

Election regulations for the Norwegian School of Economics (NHH)

Adopted by the Board on 9 September 2009

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Chapter 1. General provisions

Section 1 The scope of the regulations

These regulations apply to the election of the rector, deputy rector, members of the Board of NHH (hereinafter called the Board), heads of departments, deputy heads of departments and members of the boards of departments.

Section 2 Timing of elections

Elections take place in the spring semester with effect from 1 August of that year.

The election committees¹ set the times for the elections within the framework set out in these regulations.

When elections take place in the same semester, the election of rector, deputy rector and members of the Board shall be held before other elections at the Norwegian School of Economics.²

Section 3 Terms of office

The following are elected for a term of office of four years:

- Rector
- Deputy rector
- Members of the Board elected by and from among the employees
- Deputy members of the Board elected by and from among the employees
- Heads of departments
- Deputy heads of departments
- Members of the boards of the departments elected by and from among the employees
- Deputy members of the boards of the departments elected by and from among the employees.

The following are elected for a term of office of one year:

- One member (if relevant) and two deputy members of the Board elected by and from among temporary employees in teaching and research positions³
- One member (if relevant) and two deputy members of the boards of departments elected by and from among temporary employees in teaching and research positions⁴
- Members and deputy members of the Board elected by and from among students
- Members and deputy members of the boards of departments elected by and from among the students.

No one can be re-elected as rector, deputy rector, head of department, deputy head of department, board member or department board member if the person in question will have held such office for a continuous period of eight years at the start of the new term of office.

If any one group does not have a sufficient number of Board/department board members in relation to the proportion stipulated for the group in question, nor any deputy members who can fill the offices, the Board/boards of departments can decide to hold supplementary elections.

¹ See Section 7.

² See Section 9.2

³ See Section 19.2

⁴ See Section 27 d).

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Section 4 Voting rights of employees

Employees who have taken up positions at the Norwegian School of Economics by 1 February in the election year at the latest are entitled to vote. In connection with supplementary elections, the Board/boards of the departments can stipulate other dates if expedient.

The following shall nevertheless not be entitled to vote:

- a) employees in positions less than 50% of a full-time position
- b) persons employed or engaged for less than one year, unless they have been continuously employed by the Norwegian School of Economics for at least one year at the time of the election.

Externally funded employees in temporary teaching and research positions for whom the Norwegian School of Economics has employer responsibility shall be entitled to vote on equal terms with temporary employees if NHH is their permanent workplace and they otherwise meet the ordinary conditions for voting rights.

Externally funded permanent employees in temporary donation-funded positions have voting rights on equal terms with permanent employees. Employees on research leave retain their right to vote. Voting rights lapse for persons who have taken leave of absence to work in other positions. This will not apply, however, if they are employed in another position at the Norwegian School of Economics during their leave of absence and do not have the right to vote in the position in question.

No one can have more than one vote in an election. If a person is registered in more than one electoral roll, he/she shall only be allowed to cast one vote. The following order of priority shall apply to multiple registrations: employee in a teaching or research position, employee in a technical or administrative position, student.

No one can have voting rights in more than one place. Employees have the right to vote at their primary workplace/department. Students attached to more than one department must decide during the registration of votes where they wish to exercise their right to vote.

The central election committee shall decide cases of doubt about voting rights and constituencies.

Section 5 Voting rights of students

Students who have paid their semester fees and registered at the Norwegian School of Economics for the spring semester within the deadline stipulated by the Office of Student and Academic Affairs have the right to vote in elections of student representatives. The voting rights are limited in accordance with Section 4, sixth paragraph.

Section 6 List of persons eligible to vote – complaints concerning the electoral roll

The managing director is the keeper of the electoral roll. The electoral roll shall be completed no later than six weeks before an election for employees and students. The electoral roll shall be made immediately available to all persons concerned.

Complaints about the electoral roll are decided by the central election committee. The complaint must be received by the keeper of the electoral roll no later than two weeks before the election date.

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Section 7 Election committees

The Board appoints the central election committee, which is a joint committee for the election of the rector and deputy rector and for the election of Board members and deputy Board members. The central election committee normally has five members.

Each department board shall appoint an election committee for the election of the head of department, deputy head of department, and members and deputy members of the board of the department. These election committees normally have three members.

The Board/department board appoints the chair and deputy chair of the election committee.

If a member of an election committee has been nominated for an office, the person in question shall withdraw from the election committee for the election concerned. The rector/head of department shall appoint a new member for this election.

The election committees organise the elections and the preparations for elections. They shall also ensure that an election is not held before nominations have been received for at least as many persons as there are offices to fill, including deputy members.

The election committees form a quorum when more than half the members are present. Decisions are made by simple majority. In the event of a tied vote, the chair has the casting vote. Members of the central election committee can bring decisions made by the election committee before the Board. Members of the departmental election committees can bring decisions made by their election committee before the central election committee.

The central election committee can be delegated authority to make decisions in matters that are the business of the Board pursuant to these regulations.

The managing director shall appoint the secretary of the central election committee. The departments shall appoint the secretaries of their election committees. The secretary of the central election committee shall assist the departmental election committees.

Section 8 Announcement of deadlines

The deadlines for nominating candidates, giving notice of elections and holding elections shall be stipulated by the election committees and announced well in advance of elections.

The announcement shall also briefly describe the rules for nominations and the election procedure.

Section 9 Right to nominate⁵ and eligibility for election

All persons with a right to vote in the various elections have a right to nominate candidates.⁶

All persons entitled to vote in the respective elections are eligible for election. This does not apply to the managing director and deputy managing director, however. Special rules apply to the election of the rector.⁷

⁵ The nomination deadline in this provision must be seen in conjunction with Section 16.4.

⁶ See Sections 23, 24, 25 and 28.

⁷ See Section 20.

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Nominations for the offices of rector, deputy rector, members and deputy members of the Board must be received by the central election committee no later than four weeks before the election.⁸

Nominations for the offices of head of department, deputy head of department, members and deputy members of the boards of the departments must be received by the departmental election committee no later than two weeks before the election.

Nominations must be submitted in writing or by e-mail to the election committees and be confirmed by the nominator. Nominations of candidates for the offices of rector, deputy rector, head of department and deputy head of department must be confirmed by at least two persons who are entitled to vote.

Nominations must be confirmed by the nominator immediately, and the nominated candidates must be notified and the nominations announced to those entitled to vote. After the deadline for nominations, an overall list of the nominations received will be announced.

The Board/boards of departments can appoint a nomination committee to find candidates.

Section 10 Presentation of candidates

Before the election, the candidates must be presented to the employees and students of NHH/the department.⁹ The election committees are responsible for ensuring that such presentations take place in a satisfactory manner well before the election.

Section 11 Form of election and procedure

The following groups are to be elected:

- rector and deputy rector
- heads and deputy heads of departments
- members and deputy members of the Board from among groups of employees
- members and deputy members of the boards of departments from among groups of employees
- students.

The election of rector and deputy rector/heads and deputy heads of departments is normally decided by majority vote. The election committees can nonetheless decide to hold election by preferential voting if that is deemed to be more expedient. Elections are normally held electronically, but the election committees can decide that the election shall be held as an election meeting with a representative electoral assembly.

Members and deputy members of the Board/departmental boards from among employee groups are elected by preferential voting. Election committees can nonetheless decide to hold elections by majority vote, if that is deemed to be more expedient. Elections are normally held

⁸ For students, Section 25 applies.

⁹ Presentations to students are only relevant in connection with the election of the rector and members of the Board of NHH.

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electronically, but the election committees can decide that the election shall be held at an election meeting within each group.

The election of student members and deputy members of the Board¹⁰ takes place by ballot vote or electronic election as a majority vote.

For departmental elections, the elections of heads and deputy heads of departments and other elections can be carried out using a ballot paper where those entitled to vote can choose to vote for the nominees or submit a blank vote. The department's election committee can decide to use this simplified voting procedure when:

- the appointed nomination committee presents a unanimous nomination
- no candidates other than those nominated by the nomination committee have been nominated by the deadline in Section 9.4
- the number of candidates nominated equals the number of candidates to be elected.

Section 12 Requirements for an election to be valid

For an election to be valid, at least 50% of the people entitled to vote must have voted. Blank ballot papers may be submitted. Blank and invalid votes are counted as votes cast in this context.

If an election is invalid (see the first paragraph) this must be announced by the election committee and a new election held.

Section 13 Electronic elections – notice and organisation

1) Notification of an electronic election is sent to each person entitled to vote with two weeks' notice. Voters must respond to the notification within a deadline stipulated by the election committees. Persons entitled to vote who respond to the notification after the deadline will not receive ballot papers.

2) It is possible to give notification of absence to the election committees. Notifications of absence can be withdrawn within a deadline stipulated by the election committees in the notification. If the notification of absence is withdrawn within the deadline, the person will retain the right to vote.

3) Candidates are presented by name and affiliation in the notice.

4) A distribution list for ballot papers is generated by the election committee secretaries on the basis of responses to notifications. The work of generating the distribution list shall be checked by representatives of the election committee.

5) Several election committee members shall be present when data are retrieved after voting has taken place for processing in a vote counting program. Test counting of a dataset with known result shall be carried out before the votes are counted.

6) In majority votes, a candidate who has received more than half the votes cast after the first round will be elected.

If no candidate receives more than half the votes in the first round, a new election round is held between the two candidates who received the highest number of votes in the first round. The result of the first election round shall be announced immediately. A new election round

¹⁰ For the election of student members to the boards of departments, see Section 28.5

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shall be held in accordance with the provisions of this section. The election committee shall decide when the new election will be held and consider what notice and deadlines will apply.¹¹

7) The procedure for preferential voting is described in more detailed provisions, see Appendix 1 – 'Provisions concerning the procedure for preferential voting'. As a rule, the election outcome of preferential voting elections is determined using a computer program in accordance with supplementary rules stipulated by the Board.

Section 14 Election meeting – notice and organisation

1) If the election is to take place at a meeting, the election committee must send a notice of meeting with at least two weeks' notice.

2) Notification of absence must be given as soon as it becomes clear that a member cannot attend. If a member who has given notification of absence nevertheless attends the meeting, he/she will still be entitled to vote.

3) If an election by majority vote is held as an election meeting, voters enter the name of the candidate they wish to vote for. The person who receives more than half the votes cast is elected. If no one wins such a majority in the first election round, a new vote is held. If no one wins such a majority in this election round either, a third vote is held. In this vote, only the two candidates who received the most votes in the second round participate. If one candidate has received the highest number of votes and several candidates have come in equal second place, they shall all participate in this vote. The candidate who receives the highest number of votes in this vote is elected.

4) If two candidates receive the highest number of votes, a vote shall be held in which only they participate. In the event of a tied vote in the final round, the election shall be decided by tossing a coin.

5) Deputy members are elected in an election by majority vote where they are all elected at the same time. The candidates who receive the most votes are elected. In the event of a tied vote, the election shall be decided by tossing a coin. The deputy members are ranked in accordance with the votes received.

6) The procedure for preferential voting is described in more detailed provisions, see the appendix – 'Provisions concerning the procedure for preferential voting'.

7) Advance votes can be submitted in elections of the rector and deputy rector and in elections of members and deputy members of the Board, heads and deputy heads of departments and members and deputy members of boards of departments when such elections are held by preferential voting. Student representatives with a right to vote in elections of the rector and deputy rector are also entitled to submit advance votes. Advance votes must be received by the election committees by the deadline they set in the notice. If a person who has given notification of absence nevertheless attends the election, the advance vote shall be withdrawn and he/she will cast an ordinary vote. When an advance vote is submitted, the ballot paper shall be submitted to the election committees in a sealed envelope. Each envelope is placed in an outer envelope marked with the voter's name and position. Envelopes

¹¹ See Section 13.1

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containing advance votes are placed together with the ballot papers cast by the attending voters and counted at the same time.

8) A person who is refused the right to vote, shall nevertheless be allowed to submit a ballot paper. Such ballot papers are not placed in the ballot box, but in a special sealed envelope marked with the voter's name and address. The ballot paper shall be stored securely in the event of an appeal being filed.

Section 15 Gender imbalance after counting of votes

If the counting of votes shows that one gender will not be represented in accordance with the gender distribution requirements¹² pursuant to these regulations, the lowest ranked person or persons from the overrepresented gender shall be replaced by the highest ranked person or persons from the under-represented gender. For majority votes in accordance with the number of votes and for preferential votes in accordance with more detailed provisions concerning the counting method¹³.

The provision concerning gender distribution in Section 26 of the election regulations apply to students.

Section 16 Employees' duty to accept office

Employees who are elected to offices under these regulations have a duty to accept the office. A person who has held an office is entitled to exemption from re-election for a period of time corresponding to the time he/she held the office. A deputy member who has acted as a member for at least half a term of office can demand exemption from election as a member for the following term of office.

Persons who are nominated for election pursuant to these regulations and who are entitled to demand exemption, must give notification of this no more than one week after being notified of the nomination.

Upon application, the rector can grant exemption from election or from continuing in an office that the holder cannot fill without disproportionate difficulty or inconvenience. Persons employed in part-time positions can also be exempt if the office would make it unreasonably burdensome or difficult for them to perform their duties.

An application for exemption must be submitted within one week of the candidate's nomination.

Section 17 Students' duty to accept office

Students nominated for election must give notification no later than one week after being notified of the nomination if they refuse to accept election.

Students who accept office pursuant to these regulations are obliged to fill the office for the duration of the term of office as long as they are eligible for election. Upon application, the rector/board of the department can grant exemption from continuing in an office that the holder cannot fill without disproportionate difficulty or inconvenience.

¹² See Sections 23, 24 and 28.

¹³ See 'Provisions concerning the procedure for preferential voting' Section 8.

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Section 18 Election records

Outcomes of elections held pursuant to these regulations shall be entered in special election records to be signed by the election committees. Notification of the outcome of the election shall be submitted to the managing director and announced immediately.

Chapter 2. Special rules for election of the Board of NHH

Section 19 The composition of the Board

The Board of the Norwegian School of Economics consists of the rector, three members elected by and from among employees in teaching and research positions, one member elected by and from among employees in technical or administrative positions, two members elected by and from among students and four external members.¹⁴ The rector is the chair of the Board.

If temporary employees in teaching and research positions make up more than 25%¹⁵ of all the school's employees in teaching and research positions, they shall comprise a separate electoral group that shall elect, by separate election, one of the three board members representing employees in teaching and research positions from among their group.

If a member is absent, a deputy member from his/her electoral group shall be invited to attend. If the rector is absent, the deputy rector shall act as chair of the Board.

Section 20 Eligibility for election as rector

Permanent employees in at least 50% of a full-time teaching and research position at the Norwegian School of Economics and external candidates¹⁶ are eligible for election as rector and deputy rector.

Section 21 Election turnout and weighting of votes

The following groups participate in the election, with a defined¹⁷ distribution key for allocating votes.

- Permanent and temporary employees in teaching and research positions 63%
- Employees in technical and administrative positions 15%
- Students 22%.

If the election takes place at an election meeting with a representative electoral body, the representation shall correspond to this distribution key. Students are appointed or elected by the Student Union at NHH (NHHS).

Section 22 Election of the rector and deputy rector

The rector and deputy rector are nominated and elected as a team, in which the deputy rector is the rector's stand-in.

¹⁴ These members are appointed by the Ministry of Education and Research based on nominations by NHH, cf. the Act relating to Universities and University Colleges Section 9-4.6.

¹⁵ The calculation is based on the electoral roll, cf. Section 6.

¹⁶ A nomination committee appointed by the Board nominates and asks external candidates whether they wish to stand for election.

¹⁷ Cf. the Act relating to Universities and Colleges section 10-2.4

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Section 23 Election of members from among employees in teaching and research positions

Members and deputy members of the Board elected by and from among employees in teaching and research positions are normally elected after the rector and deputy rector. All employees in teaching and research positions who have a right to vote pursuant to Section 4 are entitled to vote in the election. Three unranked members and five deputy members in ranked order shall be elected.

Both genders shall be represented among the members, and there shall be at least two deputy members of each gender.

If temporary employees in teaching and research positions are entitled to a separate representative on the Board pursuant to Section 19, separate elections shall be held for the two groups of employees in teaching and research positions. In such case, the two groups (permanent and temporary employees) shall elect two unranked members and three ranked deputy members, and one member and two ranked deputy members, respectively.

Both genders shall be represented among the elected members and deputy members representing the permanent employees. Both genders shall be represented among the deputy members representing the temporary employees.

Section 24 Election of members from among employees in technical or administrative positions

Members and deputy members of the Board elected by and from among employees in technical or administrative positions are normally elected after the rector and deputy rector. All employees in technical or administrative positions with voting rights are entitled to vote.

The Norwegian School of Economics' managing director and assisting managing director are not eligible for election as Board members.

One member and two deputy members in ranked order shall be elected. Both genders shall be represented among the deputy members elected.

Section 25 Election of members from among students

Student members and deputy members of the Board are elected by ballot vote and electronic ballot in the spring semester each year.

The election date and deadline for nominations are set by the Executive Board of the Student Union and announced by the end of March. The announcement shall also briefly describe the rules concerning nominations and the election procedure.

Nominations for members and deputy members must be received by the Executive Board of the Student Union no later than two weeks before the election. Nominations must be submitted in writing or by e-mail to the Executive Board of the Student Union and be confirmed by the proposer. Students can themselves launch their candidature as student members of the Board on the day of the election.

Nominated candidates will be notified immediately and then announced to those with voting rights. After the deadline for nominations, an overall list of the nominations received will be announced.

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Section 26 Student elections

The Executive Board of the Student Union decides when notice of the election will be given and when the election will be held.

Two members in unranked order and at least as many deputy members in ranked order shall be elected.

Election is by a majority vote, and a majority of the votes cast is required for a candidate to be deemed to have been elected. Both genders shall be represented among both members and deputy members. In the event of a tied vote, another vote shall be held between only the tied candidates.

Chapter 3. Special rules for election to the boards of departments

Section 27 The composition of boards of departments

The boards of departments shall have between seven and ten¹⁸ members, and their composition¹⁹ will be as follows:

- a) Heads of departments
- b) Deputy heads of departments
- c) Between two and five employees in teaching and research positions.
- d) If temporary employees account for more than 25% of the department's employees in teaching and research positions, one of the board members under item c) shall be elected by and from among that group. If the group comprises less than 25%, such representation is voluntary.
- e) One employee in a technical or administrative position²⁰
- f) Two students.

In addition, one or more deputy members can be elected for the groups listed under c), d) and e). A deputy member can be a personal deputy for a member of the board of the department.²¹

The board of the department forms a quorum when more than half the members, including the head or deputy head of department, are present and vote.

The board of the department shall have a person responsible for teaching. This office shall be held by one or more of the members under item c).²²

The board of the department can appoint the department's head of administration as secretary to the board.²³

The boards of departments can grant other persons, including employees in secondary positions, access to the board meetings with the right to speak and make proposals.

¹⁸ If a board has an even number of members, the chair shall have the casting vote.

¹⁹ The number of board members must be clarified before the election.

²⁰ The department's head of administration is eligible for election.

²¹ This provision requires that the member and deputy member of the board of the department be elected as a team.

²² See Section 29.

²³ This is dependent on the head of administration not being an elected member of the board of the department.

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Section 28 Voting rights, nomination rights and eligibility for election

All employees at the department in question have the right to vote in elections for the head and deputy head of the department pursuant to Section 4. All employees who have the right to vote have the right to nominate candidates. In elections for the head and deputy head of departments, votes from temporary employees in teaching and research positions weigh 25%.

Permanent employees in teaching and research positions who have the right to vote are eligible for election to the offices of head of department, deputy head of department, person responsible for teaching and representative of permanent employees in teaching and research positions.

Only permanent employees in teaching and research positions have the right to vote in elections of representatives of this group.²⁴

If the temporary employees in teaching and research positions are to have a representative²⁵ on the board of the department, employees in this group have voting rights pursuant to the requirements in the first paragraph. However, only temporary employees with at least two years left of their contracts are eligible for election.

The Student Union at NHH (NHHS), represented by the Executive Board, is responsible for the appointment or election of student representatives. Appointments are subject to the deadlines set out in Section 2.

Gender distribution requirements²⁶ shall be practised in accordance with the principles described in Section 23.²⁷

Section 29 Appointment of persons responsible for teaching

The office of person responsible for teaching shall be performed by board members who represent permanent employees in teaching and research positions.

Once the board of the department has constituted itself, it shall appoint a person to fill the office and decide how it is to be organised. The office can be shared by several board members, and the term of office of the person responsible for teaching can be divided between several periods within the overall election period.

An alternative to the provisions of the above paragraph is for the election meeting to decide how the office of the person responsible for teaching shall be organised. Such a decision will be binding on the board of the department.

²⁴ If the temporary employees in teaching and research positions are not to elect their own representative, they shall be entitled to vote in the election of representatives of permanent employees in teaching and research positions.

²⁶ Cf. analogy with the Act relating to Universities and Colleges Section 9-4.8 and the Gender Equality Act Section 21.

²⁷ See the Gender Equality Act Sections 21.1 to 5.

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Chapter 4. Complaints – Resignation before expiry of the term of office

Section 30 Complaints

Everyone who has the right to vote in an election can file a complaint concerning errors in the election. A person who is refused the right to vote can appeal against this decision.

The complaint must be received by the election committees no more than eight days after the election result is declared.

The election committees can decide that the votes be recounted if that will be sufficient to rectify any errors. If that is not the case, the election committees shall make a statement about the complaint and forward it to the rector immediately.

If the rector concludes that an error had a material effect on the election, it can be decided that a new election must be held. The new election shall be held as soon as possible.

Section 31 Resignation before expiry of the term of office

A person who his/her job or studies at the Norwegian School of Economics, resigns from the Board/board of the department from the time he/she leaves. Holders of offices shall cease to hold office when they are no longer eligible for election.

Persons on leaves of absence shall not hold office during the period of leave. In the event of leave of absence for research purposes, the board member can him/herself assess whether it is necessary to resign from office.

In such cases, a deputy member is promoted to member, or becomes a member for the duration of the leave of absence.

If the rector/head of department leaves more than six months before the end of his/her term of office, a new election is held for the remaining period. If they leave less than six months before expiry of their term of office, the Board shall appoint the deputy rector/deputy head of department as the new acting rector/head of department.

If the deputy rector/deputy head of department leaves more than six months before the end of his/her term of office, a new election is held for the remaining period. If they leave less than six months before expiry of their term of office, the Board shall appoint a new acting deputy rector/deputy head of department from among employees in teaching and research positions.

Chapter 5. Supplementary rules – entry into force

Section 32 Supplementary rules

The Board can issue more detailed provisions supplementing and implementing these regulations.

Section 33 Entry into force

These regulations shall enter into force immediately, and the election regulations of 13 August 1998 shall be repealed with effect from the same date.

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Appendix 1 – Provisions concerning the procedure for preferential voting

The following procedure applies to preferential voting:

1. The election committee prepares ballot papers to ensure that the voters' preferences are expressed in the best possible manner. Only these ballot papers can be used during elections.
2. The ballot paper shall contain a list of all the nominated candidates in alphabetical order and a voting field where candidates are ranked from 1 (highest ranking) to n, where n equals the number of candidates nominated. The voters vote by writing the candidates' names or candidate numbers in the voting field to rank them. It is up to the voter how many candidates he/she wishes to rank. See also Section 4.
3. If a voter repeats a candidate, the first entry shall apply. The repetitions will be disregarded. The same applies if a voter has entered other numbers or names than those found on the ballot paper. Those ranked below will then be moved up. The same applies if there are blank voting fields. If a voter has entered more than one number or name in one voting field, they will be ranked from left to right. Those ranked below will then be moved down. Ballot papers that are otherwise not in compliance with this will be rejected.
4. If a voter has not ranked all the candidates, cf. Section 2, the voter will be deemed to be indifferent in relation to the unranked candidates. When the votes are counted, the ballot paper will be completed to ensure that all possible orders of the unranked candidates are given equal weight.

Example: If there are three unranked candidates A, B, and C, this will count as six ballot papers finishing ABC, ACB, BAC, BCA, CAB, CBA, and each ballot paper will be weighted 1/6.

5. The count takes place by repeated provisional ranking, in which the candidate ranked last will be eliminated after each ranking. The final ranking of candidates is thereby done from the bottom up. After each elimination, each ballot paper is modified by moving the candidates ranked below the eliminated candidate one place up on the ranking. In each provisional ranking, each ballot paper will thus contain a complete ranking of the candidates that are still included in the count.
6. A provisional ranking consists of the calculation of a 'tax rate' for each candidate that reflects the amount of votes the candidate needs to avoid elimination at this stage of the elimination process. Each voter pays 'tax' to each candidate in turn in the order in which they are listed on the voter's ballot paper.

Example: A voter ranks four candidates in the following order: 1:A, 2:B, 3:C, 4:D. Their tax rates are 40%, 20%, 100% and 50%, so that B does not need much from each voter to avoid elimination, while C needs all the available votes. Each voter has one vote, which is allocated as follows: to A $1.00 \times 0.40 = 0.40$ votes, to B $(1.00 - 0.40) \times 0.20 = 0.12$ votes, to C $(1.00 - 0.40 - 0.12) \times 1.00 = 0.48$ votes; to D $(1.00 - 0.40 - 0.12 - 0.48) \times 0.50 = 0.00$ votes.

There will normally be exactly one candidate with a tax rate of 100%, and this candidate is eliminated (C in the example). Only in extremely rare cases will there be more than one candidate with a tax rate of 100%. Should such a situation arise, one of them will be eliminated by drawing lots.

Election regulations for the Norwegian School of Economics (NHH)

Adopted by the Board on 9 September 2009

The tax rates are such that each candidate will be given a number of votes equal to the number of voters divided by the number of remaining candidates. This requirement means that the tax rates are determined in an unambiguous manner. In principle, the tax rates can be arrived at as a market adaptation in the following manner: All candidates start at 100%. Candidates who thereby have above-average tax revenues will reduce their taxes so much that the tax revenues will be reduced to the average, i.e. to the number of voters divided by the number of remaining candidates. By means of repeated tax reductions, the tax rates will approach the values that would give all the candidates the same number of votes, but it is enough to make reductions until exactly one candidate is left with 100% and eliminate this candidate.

A computer program will carry out the count by simulating this market mechanism.

7. Provisional counts and elimination rounds must be carried out until the exact number of candidates that are to be elected remain. The remaining candidates will then have been elected, provided that the gender distribution required by the regulations has been achieved. The count can nevertheless continue based on the same principle of provisional extra rankings and extra eliminations in order to rank the elected candidates.

In the event of a tied vote, the election shall be decided by tossing a coin.

8. If the gender distribution required by the regulations has not been achieved, the count must continue with provisional extra rankings and extra eliminations until the exact number of candidates has been eliminated from among candidates who would otherwise have been elected for the gender quota rule to be satisfied when the candidates thus eliminated are replaced by candidates of the under-represented gender.

An extra election is then held pursuant to the rules in Sections 5–7 with the following changes:

8.1 The candidates comprise all candidates of the under-represented gender who have not already been elected, regardless of when they were eliminated in the original counting process.

8.2 Each voter will have the number of votes remaining after the voter has been taxed in the last extra ranking of the candidates who remain after the last extra elimination. This ensures that voters who lose a representative due to the gender quota rules are given correspondingly greater influence over which candidate of the opposite gender should replace him/her.

9. The necessary number of deputy representatives are appointed in sequence after those who were elected representatives in the ranking that was carried out.