculties may assign this right to the inter-faculty DETEP Committee). The president of the DETEP Committee at each faculty is the faculty coordinator (who is by default the head of the faculty's TDK programme), the person(s) in charge of the honours college(s), and the representative of the Student Government (the faculty may decide to expand its own committee further, while in case of the inter-faculty committee, the agreement shall provide for additional committee members). It shall be task of the faculty committee of DETEP, in the September of each year, to draw up the list of the students admitted and removed from the talent management programme, as well as to validate, in February of each year, the achievement credits earned, to decide on the awarding of the scholarships and the amount of the stipend per person, and on the use of the allocations for material expenses. Further, the committee may also make recommendations for grant applications submitted by faculty members and students, or submit proposals concerning awards or rewards to faculty members or students.

³⁶ This section was changed in the course of the amendment of the regulations on 18 December 2008.

³⁷ Amended by Senate resolution no. 10/2010 (25 February), effective from 26 February 2010.

³⁸ Amended by Senate resolution no. 9/2014 (6 February), effective from 7 February 2014.

- ³⁹b) The leading body of talent management shall be the Talent Council. The Talent Council shall be a body preparing decisions and providing advice. The Talent Council shall represent the issue of talent development at university level, and may significantly contribute to the further unfolding of this activity.

The Talent Council shall coordinate, on the part of the University, the grant applications to be submitted in the area of talent management, and shall decide on the approval of the achievement credits. The president of the Talent Council shall be the vice rector responsible for scientific affairs, while its members shall include the faculty coordinators and the representatives of the Student Government. The faculty coordinators shall represent in the Talent Council the organizations directly engaged in the talent management activities. Alongside the vice rector responsible for scientific affairs, one of the leading professors at the university shall act as co-president of the Talent Council. The professor mentioned above shall be invited to the position of co-president by the president of the Talent Council, on the basis of the recommendation of the faculty coordinators. The members of the Talent Council shall be elected by the Senate.

- c) The operative and coordinating organization of talent management shall be the Talent Point of the University of Debrecen. The Talent Point, operating from grants sources, fundamentally has a regional scope of power, and provides a link between DETEP and secondary education. At the same time, it also administers the selection process and coordinates the operation of the talent management programme. The principle direction and professional supervision of the Talent Points falls under the authority of the Talent Council of the University of Debrecen; it is directly controlled by the Scientific Directorate, with the leadership of the vice rector responsible for scientific affairs. The professional head of the Talent Point is appointed by the rector of the University of Debrecen, based on the recommendation of the Talent Council. The detailed tasks of the Talent Point are included in Annex “C” to the present regulation.

^{40,41}3. List of the organizational units

^{42,43}a) Scientific student associations

- Scientific Student Association of the Faculty of Economics (GTK TDK)
- Scientific Student Association of the Faculty of Agricultural and Food Sciences and Environmental Management (MÉK TDK)
- Scientific Student Association of the Faculty of General Medicine (ÁOK TDK)
- Scientific Student Association of the Faculty of Health (EK TDK)
- Scientific Student Association of the Faculty of Law (ÁJK TDK)
- Scientific Student Association of the Faculty of Arts and Humanities (BTK TDK)
- Scientific Student Association of the Faculty of Childcare and Adult Education (GYFK TDK)
- Scientific Student Association of the Faculty of Informatics (IK TDK)

³⁹ Amended by Senate resolution no. 10/2010 (25 February), effective from 26 February 2010.

⁴⁰ Amended by Senate resolution no. 28/2010 (13 May), effective from 14 May 2010.

⁴¹ Amended by Senate resolution no. 22/2017 (27 April), effective from 28 April 2017.

⁴² This section was changed in the course of the amendment of the regulations on 18 December 2008.

⁴³ Amended by Senate resolution no. 10/2010 (25 February), effective from 26 February 2010.

- Scientific Student Association of the Faculty of Engineering (MK TDK)
- Scientific Student Association of the Faculty of Science and Technology (TTK TDK)

^{44,45,46}b) Honours colleges

- Kálmán Sántha Honours College of the University of Debrecen (*founded in 1987, at the Medical University of Debrecen, the legal predecessor of the University of Debrecen*),
- István Hatvani Honours College of the University of Debrecen (*founded in 1997 at Lajos Kossuth University, the legal predecessor of the University of Debrecen*)
- György Gulyás Honours College of the University of Debrecen
- Kálmán Kerpely Honours College of the University of Debrecen (*founded in 2010*)
- Béla Tormay Honours College of the University of Debrecen (*founded in 2002*)
- Imre Bán Honours College of Cultural Studies (*founded in 2007, change of name in 2017*)
- Roma Honours College of the Faculty of Childcare and Adult Education of the University of Debrecen (*founded in 2012*)
- Preator Honours College of the University of Debrecen (*founded in 2013*)
- Frigyes Verzár Honours College of the Faculty of Health of the University of Debrecen (*founded in 2013*)
- Blessed Theresia Catholic Feminine Studies Honours College
- ⁴⁷Károly Ihrig Honours College of the University of Debrecen (*founded in 2015*)
- István Nyirkos Honours College of Sports Sciences (*founded in 2017*)

In the framework of cooperation agreements:

- Áron Márton Honours College of the Balassi Institute
- Blessed Theresia Catholic Feminine Studies Honours College
- István Wáli Reformed Roma Honours College
- Saint Nicholas Greek Catholic Roma Honours College
- Saint Ladislaus Catholic Honours College

⁴⁸**VII. Honours Colleges**

- a) In case of a demand by the students or faculty members of the University of Debrecen, one faculty or several faculties jointly may initiate the setting up of an honours college, subject to the agreement of the given Faculty Council or Faculty Councils, as well as the Student Government(s) of the given faculty or faculties and the Talent Council of the University of Debrecen.
- b) At the University of Debrecen, honours colleges are such talent workshops whose professional programme and independent Rules of Organization and Operation are well aligned with the provisions, criteria and recommendations in Section 19-21 of Government Decree 24/2014 (5 February) on Excellence in National Higher

⁴⁴ Amended by Senate resolution no. 20/2010 (24 June), effective from 25 June 2010.

⁴⁵ Amended by Senate resolution no. 9/2014 (6 February), effective from 7 February 2014.

⁴⁶ Amended by Senate resolution no. 33/2015 (17 December), effective from 18 December 2015.

⁴⁷ Founded by Senate resolution no. 33/2015 (25 June), effective from 26 June 2015.

⁴⁸ Introduced by Senate resolution no. 17/2014 (25 September), effective from 26 September 2014.

- Education, in the Charter of Honours Colleges and the document titled “The specification of certain points of the Charter of Honours Colleges”.
- c) On the basis of the above, those talent workshops at the University of Debrecen shall qualify as honours colleges that
 - have an elaborated professional programme, with academic and research activities supplementing the academic system of the University of Debrecen in the centre of the professional programme, and that build upon accredited degree programmes and postgraduate programmes at the University of Debrecen;
 - have their independent and approved Rules of Organisation and Operation;
 - have a deed of foundation;
 - have a community of at least 20 students constituting the honours college;
 - if possible, have a basis for its members to share the same accommodation.
 - d) Recommendations for the establishment of an honours college shall be submitted to the Senate of the University of Debrecen by the president of the Talent Council.
 - e) The right of supervision over the operation and the professional affairs of the honours college shall be exercised by the responsible leaders as set forth in the independent Rules of Operation and Organisation of the honours college.
 - f) Oversight over the lawful operation of the honours college shall be provided, within the frameworks defined by the university regulations, by the Talent Council of the University of Debrecen. The chancellor of the university shall provide oversight over the financial management of the honours colleges.
 - g) The termination of an honours college may be ordered, upon the recommendation of the responsible body as set forth in the independent Rules of Operation and Organisation of the honours college, by the rector, with the approval of the Talent Council of the University of Debrecen.

^{49,50}**VIII. Legal remedies**

Students participating in the talent management programme may submit their requests for legal remedies by following the hierarchical chain, to the president of the faculty DETEP committee, the president of the Talent Council, and to the rector.

^{51,52}**IX. Transitional provisions**

⁴⁹ Introduced by Senate resolution no. 18/2010 (11 November), effective from 12 November 2010.

⁵⁰ Numbering modified by Senate resolution no. 17/2014 (25 September), effective from 26 September 2014.

⁵¹ Amended by Senate resolution no. 10/2010 (25 February), effective from 26 February 2010. (Paragraph deleted.)

⁵² Numbering modified by Senate resolution no. 17/2014 (25 September), effective from 26 September 2014.

Annex “A”
The detailed procedures of application and registration

1. The procedure of selection into the talent programme is regulated in Annex “A” to the Regulation. The list of students selected in the course of the preliminary tests shall be drawn up by 30 May of each year; these students shall receive a letter of invitation to the Talent Management Programme, and may register for the same during the registration period in the autumn semester. Individual applicants may also apply for the programme in the registration period in September to start participation in the spring semester, while membership in an honours programme may be established within two weeks after the decision on the admission, by way of letter issued by the head of the honours college.

- ⁵³2. Students requesting their admission to DETEP may apply in the following way:
- a) students complete the application form, on which their advisers sign that they can undertake the supervision of the individual programme of the given students and approve their work plan (see below);
 - b) students prepare a 1-page work plan in consultation with their advisors;
 - c) copies of the documents deemed necessary for consideration in the application procedure are enclosed.

Application to the Talent Management Programme shall be submitted electronically, via the page detep.unideb.hu.

Deadline: the end of the given registration period
Responsible person: the student submitting the application

- ⁵⁴3. Examining the conditions of admission.
The DETEP administrator shall check the applications in terms of form, and then forward the formally approved applications to the faculties.

Responsible person: DETEP administrator

- ⁵⁵4. The given faculty’s DETEP Committee finalizes the list of the students admitted or removed from the programme, as well as students whose application was rejected. The vice dean for academic affairs sends this list to the DETEP administrator.

Responsible person: vice dean for academic affairs, faculty coordinator

- ⁵⁶5. The DETEP administrator shall send to the Registrar’s Offices the list of the students admitted to the programme, and ask that the fact of the student’s participation in the DETEP programme be entered in the academic information management system.

Responsible person: DETEP administrator, Registrar’s Office

- ⁵⁷6. The tasks of the Registrar’s Office: assigning the advisers to the consultation credit courses announced for the current semester, checking the results of the course credits calculations, checking that the students registered for the maximum 3 course credits per semester, calculating averages in each semester, closing the semester. The Registrar’s Office shall enter the students admitted into the talent management programme in the academic information management system.

Responsible person: vice dean for academic affairs, DETEP coordinator

⁵³ Amended by Senate resolution no. 17/2014 (25 September), effective from 26 September 2014.

⁵⁴ Amended by Senate resolution no. 17/2014 (25 September), effective from 26 September 2014.

⁵⁵ Amended by Senate resolution no. 17/2014 (25 September), effective from 26 September 2014.

⁵⁶ Amended by Senate resolution no. 17/2014 (25 September), effective from 26 September 2014.

⁵⁷ Amended by Senate resolution no. 17/2014 (25 September), effective from 26 September 2014.

Application to the Talent Management Programme of the University of Debrecen

(Please complete the form of application by computer and print as a double-sided document!)

The form of application is to be signed and submitted at the **Scientific Directorate**: Rector's Office, Room 212, or by postal mail: University of Debrecen, Scientific Directorate, 4032 Debrecen, Egyetem tér 1.

1. Name of student:.....
2. Date of birth:.....
3. Faculty:.....
4. Year of study:.....
5. Neptun ID:.....
6. E-mail address:.....
7. The stipend indexes of the last two closed semesters⁵⁸:

Index 1	Index 2

8. Does the student have any achievements that may be evaluated in accordance with Section II.2, point c)?⁵⁹

yes no

(If the answer to the above question is 'yes', please detail below the credits and enclose photocopies of the documents that evidence the earning of the same.)

9. Proposed location of research activity (faculty, institute/department:

.....

⁵⁸ Pursuant to Section II/1, point b), it cannot be lower than 4.00.

⁵⁹ This part is to be completed only if the student requests admission to the programme on the basis of the provision in Section II.1, point b) of the DETEP regulation, i.e. he/she is "able to preliminarily present a result corresponding to at least 5 achievement credits."

10. Name of adviser:.....

11. E-mail address of adviser:.....

12. Title of the planned academic work (based on project proposal):

.....

Place and date:

By way of my signature, I consent to the publication of my name and the name of the faculty where I am a registered student on the website of the University of Debrecen (on the following page: www.unideb.hu/detep).

I am familiar with the Intellectual Property Management Regulation of the University of Debrecen, and accept its provisions as binding upon myself. I acknowledge that, in the absence of a different provision of law or contract, all rights related to the intellectual property generated as a result of my research activities shall belong to the University of Debrecen.

.....

signature of student

By way of signing this form, the adviser declares that he/she accepts the proposal, consider it feasible, and undertakes the task of acting as an adviser for the student.

.....

signature of adviser

Annexes: (It is necessary to enclose with the application the work plan, as well as in case any achievement that may be evaluated is also indicated in Section 8, then the documents evidencing the same.)

Project proposal

Other documents

Contact information of the Scientific Directorate

Telephone number: 512-900/62280

E-mail: detep@unideb.hu

Internet: www.unideb.hu/detep

Mailing address: Scientific Directorate, Rector's Office, University of Debrecen, 4032 Debrecen, Egyetem tér 1. Room 212

⁶⁰Annex “B”

Monitoring the performance of the student and the process of awarding scholarships

Task	Responsible person	Deadline
Asking the Student Government concerning the amount of the funds available in the given calendar year for DETEP scholarships and material expenses.	administrator	1 September
the certification of the consultation credits for the preceding semester (done in each semester!)	Advisor/Registrar’s Office	time of closing of semester
checking of consultation credit	administrator	7 February
uploading works into the DEA database	student	7 February
Formal checking of works uploaded to DEA database	administrator	15 February
submission of signed application forms to the vice dean for academic affairs	student	21 February
the checking of the materials uploaded to the DEA database from a professional point of view, any necessary modification of the credits (approved achievements are recorded in Neptun)	faculty committee	28 February 28
Notifying the members of the Talent Council that the faculty committees have made their decisions, that the materials uploaded in case of each student can be viewed via the link in Neptun and comments can be added (it is important that the comments of the administrator, the faculty committee and the Talent Council should not mix up!).	member of Talent Council	1 March
the preparation of a list of uploaded information (name, faculty name, Neptun code, uploaded materials, any comments) (discussing the same at the Faculty Council), sending out the Talent Council invitation	administrator	6 March
decision at the Talent Council on the acceptance of achievement credits	Talent Council	10 March
final acceptance/refusal of achievement credits in the DEA database	administrator	14 March
requesting of payment of scholarships by Student Government	administrator	14 March
requesting that the Student Government calculate the DETEP allocations for material expenses	administrator	14 March

⁶⁰ Amended by Senate resolution no. 28/2010 (13 May), effective from 14 May 2010.

61,62 **Form of application for DETEP scholarship**

(Please complete the form of application by computer and print as a double-sided document!)

1. Name:
2. Faculty:
3. Year of study:
4. Neptun ID:
5. The scholarship index of the previous semester:
6. Name of adviser:
7. E-mail address of adviser:
8. The achievement credits according to Section II.2, point c) of the DETEP Regulation **in the previous calendar year (1 January to 31 December):**

achievement	credits
foreign-language publication as first author or co-author, in a refereed international journal (“in extenso”)	8 credits/pc.
Hungarian-language publication as first author or co-author, in a refereed journal („in extenso”)	5 credits/pc.
prize-winning paper in the National Student Research Competition, 1 st place	5 credits/pc.
prize-winning paper in the National Student Research Competition, 2 nd or 3 rd place, special prize	4 credits/pc.
paper (and/or competition project) presented in the National Student Research Competition, not winning a prize	3 credits/pc.
national design plan competition, 1 st place	5 credits/pc.
national design plan competition, 2 nd or 3 rd place or the plans being purchased	4 credits/pc.
national design plan competition, not winning a prize	3 credits/pc.
documented 1 st place in domestic or international professional/artistic competition	5 credits/pc.
documented 2 nd or 3 rd place in domestic or international professional/artistic competition	4 credits/pc.
documented participation in domestic or international professional/artistic competition*	3 credits/pc.
documented participation in institutional or inter-institutional professional competition*	2 credits/pc.
foreign-language conference paper or poster as a first author (other than TDK)	4 credits/pc.
foreign-language conference paper or poster not as a first author** (other than TDK)	3 credits/pc.
Hungarian-language conference paper or poster as a first author (other than TDK)	3 credits/pc.
Hungarian-language conference paper or poster not as a first author** (other than TDK)	2 credits/pc.
paper or poster with first author or co-author indication in local TDK conference	3 credits/pc.
paper or poster with first author or co-author indication in international TDK	3 credits/pc.

⁶¹ Amended by Senate resolution no. 28/2010 (13 May), effective from 14 May 2010.

⁶² Amended by Senate resolution no. 23/2012 (20 December), effective from 21 December 2018.

conference	
prize-winning paper in international TDK conference, 1 st place	5 credits/pc.
prize-winning paper in international TDK conference, 2 nd or 3 rd place, special prize	4 credits/pc.
participation in international TDK conference	3 credits/pc.
patent	5 credits/pc.
paper at local, non-TDK conference	2 credits/pc.
exhibition of design plans at public exhibition	2 credits/pc.
extracurricular programme development	2 credits/pc.
participation in moot court competition	1 credit/pc.
student opponent opinion (in legal area)	1 credit/pc.
documented concert performance (full solo concert)	2 credit/pc.
documented concert performance (participation, chamber music concert)	1 credit/pc.
documented concert performance (participation in musical orchestra ^{***})	1 credit/2 pcs.

* participation in the final or the semi-final

** in disciplines where this is relevant

***1 credit after 2 occasions

I undertake liability for the correctness of the data provided above. I have submitted the electronic form of the documents evidencing the credits specified in Section 8 of the application form, in accordance with DETEP Regulation, Section II.2, point c).

Place and date:

.....
signature of student

By signing this form, the adviser declares that the achievements indicated by the student are true, and that he/she agrees with the credit values of the same.

.....
signature of adviser

Annex “C”

The operation of the Talent Point of the University of Debrecen

1. Functions

In harmony with the National Set of Criteria of Talent Points, as well as the principles accepted by the Talent Council of the University of Debrecen at its meeting of 4 November 2008, the Talent Council of the University of Debrecen performs its activities in three larger areas: the identification of talented students, talent management, talent-related advising. These three areas of tasks, depending on the specific nature of the task at hand, can also be divided into three large categories of activities, and it is expedient to establish the structural organization of the Talent Point on the basis of these latter:

a) The supporting of activities related to the degree programmes of the individual faculties, extending to secondary school pupils, contributing to the recruitment of students, by way of specific forms of talent management. The direct organization and supervision of this work shall be performed by the faculty coordinators of the Talent Council, and each faculty shall establish its own programme and internal rules of operation, with the Talent Point performing the function of coordination. Persons participating in the organization activities and in the performance of the direct tasks (lectures, consultations, etc.) shall receive a payment for their work.

b) The tasks of identifying talented students and providing talent-related advising, which are of psychological and pedagogical nature. The organisation and supervision of this work shall be provided by the Talent Advising Centre in the Institute of Psychology. It is also this centre that performs the administrative tasks related to the operation of the Talent Point of the University of Debrecen. The persons involved in the performance of these tasks shall receive a payment for their work.

c) The direct coordination of solving the tasks specified in the DETEP shall also fall into the competence of the Talent Point.

2. The provision of the financial conditions for the operation of the Talent Point

a) The Talent Point of the University of Debrecen shall operate as a self-sustaining unit, and the University of Debrecen shall only provide financial support for the tasks specified in Section 1, point c) (DETEP).

b) The tasks to be performed shall be concretely defined in Section 1, points a-b), and this is where the financial payments must also be planned.

c) The comprehensive, regional-level operation of the Talent point is dependent on the success of the grant application.

Annex “D”:

Charter of Honours Colleges

The Charter of Honours Colleges is available at the following website: www.szakkoli.hu.

Debrecen, 13 December 2018

Dr. Zoltán Szilvássy
Rector