



ΔΗΜΟΚΡΙΤΕΙΟ ΠΑΝΕΠΙΣΤΗΜΙΟ ΘΡΑΚΗΣ | DEMOCRITUS UNIVERSITY OF THRACE

Annex 18
**Regulation of the Research and Innovation Centre
of Democritus University of Thrace**

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Article 1

Name and Operation

1. The University Centre for Research and Innovation (U.R.C.-DUTH) of Democritus University of Thrace (DUTH) was established as a stand-alone research unit with Official Government Gazette 4447/12.11.2023, Series II.
2. Its name is “University Centre for Research and Innovation (U.R.C.-DUTH)” of Democritus University of Thrace (DUTH)”, with the acronym U.R.C.-DUTH, and its international name is “University Research Center of Democritus University of Thrace”, with the acronym U.R.C.Duth.
3. The operation of U.R.C.-DUTH is governed by the relevant legislation (Articles 131-137 of Law 4957/2022) for HEIs, the terms of these Internal Operation Regulation (IOR) and the resolutions of the Management of the U.R.C.-DUTH and the Senate of DUTH.
4. The Rector of DUTH legally represents U.R.C.-DUTH in its dealings with Administrative, Judicial and Other Authorities, as well as third parties in Greece or abroad.

Article 2

Mission and Purposes

1. The mission of U.R.C.-DUTH is to develop basic, applied and interdisciplinary research within the framework of the National Strategy for Research, Technological Development and Innovation and the National Smart Specialisation Strategy, to promote interdisciplinary knowledge, technology and innovation, to develop literature and arts, to ensure effective interaction between education and research, the training and utilisation of research potential, as well as the satisfaction of the educational, research, social, cultural and developmental needs of the country, and to contribute to economic growth on a local, national, European and international level. U.R.C.-DUTH is evaluated and certified periodically by the Hellenic Authority for Higher Education every five (5) years on the basis of specially developed criteria and indices with the aim of improving the quality of its work. It is also evaluated annually in accordance with the internal quality assurance system of DUTH.
2. To meet the above objectives, U.R.C.-DUTH through its Institutes participates in:
 - a. the implementation of research and/or development programmes and projects, strengthening interdisciplinary research activities and the promotion of interdisciplinary excellence and innovation;
 - b. the preparation of studies and the provision of research services to third parties including public sector bodies, as defined in point a) of paragraph 1 of Article 14 of Law 4270/2014 (Government Gazette, Series I, No 143)
 - c. the performance of industrial research for businesses and operators,
 - d. the economic exploitation of the research results and the know-how generated by its activities;
 - e. the education/specialisation of students or graduates of undergraduate and postgraduate study programmes, as well as of doctorates and post-doctorates of DUTH, in theoretical and applied areas of interdisciplinary fields, treated by the individual academic units of DUTH.
 - f. researcher mobility programmes;
 - g. the creation and use of common research infrastructures;

it cooperates with:

- a. the DUTH research groups, supporting and contributing to the creation of a new generation of high-level researchers with interdisciplinary knowledge;
- b. domestic or foreign production entities or corporations;
- c. domestic or foreign research and technological organisations and universities;
- d. scientific bodies and associations, international organisations and operators, public sector entities, as defined in case a) of paragraph 1 of Article 14 of Law 4270/2014;
- e. science or technology parks;
- f. legal entities governed by public and private law
- g. researcher mobility programmes
- h. U.R.Cs of other HEIs,

and promotes, *inter alia*:

- a. the development and utilisation of common research infrastructures
 - b. pioneering research and innovation
 - c. enhancing excellence
 - d. the interconnection of research with Education, the economy, society and culture;
 - e. the financial utilisation of the research results of its research units
 - f. the actions for the dissemination and promotion of the scientific and technological achievements of its members
 - g. the internationalisation of DUTH and the attraction of visiting professors/researchers
3. The activities of the U.R.C.-DUTH are supported by research teams, each of which deals with a topic or academic field of a scientific discipline or a combination of scientific disciplines. Each research team aims at conducting high-level research. Each research team may consist of: a) members of the Faculty, Special Teaching Staff Laboratory Teaching Staff and Special Technical Laboratory Staff of HEIs, b) visiting Professors, associate Professors, visiting Researchers, contract researchers, adjuncts professors and post-doctoral students, c) emeritus Professors and retired Faculty members, d) research staff of other bodies and researchers of other research and technological bodies, e) doctoral candidates and students of the first and second course of study and f) additional research, scientific and laboratory staff, employed through the Special Account for Research Funds (SARF) of DUTH.
4. All activities of the University Centre for Research and Innovation that pertain to technology transfer shall be carried out in partnership with or in consultation with the Technology Transfer and Innovation Unit of the HEI, in accordance with the Internal Rules and Regulations of DUTH.

Article 3

Structure, Organisational Structure, Services

1. U.R.C.-DUTH consists of the Research Institutes, the Secretariat and the Digital Systems and Equipment Office.
2. Research personnel are part of the Research Institutes; administrative personnel are posted in the Secretariat, regardless of whether their duties correspond to the administrative support of the Research Institutes, while the technical staff are mainly located in the Digital Systems and Equipment Office.
3. Each Institute of the U.R.C.-DUTH has functional autonomy to more effectively serve the research, scientific and technological needs it addresses and can be structured in Research Areas.

Article 4

Governing Bodies of the University Centre for Research and Innovation

1. Governing Bodies of the University Centre for Research and Innovation (U.R.C.-DUTH) are: a) the Board of Directors and (b) the Chairman of the Board of Directors.
2. The Board of Directors of U.R.C.-DUTH is set up by decision of the HEI Governing Council at the recommendation of the Rector, and consists of:
 - a) the Rector or the competent Vice Rector, to whom the field of research has been assigned, as President; b) the Scientific Directors of the Research Institutes and c) one (1) representative of the staff of case b) of paragraph 3 of Article 131 of Law 4957/2022 (visiting Professors, collaborating Professors, visiting researchers, contract researchers, adjunct professors and post-doctorates) employed at the U.R.C.-DUTH or Research Institutes at the U.R.C.-DUTH.
3. If U.R.C.-DUTH has more than eight (8) Research Institutes, the Board of Directors consists of the Rector or the competent Vice Rector, five (5) members of the Scientific Directors of the Research Institutes of U.R.C.-DUTH and the representative of case c) of paragraph 2 of this Article. The five (5) members who are Scientific Directors of Research Institutes of U.R.C. - DUTH are nominated after a vote by all Scientific Directors, which takes place electronically.
4. The term in office of the Board of Directors is set at three years.
5. During the first meeting of the Board of Directors, one (1) of the participating Directors is elected as Vice-Chairman. One (1) member, namely the representative who is noted under point c) of paragraph 2 above, is elected from the persons who are noted under point b) of paragraph 3 of Article 131 of Law 4957/2022, which is employed at the U.R.C.-DUTH, or at a Research Institute of U.R.C.-DUTH. The Board of Directors of U.R.C.-DUTH is established and operates lawfully even if the representative of the previous section has not been elected.
6. Dismissal of the members of the Board of Directors of U.R.C.-DUTH. (excluding its President) or Governing Bodies of the Research Institutes, occurs in cases where they commit a serious violation of explicit provisions of laws or regulations governing the operation of the U.R.C. or systematically neglect the performance of their duties, in which case they are released from duty by decision of the Senate following a fully reasoned recommendation by the Board of Directors of U.R.C.-DUTH.
7. Participation in the sessions of the Board of Directors may also take place remotely and via secure electronic means.
8. The Board of Directors of U.R.C.-DUTH sessions regularly and extraordinarily, as required, upon invitation by its President. The invitation with the agenda shall be emailed to the members of the Board of Directors at least 2 days before the meeting. The Board of Directors shall also convene if requested by written request to its President by at least three (3) members; such request also specifying the topics for which the extraordinary session is requested.
9. During the sessions, minutes are drafted which record, in particular, the names and capacity of the attending members, the place and time of the meeting, the topics discussed with concise but comprehensive reference on their content, the form and results of the voting procedure and the decisions taken. All individual opinions expressed and put to the vote must be entered in the above minutes. The opinions of the members who were in the minority and their names shall be recorded in the minutes. The minutes shall be prepared by the Secretary and endorsed by the President. In all other cases, the provisions governing the operation of collective governing bodies, included in the Code of Administrative Procedure, shall apply.
10. The members of the Board of Directors do not receive compensation for their participation in the Body, but their travel expenses may be covered by U.R.C.-DUTH, in accordance with the provisions on mobile staff set out in the applicable legislation and the Financing and

Management Guide of the DUTH Special Account for Research Funds.

Article 5
Powers of the Board of Directors of U.C.R.-DUTH

The powers of the Board of Directors of U.C.R.-DUTH are:

- a. to decide on issues that concern the management and operation of U.C.R.-DUTH,
- b. to prepare the Internal Regulation of U.C.R.-DUTH and submit it for approval to the Senate of the HEI;
- c. to submit an opinion to the Senate on the establishment, merger, repeal or renaming of the Research Institutes;
- d. the submission of a recommendation for the appointment of Scientific Directors at the Research Institutes;
- e. to regulate issues of operation and use of the joint research infrastructure and other infrastructure of U.C.R.-DUTH;
- f. to draft and submit to the Senate a four-year development plan for U.C.R.-DUTH, in accordance with the University's Strategic Development Plan, the framework of the National Strategy for Research, Technological Development and Innovation and the National Smart Specialisation Strategy;
- g. to submit to the Senate the annual report on the activities of the Centre and its Research Institutes, following relevant recommendations by their Scientific Directors;
- h. to implement the research, technological and development programming of U.C.R.-DUTH;
- i. the submission of requests to the competent bodies for the recruitment of personnel with any employment relationship and the supply of goods and services;
- j. to set up committees and working groups for the fulfilment of the objectives of U.C.R.-DUTH;
- k. to manage and utilise research results generated by the activities of U.C.R.-DUTH;
- l. to submit recommendations to the competent bodies of the HEI for the use of DUTH's own resources or available funds from the Special Account for Research Funds (SARF) of DUTH or of DUTH for the development of the activities of U.C.R.-DUTH and especially its research and laboratory infrastructures;
- m. to manage U.C.R.-DUTH resources through the DUTH Special Account for Research Funds;
- n. to submit to the Governing Council for approval the initial annual budget of the project whose resources originate from the payment of SARF withholdings to U.C.R.-DUTH projects, from donations, grants, exploitation of intellectual property and other horizontal resources of U.C.R.-DUTH, as well as any budget amendment exceeding twenty five per cent (25%) of the initial one;
- o. allocation to the Research Institutes, the Secretariat and the Office for Digital Systems and Equipment, of funds, grants, donations, sponsorships, and revenue available for the operation of U.C.R.-DUTH
- p. the determination of the pricing policy for the distribution of products or for the provision of services to third parties by the Research Institutes of U.C.R.-DUTH and DUTH.
- q. to exercise any other competence which is assigned to it by the Internal Regulation, provided that it is related to the achievement of the purposes of U.C.R.-DUTH.
- r. As for the rest, the provisions governing the operation of collective governing bodies, included in the Internal Rules and Regulations of the University and the Code of Administrative Procedure, shall apply.

Article 6

Powers of the President of the Board of Directors of U.C.R.-DUTH

The Powers of the President of the Board of Directors of U.C.R.-DUTH are:

- a. the preparation of the agenda of the meetings of the Board of Directors and the chairmanship of its meetings;
- b. to implement the policy and monitor compliance with the Internal Regulation of U.C.R.-DUTH;
- c. to legally represent U.C.R.-DUTH in its relations with administrative, judicial and other authorities, as well as third parties in Greece or abroad when concluding contracts or agreements;
- d. to coordinate the activities of U.C.R.-DUTH and to assume responsibility for its proper and smooth operation;
- e. to recommend matters to the governing bodies of the HEI relating to the competences of U.C.R.-DUTH;
- f. to assume scientific responsibility for projects/programmes concerning the financial management of U.C.R.-DUTH resources;
- g. to approve the projects to be prepared in the Research Institutes, together with the Scientific Director of the Research Institute, where each project will be implemented, on the recommendation of the Scientific Coordinators.
- h. to exercise any other competence which is assigned to it by the Internal Regulation of U.C.R.-DUTH and relates to the fulfilment of its purposes and to exercise any competence referred to in the applicable provisions in each case.
- i. The Vice-President shall perform the duties of President if the President is absent or temporarily unavailable.

Article 7

Administrative support for U.C.R.-DUTH

1. The Secretariat of U.C.R.-DUTH is responsible for: a) all issues relating to the staff of U.C.R.-DUTH, of any category, that fall under the responsibility of the Centre, b) taking measures for the timely and effective implementation of the decisions of the Board of Directors, c) preparing and monitoring the implementation of its budget, d) drawing up the minutes of the meetings of the Board of Directors, the Research Institutes' Scientific Committees, and in general the support of the President; e) the communication and cooperation with SARF and the other services of DUTH; f) the support of Scientific Officers on issues related to the Centre's procedures and the procedures for the preparation, acceptance and implementation of projects; g) the care for procurement of the necessary elements and services for the operation of U.C.R.-DUTH and for all issues of logistical support that pertain to the operation of U.C.R.-DUTH and its Research Institutes; h) keeping of records, including that of the Centre's projects, correspondence, protocol and all document models, i) provision of information relating to the activities of the Centre and communication with legal and natural entities and support of the Centre's publicity and promotion actions; j) implementation of the decisions of the Board of Directors relating to the quality assurance of the Centre's work; collaboration with DUTH-QAU and the collection and recording of all necessary indicators for the evaluation of the Centre, k) the support of the Board of Directors in the preparation of the annual activity report, the internal evaluation report and the preparation of the four-year development planning of U.C.R.-DUTH and DUTH, l) certifying

- the Centre's procedures, in accordance with the relevant decisions of the Board of Directors.
2. The U.C.R.-DUTH Secretariat mainly occupies staff under labour contracts of private law with a fixed-term or project contracts as part of the projects it manages, while administrative DUTH staff may also be placed following a decision of the Governing Council. The administrative staff employed by the Research Institutes is part of the Secretariat of U.C.R.-DUTH.
 3. The administrative staff the Secretariat must in particular: (i) Comply with the provisions governing U.C.R.-DUTH, as well as the instructions, circulars and orders of Management; (ii) diligently perform the work assigned to it, to promote and defend the interests of U.C.R.-DUTH, while serving conscientiously; (iii) perform its duties fairly, independently and impartially, without its actions being influenced by partial interests; or pressure, (iv) faithfully comply with the working hours applied each time, provided this is consistent with the nature of the employment, (v) not be employed during working hours in tasks other than the contractual duties and (vi) comply with the rules of Ethics, Good Practice and Professional Conduct provided for in the Guide to Financing and Management of SARF-DUTH.
 4. The Head of the Secretariat of U.C.R.-DUTH, hereinafter the Secretary, shall ensure its smooth operation, specializing its planning and actions in accordance with the policy and decisions of the Board of Directors. Assigns to available staff the tasks arising from the aforementioned powers of the Secretariat, signs all manner of outgoing documents within its powers, makes recommendations on matters pertaining to its powers to the President, monitors, controls, supervises and evaluates all types of staff working at the Secretariat. The Secretary of U.C.R.-DUTH attends the meetings of the Board of Directors and is responsible for keeping the minutes of the meetings and the book of meetings. The Secretary may be temporarily replaced in its duties by another member of the Secretariat, appointed by the President of U.C.R.-DUTH.
 5. The Digital Systems and Equipment Office of U.C.R.-DUTH supports electronic services and electronic document handling, development and management of databases and, in general, the Information Systems and equipment of the Centre. Develops, supports and maintains the central website, which also serves as a portal, so that rerouting can take place on the specific website of each Research Institute. Develops, supports and maintains the Research Institutes' websites. Provides technical support and maintenance of the Centre's common scientific equipment, in collaboration with the persons responsible for this equipment.

Article 8

U.C.R.-DUTH Staff

1. U.C.R.-DUTH and the Research Institutes are supported by research staff, as well as technical and administrative staff.
2. The research staff is part of the Research Institutes and aims at carrying out high-level research. Research staff may consist of:
 - a) Regular research staff comprising:
 - i. Faculty Members, Special Teaching Staff , Laboratory Teaching Staff and Special Technical Laboratory Staff of DUTH
 - ii. Visiting Professors, Collaborating Professors, Visiting Researchers,
 - iii. Emeritus Professors and retired members of the Faculty of DUTH,
 - b) Collaborating research personnel, including:
 - iv. Faculty members, Special Teaching Staff Laboratory Teaching Staff and Special Technical Laboratory Staff of other HEIs and researchers of other research and technological bodies;
 - v. Faculty Members, Special Teaching Staff E.D.I.P. and Special Technical Laboratory Staff of DUTH Visiting Professors, Collaborating Professors, Visiting Researchers, Emeritus

- Professors and retired members of the Faculty of DUTH when they are regular research staff of another Research Institute;
- vi. Contract researchers, adjunct professors, PhD candidates and first and second course of study students,
 - vii. Additional research, scientific and laboratory staff, employed through the Special Account for Research Funds (SARF) of DUTH and paid by Research Institutes' programmes;
 - viii. Collaborating researchers of foreign institutions that do not belong to the above categories.
3. The qualifications and evaluation criteria required for the Researchers of U.C.R.-DUTH. of the 1st, 2nd and 3rd rank are identical to those of the Faculty members, respectively of the rank of Professor, Associate Professor and Assistant Professor.
 4. Once the necessary credits have been secured, the President of U.C.R.-DUTH issues calls for tenders for the recruitment or development of a Researcher at the U.C.R.-DUTH, within a deadline of one month from the relevant decision of the Board of Directors of U.C.R.-DUTH, setting out the rank and the academic field. The election and development of the Researchers of U.C.R.-DUTH of all ranks shall be carried out by special electoral bodies made up of eleven (11) regular members of the Faculty or Researchers of the Research Institutes or U.C.R.-DUTH who belong to the same or higher rank as the job advertised, and who are appointed with an equal number of alternate members. The five (5) members are internal to the DUTH, and the six (6) are external. At its first session, the electoral body shall appoint a three-member rapporteur committee, and the election process shall follow that which applies to members of the Faculty. Rank 3 is for a three-year term, and progress from rank 3 to 2 is open, while progress from rank 2 to rank 1 is closed. Otherwise, the same arrangements apply as for Assistant Professors, with the exception of the possibility of converting the contract of the Researchers in rank 3 into an indefinite term in this rank. Progression from one rank to the next shall take place after a minimum period of three years at the rank following a relevant request from the interested party.
 5. Each member of the Faculty, Special Teaching Staff, E.D.I.P. and Special Technical Laboratory Staff of DUTH and each Researcher of the U.C.R.-DUTH, Professor Emeritus, retired Faculty member, Visiting Professor, Associate Professor and Visiting Researcher of DUTH may be included **as regular research staff in only three (3) Research Institutes and as collaborating research personnel to a maximum of three more (3)**.
 6. The inclusion of regular research staff in a Research Institute takes place at the request of the interested party, which is submitted along with its detailed curriculum vitae to the Research Institute's Scientific Director, a recommendation from the Research Institute Scientific Committee, or if the Scientific Director does not exist, the concurrent opinion of the Board of Directors of U.C.R.-DUTH and decision of the Senate.
 7. The inclusion of collaborating research personnel into a Research Institute, when they are not employed in the Research Institute's projects through the SARF of DUTH, is carried out at the request of the interested party, which is submitted along with his/her detailed curriculum vitae to the Scientific Director of the Research Institute, a recommendation from the Research Institute's Scientific Committee or if there is none, of the Director and a decision of the Board of Directors of U.C.R.-DUTH.
 8. The inclusion of collaborating research personnel into Research Institutes when they are employed in Research Institute projects of DUTH takes place following a recommendation from the Scientific Coordinators of the project, a decision of the Board of Directors of U.C.R.-DUTH and a request from the Scientific Coordinator to the Research Committee for employment without any further procedure.
 9. The technical and administrative staff may be either personnel of the University, which has been

placed at U.C.R.-DUTH by decision of the competent body, or mainly personnel employed through SARF of DUTH and paid from Research Institute programmes. The main concern of U.C.R.-DUTH is for its operation cost to be covered by resources it secures itself through the funding it attracts.

10. The recruitment of technical and administrative staff employed in projects of U.C.R.-DUTH through DUTH SARF, takes place following a recommendation from the Scientific Coordinator of the project, a decision of the Board of Directors of U.C.R.-DUTH and a request from the Scientific Coordinator to the Research Committee to carry out a public call according to the procedure provided for in the Financing and Management Guide of SARF – DUTH for the employment of temporary staff in projects.
11. Supplies of goods and services and staff travel shall be carried out in accordance with the Financing and Management Guide of DUTH SARF. A travel order for the staff employed in projects of U.C.R.-DUTH through SARF is issued by the respective Scientific Director of the project, while for the rest of the staff the President of the Board of Directors of U.C.R.-DUTH.

Article 9

Research institutes

1. By decision of the Senate, following a recommendation of the Board of Directors of U.C.R.-DUTH, Research Institutes within U.C.R.-DUTH are established, merged, abolished and renamed. The object of each Research Institute is the promotion of basic and applied research in one (1) or more predefined academic fields of one (1) scientific discipline or a combination of scientific disciplines and the support of the activities of the U.C.R.-DUTH. For the renaming and merger of Research Institutes, the Board of Directors in its recommendation to the Senate takes into account the opinion of the Scientific Directors of the Research Institutes involved.
2. By decision of the University's Governing Council, at the recommendation of the Board of Directors of U.C.R.-DUTH, the University's premises and equipment for its installation and operation, the creation of common research infrastructures, and the placement of University personnel, shall be conceded to U.C.R.-DUTH and the Research Institutes. By decision of the Senate of DUTH, at the recommendation of the Board of Directors of U.C.R.-DUTH, offices and branches of U.C.R. may be established in other cities in Greece or abroad. The relevant appropriations may be borne either by the budget of the University or by private resources of U.C.R.-DUTH or its Research Institutes.
3. In order to establish a Research Institute, a documented recommendation from any interested Faculty Member of the HEI must be submitted to U.C.R.-DUTH; this shall include:
 - a. the research team that deals with the specific thematic area and is going to be active in the Research Institute under establishment,
 - b. the feasibility and viability study of the Research Institute to be established, which analyses the need to be covered by the establishment of this Research Institute, that is not covered by the already existing Research Institutes of U.C.R.-DUTH, as well as the existence of scientific and socio-economic conditions that render its establishment necessary,
 - c. the compatibility report with the strategic plan and development planning of DUTH and U.C.R.-DUTH, as well as the compatibility report with the National Strategy for Research, Technological Development and Innovation or the National Smart Specialisation Strategy,
 - d. the proposed Scientific Director of the Research Institute to be established during its first three (3) years of operation.
4. The activities of the Research Institutes of U.C.R.-DUTH are primarily interdisciplinary and

interdepartmental in nature.

5. The establishment of an Institute requires the inclusion of at least five (5) Faculty members as regular research staff.
6. The Faculty members of a Research Institute's regular research staff that belong to the same Department may not exceed 80% of the total number of Faculty members of regular research staff members of the Research Institute.
7. The Research Institutes may be structured in individual Units, depending on the range of their scope, the number of their staff and the size of their activities. Each individual Unit must include at least three (3) members of Research Institute's research staff, at least one (1) of whom must belong to the regular research staff. The internal structure of the Research Institute shall be submitted at the recommendation of its establishment and shall be amended following a proposal of the Scientific Committee or, if there is none, of the Scientific Director, a recommendation from the Board of Directors and a decision of the Senate.
8. The Research Institutes of U.C.R. may collaborate with established laboratories of the University, based on the strong relevance or complementarity of their objects and the best service of their research activities. In these cases, Special Cooperation Protocols are concluded and agreed upon, following a relevant recommendation by the Scientific Committee of the Research Institute. (if there is one) or the Scientific Director and decision of the Board of Directors of U.C.R. and the Assembly of the Department that owns the Laboratory.
9. The scientific or other equipment acquired through the Institutes' projects belongs to the common equipment of U.C.R.-DUTH.
10. The U.C.R.-DUTH, as an academic research unit of DUTH, is subject to internal and external evaluation procedures provided for by the Internal Quality Assurance System of the University and the provisions of the applicable legislation on the evaluation and certification of HEIs. The power and responsibility for handling evaluation procedures lies with the Board of Directors of U.C.R.-DUTH.
11. If a Research Institute of U.C.R.-DUTH is inactive or there are serious reasons, its operation may be suspended for a specific period by decision of the Senate, following a substantiated recommendation by the Board of Directors of U.C.R.-DUTH.

Article 10

Governing Bodies of the Research Institutes

1. Each Research Institute has a Scientific Director who is selected by decision of the Senate among the members of the Research Institute's regular research staff, who have a full term in office, after the first three years of operation. The Scientific Director's term in office is three years, renewable without limitation.
2. The Scientific Director of the Research Institute has recognised research activity related to the scope of the Research Institute, experience in attracting funding for research projects/programmes and utilizing the results of the research, as well as administrative experience. Any member of the Research Institute's regular research staff with the above qualifications may be elected as Scientific Director.
3. The selection of the Scientific Director of the Research Institute shall be made by the Senate following a public invitation extended by the President of the Board of Directors of U.C.R.-DUTH, three months before the end of the term in office of the Scientific Director currently in office. The call shall specify the qualifications of candidates, as well as the time and method of submission of candidacies. The candidates are assessed and ranked and submitted to the Board of Directors by a three-member Evaluation Committee, which is established with a decision of

the Senate following a recommendation of the Board of Directors of U.C.R.-DUTH. The Evaluation Committee consists of members of the Faculty of Universities in Greece or abroad or Researchers of research centers. The Board of Directors recommends to the Senate the selection of the Scientific Director(s) of the Research Institute. Interested parties' nominations shall be submitted accompanied by the supporting documents specified in the call. If there are no candidates for the post of Scientific Director, by decision of the Senate, on the recommendation of the Board of Directors, one of the members of the Research Institute's regular research staff shall be appointed as Scientific Director of the Research Institute. The appointment of the Scientific Directors of the Research Institute is done by an act of the Rector, which is published in the Official Government Gazette.

4. The position of Scientific Director of the Research Institute of U.C.R.-DUTH is not incompatible with that of member of the Governing Council, Vice Rector, Dean, Head of Department or Director of a Sector.
5. The powers of the Scientific Director of the Research Institute are:
 - a. The representation of the Research Institute in the conclusion of contracts or agreements relating to the Research Institute which are countersigned by the legal representative of the University or SARF
 - b. the coordination of the Research Institute's activities and the responsibility for its proper and smooth operation and the appointment of those responsible for the individual units of the Research Institute, if any;
 - c. the preparation of the Research Institute's research and development policy;
 - d. the preparation and submission to the Board of Directors of U.C.R.-DUTH of an annual expenditure plan, as well as an annual report on the activities of the Research Institute,
 - e. the submission of the Research Institute's development plan to the Board of Directors of U.C.R.-DUTH,
 - f. the preparation, in cooperation with the other members of the regular research staff, and in particular the Scientific Coordinators of projects implemented through the Research Institute, of the annual target-setting of the Research Institute and its monitoring,
 - g. the representation of the Research Institute in the Board of Directors of U.C.R.-DUTH,
 - h. the assumption of scientific responsibility for projects concerning the financial management of horizontal resources of the Research Institute, implemented through SARF, and the submission of related requests for the recruitment of personnel under any employment relationship and the provision of goods and services;
 - i. submission to the Research Committee of a recommendation on the costing of Research Institute services to third parties;
 - j. the care for the premises and the common equipment used primarily by the Research Institute as well as for those provided by the University for the needs of the Research Institute,
 - k. the approval, jointly with the President of the Board of Directors of U.C.R.-DUTH, of the projects carried out at the Research Institute following the recommendation of the Scientific Coordinators,
 - l. the exercise of the powers assigned thereto by the Board of Directors of U.C.R.-DUTH.
6. By decision of the Board of Directors of U.C.R.-DUTH, a three-member or five-member Scientific Committee may be appointed per Research Institute, depending on the number of its staff and the size of its activities. The Scientific Committee is usually staffed by members of the regular research staff, in which the Scientific Director of the Research Institute is obligatorily involved, as its President. In special cases, a member of the Scientific Committee may come from collaborating research staff. The term of the Scientific Committee is set at three years. By

decision of the Scientific Director, one of the members of the Scientific Committee may be appointed as Deputy Director (selected among the members of the regular research staff) with a term of office parallel to that of the Director.

7. The powers of cases c) to f) of paragraph 5 are exercised by the Scientific Committee of the Research Institute, if any.

Article 11

Joint Research Institutes

1. According to Article 134 of Law 4957/2022, U.C.R.-DUTH may establish Joint Research Institutes (K.E.I.) in collaboration with other U.C.R. of HEIs in Greece, research centers, institutes and technological agencies, under Article 13A of Law 4310/2014 (Official Government Gazette, Series I, No 258) and with foreign universities and research and technological organisations. The establishment of a Joint Research Institute requires the signing of a Memorandum of Cooperation between the collaborating HEIs, which is approved by the Senates of the HEIs following a recommendation of the U.C.R.s of the HEIs and the competent administrative body, in the case of another Greek or foreign collaborating organisation.
2. The Memorandum of Cooperation stipulates, as a minimum:
 - a. the mission of the KEI, its activities and issues relating in general to the cooperation of associated organisations;
 - b. the administration of the KEI, its representation and in particular the number of members of the Scientific Committee and the representation of each cooperating body in it;
 - c. the manner in which the Scientific Director or Directors will be appointed, if it is agreed to appoint more Directors for each cooperating body,
 - d. issues related to staff employment and travel, as well as researcher mobility between associated organisations;
 - e. issues relating to the management and allocation of its resources between the associated bodies, as well as the supervising body that will undertake the administrative and financial support;
 - f. the obligations and rights of each partner entity,
 - g. the duration of the KEI's operation,
 - h. any other matter necessary for the organisation and operation of the KEI.

Article 12

Preparation of projects by research institutes

1. The research and development projects, the research studies as well as the provision of services to third parties, prior to the phase of transmitting a relevant request to SARF according to the procedure provided for in the Financing and Management Guide of SARF – DUTH for their acceptance by the Research Committee, are approved by the President of the Board of Directors of U.C.R.-DUTH and the Scientific Director of the relevant Research Institute, following a proposal from the Scientific Coordinator. In the event of disagreement, this proposal shall be submitted for approval to the Board of Directors of U.C.R.-DUTH. The criterion for the approval of these projects is the compatibility of the physical object and their expected results with the mission and research objectives of U.C.R.-DUTH and with the object and research activities of the Research Institute in which each project will be implemented. More specifically, for funded research projects that include human research on material derived from humans, such as genetic material, cells, tissues and personal data, animals or the environment, natural and

cultural, these must be submitted for approval to the DUTH Research Ethics Committee (DUTH-REC). The project cannot be implemented without first obtaining the relevant approval (Article 279 of Law 4957/2022).

2. Each member of the regular research staff may submit and implement, in the capacity of Scientific Coordinator, projects to the Research Institute in which they operate. After each project has been approved by U.C.R.-DUTH, in accordance with the above, it is submitted to the SARF for approval by the Research Committee. The proposed Scientific Coordinator (E.Y.) shall also be mentioned in the decision approving the project by the U.C.R.-DUTH.
3. The E.Y. appointed by the Research Committee of DUTH, is responsible for the scientific and administrative supervision of the execution of the project, responsible for the proper implementation and certification of the physical object, responsible for the feasibility of the costs and the monitoring of the development of the financial object of the project, in accordance with the law and the rules of art and science,
4. Each EY is accountable to U.C.R.-DUTH both in terms of contractual obligations to the respective funding body and in terms of the sound scientific quality of the work performed.
5. The E.Y. shall ensure that the schedule is adhered to, that the approved funds are well spent and that problems arising during the execution of the project are resolved. On the recommendation of E.Y., the Research Committee may appoint an E.Y. deputy. The ways of undertaking, executing and delivering the results and deliverables of the programmes and projects are governed by the rules of the contract or the implementation plan or the technical bulletin of the project, the programme or the study and the applicable funding and/or implementation guides.

Article 13

U.C.R.-DUTH resources

1. U.C.R.-DUTH resources can be:
 - a. Grants from the Operational Development Program (ODP) -formerly P.D.E. of the Ministry of Education, Religious Affairs and Sports or other Ministries,
 - b. funding under co-funded programmes;
 - c. funding from research programmes of the European Union, international organisations and bodies,
 - d. donations, inheritances, bequests, sponsorships from third parties, as well as benefits of any kind from Greek or foreign natural or legal entities;
 - e. funding for carrying out industrial research;
 - f. income earned from the provision of services, from the completion of studies and clinical studies and from the conduct or evaluation of research programmes on behalf of third parties;
 - g. income from the exploitation of intellectual property of U.C.R.-DUTH.
 - h. any other source of funding.
2. Fifty percent (50%) of the amount of the deduction in favour of the Special Account for Research Funds (SARF) on the budgets of the projects/programmes of SARF that is implemented by U.C.R.-DUTH, is attributed to U.C.R.-DUTH and its financial management is carried out in a distinct horizontal project code in order to cover the needs of U.C.R.-DUTH and its further development. The above amount is reimbursed after the completion of the physical and financial object of the respective projects of U.C.R.-DUTH. The total deduction for each project of U.C.R.-DUTH Research Institutes is equal to that of other similar projects managed by SARF of DUTH.
3. By decision of the Research Committee of the EL.K.E. of DUTH, following a proposal of the Board of Directors of U.C.R., the University's assets or the SARF's own resources or the EL.K.E. 's assets

may be made available following a recommendation of the Research Committee and a decision of the Governing Council (Articles 237 & 242 of Law 4957/2022), for the development of U.C.R.-DUTH.

4. The University's financial resources, of any nature, are managed by the SARF of the University. The financial management of all kinds of resources of U.C.R.-DUTH, is carried out through SARF in accordance with the current legislative framework and the Financing and Management Guide of SARF of DUTH.
5. The management of resources related to horizontal actions of U.C.R.-DUTH, is carried out through a distinct project code with the President of its Board of Directors as Scientific Coordinator.
6. After deducting the horizontal operational and development needs of the Center, the needs of the Research Institutes of the Center are met by a relevant provision at the expense of the budget of the distinct horizontal project of U.C.R.-DUTH, in proportion to the contribution of all the projects of each Research Institute to the revenues of U.C.R.-DUTH.

Article 14

Use of research equipment of U.C.R.-DUTH.

1. Any kind of equipment acquired from projects of U.C.R.-DUTH and its Research Institutes managed by SARF, or from the Operational Development Program (former Public Investment Program) or granted by DUTH to U.C.R.-DUTH and its Research Institutes or granted free of charge to U.C.R.-DUTH and its Research Institutes by third parties, constitutes common equipment of U.C.R.-DUTH.
2. The equipment is registered a) in the Equipment Book of U.C.R.-DUTH, b) in the cadastre of movable assets of DUTH, after notification of the competent department of the University by the services of U.C.R.-DUTH and c) specifically for research/development equipment worth more than €15,000, in an electronic catalogue of research equipment, stating its location and the person responsible for the equipment. This list is available on the website of U.C.R.-DUTH.
3. By decision of the Board of Directors of U.C.R.-DUTH, the Equipment Manager (YE) for each major scientific body or unit of equipment or set of related instruments and provisions, its Deputy and its installation sites, are appointed. The YE is essentially responsible for the use, operation and maintenance of the equipment. This decision may be amended by a new decision of the Board of Directors, whenever deemed necessary (retirement or departure in any way, transfer to another academic unit, resignation, inability to perform duties, etc.).
4. All scientific equipment must be accompanied by an "equipment book" which includes: a) The person responsible for the use, operation and maintenance and his/her deputy, b) the maintenance and repair log and c) the use log.
5. All members of U.C.R.-DUTH have access to the equipment to serve their research needs, priority is given to the members of the respective Research Institute., and, if there is availability, to members of other academic units or third parties. Access to the equipment requires the know-how to use it or the support of the YE and authorised personnel in consultation with the YE.
6. The programme of use of the equipment is formulated and supervised by the YE. The priority criteria are decided by the competent Research Institute and posted in a special place for scientific equipment on the website of U.C.R.-DUTH.
7. The competent Research Institute must ensure that each year, in the budget of U.C.R.-DUTH or another project, operating, maintenance and repair costs of equipment failures are provided for, based on previous uses.

8. Installation costs, such as electrical installations or any auxiliary installations required (e.g. gas extraction system), shall be borne by the budget of the projects of the competent Research Institute. In the event that the equipment is systematically used by members of multiple Research Institutes, the cost of operation, maintenance or repair is divided according to the time of use of the equipment.
9. The maintenance or repair of the equipment may be covered in whole or in part by the research programmes of researchers who make use of the equipment, in accordance with rules decided and made public by the Research Institute.
10. The competent Research Institute may determine rules and how to charge for the use of the specific equipment by researchers of academic units that do not participate in its operating and maintenance costs, as well as by third parties. These rules are posted on the website of U.C.R.-DUTH in the special place for scientific equipment.
11. The use charge is cost-oriented by the YE, taking into account the costs of maintenance, consumables, personnel and repairs, is approved by the Board of Directors of U.C.R.-DUTH and the Research Committee and is posted on the U.C.R.-DUTH website in the special place for scientific equipment. Equipment use compensation is charged and credited to the projects in accordance with the Financing and Management Guide of SARF
12. Any disputes between the YE and the applicants for the use of the equipment shall be resolved upon request by the Board of Directors of U.C.R.-DUTH.

Article 15

Compliance with the rules of ethics and conduct

1. Compliance with the Rules of Ethics and Conduct is an essential guarantee of reliability and quality. The staff of U.C.R.-DUTH must refrain from conducting or promoting research that could cause harm to humans and society or the ecosystem in general, or a risk of harm that exceeds internationally accepted scientific limits. They must also refrain from research that may affect or endanger the value of the human being and his/her rights, as well as provoke or foster racial, social or other discrimination.
2. Regarding research ethics issues, members of U.C.R.-DUTH are committed to complying with the relevant provisions of the Internal Rules and Regulations of DUTH, the Financing and Management Guide of SARF – DUTH, and the Regulation of Principles and Operation of the E.I.D.E. of DUTH.

Article 16

Leveraging of Intellectual Property

1. The Research Committee approves the terms for the exploitation of the results/products (commercial exploitation, patents, software programs, constructions, etc.) from research projects, as well as the participation rates of the University, the copyright holders and third parties in the profits.
2. The policy of exploitation of results/products of research projects, including copyrights and industrial property rights, as described in detail in the "Intellectual Property Management Policy" section of the Technology Transfer Regulation of DUTH, is also applicable in the case of the U.C.R.-DUTH. The Research Committee, following a proposal by the Office for the Transfer of Technology and Innovation and a proposal by the Technology Transfer, Innovation and Startup Entrepreneurship Committee (DUTH-TTISEC), is the competent body for the management of intellectual property issues at DUTH. The creator of the work remains the

beneficiary of the moral right on an intellectual property work created by the persons employed under any employment relationship at U.C.R.-DUTH. For the determination of the holder of the right to patent an invention that has been developed in the context of a university activity (university invention) by members of U.C.R.-DUTH. (Faculty Members Laboratory Teaching Staff Special Technical Laboratory Staff, researchers with a project contract and third parties employed under any employment relationship/project candidate(s) of PhDs funded by DUTH) the following apply:

- a. If it is a "Service Invention", that is, if the employee has been hired with the obligation to develop an inventive activity or if a special arrangement for the rights is included in the contractual terms of a work contract, the invention belongs 100% to the employer, that is, it belongs in full ownership to U.C.R.-DUTH. The employee/inventor reserves the "moral right" to be named an inventor. If the invention is particularly beneficial to the employer, the inventor is entitled to an additional reasonable fee, which shall be determined by the Research Committee.
 - b. If the invention is carried out in the context of a specific funded project and special contractual terms have been entered into as regards the allocation of rights, these terms shall prevail.
 - c. An invention made by a member of U.C.R.-DUTH that was not implemented in the context of a project funded or co-financed by a third party, is considered a dependent invention, therefore it is presumed to be an invention made by an employee using materials, means or information of the "enterprise" in which he/she works, and the beneficiary of the invention is U.C.R.-DUTH by 40% and the inventor member of U.C.R.-DUTH by 60%.
- 3.** The inventor or the representative of the group of inventors, if it is a dependent invention:
- a. shall notify, within one month of its completion, in writing to the Scientific Director of the Research Institute the implementation of the invention, providing the following information (i) documentation of the originality of the invention, (ii) expected results, (iii) any similar patents and competing products, (iv) industrial applicability or other form of exploitation, (v) any other elements it deems necessary.
 - b. submits the "Invention and/or Research Results Notification Form" of Annexes A, B and C to the Legal Support Office of M.O.D.Y. of SARF DUTH, completed and signed in a closed folder, providing the necessary data for the joint application for a patent (DE) or for the drafting of a notarial deed on the creation of a source code for computer programs, etc.
 - c. The above documents are of a confidential nature and together with the content of the folder contain confidential information, relating to the disclosure of a University Invention and any leakage thereof, may affect the smooth submission of a request for the granting of a patent. The persons who handle University Invention issues at U.C.R.-DUTH and SARF sign a confidentiality agreement or a unilateral declaration of commitment to confidentiality.
- 4.** The DUTH Technology Transfer, Innovation and Startup Entrepreneurship Committee (DUTH-TTISEC) makes recommendations to the Research Committee regarding the exploitation or not of the discovery or the research result. The recommendation is also forwarded to the Board of Directors of U.C.R.-DUTH. Within one month from the date of receipt of the above reasoned proposal, the Research Committee, following a proposal of the Board of Directors of U.C.R.-DUTH, shall issue a decision by which it shall decide:
- a. either that U.C.R. - DUTH shall be a 40% co-beneficiary of a dependent invention.
 - b. either that U.C.R.-DUTH shall have priority as regards the exploitation of the dependent invention, against remuneration to the inventor, proportionate to the assessment of the economic value of the invention and the profits it will bring.
 - c. either that U.C.R. -DUTH shall assign its rights to an existing company (licensing).

- d. either that U.C.R.-DUTH will decide that it is not interested in submitting the application to register the invention and to attribute in writing the part of its right to the inventor, in which case the invention belongs entirely to him.
5. If SARF does not declare in writing to the inventor within four months from the above notification of the inventor that it is interested in co-submitting the application, it shall be submitted only by the inventor, in which case the invention shall belong entirely to the inventor. It is expressly noted that the inventor will not be entitled to apply for a patent for an invention, which differs substantially from the one for which an application was submitted to SARF for a joint patent application, as mentioned above.
6. In the case of participation of U.C.R.-DUTH as a co-beneficiary by a certain percentage in the patent, U.C.R.-DUTH must cover the costs of filing the patent by a percentage that is not less than the percentage by which it is designated as co-beneficiary. In the event that the inventor cannot or does not wish to cover the costs of filing a patent application concerning him/her, U.C.R.-DUTH may bear these costs with the agreement of the inventor and amendment of the rights agreement between them. After patenting the invention, the Research Committee will examine every two years the continuation of the payment of the fees at the request of the inventors' representative.
7. The distribution of the revenues resulting from the economic exploitation of the rights held by U.C.R.-DUTH will be as follows: a) 80% of these will be attributed to the relevant Research Institute, through a separate project of SARF with the Scientific Director acting as Scientific Coordinator, to cover its operational and developmental needs and b) 20% of these will be attributed to the Central Administration of U.C.R.-DUTH, through its distinct horizontal work to cover its operational needs.
8. In order to protect the intellectual property produced within the U.C.R. and to disseminate and exploit the results of the research and other activities of the U.C.R., the U.C.R. collaborates with the Technology Transfer and Innovation Unit of the University in accordance with the Internal Rules and Regulations, in cooperation with the Technology Transfer and Innovation Unit and the Special Account for Research Funds.

Article 17

Protection of personal data

1. In its daily activities, U.C.R.-DUTH uses data relating to identified individuals, such as existing and prospective employees, external partners with a cooperation contract, suppliers, students, patients in the projects of the Medical School, users of its websites. U.C.R.-DUTH complies with the relevant European and national legislation on the protection of personal data and this compliance is achieved through the application of the corresponding DUTH policies, including, *inter alia*, the Privacy and Personal Data Protection policy, the Information Security policy, the Acceptable Use policy, the Record Storage and Protection policy. U.C.R.-D.U.TH. may have new policies that are specialised in its subjects. The Policies apply to all systems, people and procedures of U.C.R.-DUTH, including management bodies, researchers, employees, Scientific Coordinators, suppliers, partners, subcontractors and other third parties who have access to U.C.R.-DUTH systems.
2. Personal data shall be: a) processed lawfully, fairly and in a transparent manner in relation to the data subject ('lawfulness, fairness and transparency'); b) collected for specified, explicit and legitimate purposes and not further processed in a manner that is incompatible with those purposes; further processing for archiving purposes in the public interest, scientific or historical research purposes or statistical purposes shall, in accordance with Article 89(1), not be considered to be incompatible with the initial purposes ('purpose limitation'); c) adequate,

relevant and limited to what is necessary in relation to the purposes for which they are processed ('data minimisation'); d) accurate and, where necessary, kept up to date; every reasonable step must be taken to ensure that personal data that are inaccurate, having regard to the purposes for which they are processed, are erased or rectified without delay ('accuracy'); e) kept in a form which permits identification of data subjects for no longer than is necessary for the purposes for which the personal data are processed; personal data may be stored for longer periods insofar as the personal data will be processed solely for archiving purposes in the public interest, scientific or historical research purposes or statistical purposes in accordance with Article 89(1) subject to implementation of the appropriate technical and organisational measures required by this Regulation in order to safeguard the rights and freedoms of the data subject ('storage limitation'); f) processed in a manner that ensures appropriate security of the personal data, including protection against unauthorised or unlawful processing and against accidental loss, destruction or damage, using appropriate technical or organisational measures ('integrity and confidentiality').

3. The controller shall be responsible for, and be able to demonstrate compliance with all the above principles (accountability).
4. The data subject has the following rights: (i) The right of information; (ii) the right of access; (iii) the right of correction; (iv) the right to erasure; (v) the right to restriction of processing; (vi) the right to data portability; (vii) the right to object; (viii) rights related to automated decision-making for the individual and profiling; (ix) the right to information about a data breach.
5. U.C.R.-D.U.TH. informs all those who are required, in the event of a breach involving personal data, in a fair and proportionate manner.
6. Each of the rights of natural persons is supported by appropriate procedures of U.C.R.-DUTH that ensure the necessary actions within the timeframes established by DUTH.
7. The lawfulness of the processing of personal data in a particular case may be: (i) Consent, U.C.R.-DUTH always obtains explicit consent from a data subject for the collection and processing of their data with transparent information on the use of personal data. (ii) Performance of a contract, no explicit consent is required where the personal data collected and processed relate to performance of a contract with the data subject. (iii) Legal obligation, if personal data is to be collected and processed in accordance with national and European legislation, then explicit consent is not required. (iv) Vital interests of the data subject, where personal data are necessary to protect the vital interests of the data subject or of another natural person, then this may be used as a lawful basis for processing. (v) Data processing for the Public Interest, when U.C.R.-DUTH needs to perform a task which it considers to be in the public interest or as part of an official duty, then the consent of the data subject will not be requested. (vi) Legitimate interest, if the processing of specific personal data is in the legitimate interest of U.C.R.-DUTH and is deemed not to significantly affect the rights and freedoms of the data subject, this can be defined as the legal ground for the processing.
8. The Data Protection Officer (DPO), for UCY-DUTH is the DPO of DUTH.
9. Staff involved in the management of personal data understand their responsibilities, so that they can follow best data protection practices. Staff are trained in data protection. Obligations regarding consent are complied with. Means are available through which data subjects wishing to exercise their rights regarding their personal data have this possibility. Reviews of the procedures regarding personal data are carried out regularly. The principles of data protection by design and by default are adopted for all new systems and procedures or in significant changes to existing ones.
10. The retention period of the data is determined taking into account the purpose for which they have been collected and the applicable legislation. U.C.R.-DUTH. does not retain data for a

longer period than required either on the basis of the transactional relationship that connects the Data Subject with U.C.R.-DUTH or on the basis of the applicable legislation. The current data retention policy will be renewed and updated from time to time in accordance with the applicable legislation

Article 18

Books and records kept

1. The Books and records kept, in printed or electronic form, by the Secretariat of U.C.R.-DUTH are:
 - Minutes of the Board of Directors,
 - Minutes of the Research Institute's Scientific Committees,
 - Incoming and Outgoing Documents Protocol,
 - Incoming and Outgoing Email Archive,
 - Book of Cadastral Material,
 - Research Projects Archive,
 - Report File.
 - Human Resources Registry.
 - Book of equipment for each scientific equipment unit

The Board of Directors may, if it considers it necessary, appoint other information or books, registers, archives to be kept.

Article 19

Final Provisions

1. With the start of operation of U.C.R.-DUTH and until the full organisation, staffing and operation of the Secretariat, as well as the Digital Systems and Equipment Office of U.C.R.-DUTH, in accordance with paragraph 1 of Article 3 hereof, the administrative support services of Article 7 hereof, relating to the operation of U.C.R.-DUTH and its Institutes, are supported, as for the other academic units of the University, by the respective administrative units (directorates, departments and offices) of Democritus University of Thrace and the Financial and Administrative Support Unit of the SARF of DU.TH.
2. This Regulation of Operation of the University Centre for Research and Innovation of Democritus University of Thrace (U.C.R.-DUTH) is part of the Internal Rules and Regulations of DUTH, which were drawn up and approved by the Senate of Democritus University of Thrace, in accordance with Article 136 of Law 4957/2022 (Official Government Gazette, Series I, No 141/21.07.2022).
3. Any matter not expressly regulated by this regulation, shall be dealt with and regulated by the Board of Directors of U.C.R.-DUTH.
4. This Regulation takes effect upon its publication in the Official Government Gazette.
5. The Senate of DUTH, on the recommendation of the Board of Directors of U.C.R.-DUTH, may amend, supplement and repeal the articles of this Regulation in such a way that they do not conflict with an explicit provision of the applicable institutional framework.