

# POLISH EDUCATION IN THE '90S

by Marek Frankowicz, DrHabil

## PRESENT-DAY POLAND

After being under Soviet domination since World War II, Poland in 1989 peacefully regained its independence and turned to a democratic political and social system and a free market economy.

Poland has an extremely homogeneous society, both in its ethnicity and religious beliefs. Less than three percent of its nearly 40 million people are categorized as ethnic minorities, and they are mainly Ukrainian, Byelorussian or German. About 95% of the population is Roman Catholic. The people are predominantly young. About 23% is under age 15, while 66% is between the ages of 15-64. Only 11% is age 65 or older. About 99% is literate. The language of instruction is Polish.

Some of the government's current goals for education are to increase access, to restructure vocational education, to make Polish higher education compatible with foreign higher education systems, and to rationalize spending.

While ambitions are high for educational reform, the government, which finances public education at all levels, has been hampered by a lack of funds. The difficult transition to a free market economy in January, 1990, marked by the abrupt decontrol of prices, slashing of subsidies, and reduction of import barriers, seems to be succeeding, but daily life is still harsh. Economic growth rose to 5.5% in 1994, second only to Albania in Europe. Yet in 1994, unemployment had "leveled off" to 16% and inflation measured 30%.

**Marek Frankowicz, DrHabil**, is an associate professor and Vice Dean for Students of the Faculty of Chemistry at Jagiellonian University.

## POLISH EDUCATIONAL SYSTEM

In 1994, 97.1% of the children in the 7-14 year-old age group were enrolled in primary school. At secondary level a total of 648,573, or 24.8% of children aged 15-18, were enrolled in general education schools, as compared to 20% in 1985/86. Almost 746,000, or more than 28%, were enrolled in two- or three-year professional schools which prepare qualified workers for employment, considerably down from 53% in 1985/86. About 28% were enrolled in four- to five-year technical schools, compared to 23% in 1985/86. Only 3.6% were enrolled in post-lyceum schools. The trend in secondary education is away from terminal diplomas leading only to employment.

In primary education, the study of a foreign language is obligatory from the 5th to 8th grades for a period of two to ten hours a week. In general, there is a decrease in Russian instruction and an increase in English. The German language has a strong position in technical schools because Germany provides a large labor market for Polish workers. French, Spanish and Italian also are studied. In secondary education, the study of two languages is obligatory in lyceums, and the study of one or two languages is required in technical schools.

In 1996, about 40% of 19-year-olds were awarded *matura* certificates, making them eligible for higher education. Of these, about half went on to enroll in higher education.

The Polish educational system consists of:

**kindergartens** (*przedszkola*) for children ages 3 - 6. At a minimum, the Ministry of National Education allows 6-year-olds one year of pre-school preparation (the so-called "year zero");

**primary schools** (*szkoly podstawowe*) - eight years of compulsory basic education from ages 7-15, resulting in the *Swiadectwo Ukonczenia Szkoly Podstawowej* (SUSP) (Certificate of Completion of Primary School);

**secondary schools** (*szkoly srednie*) divided into:

- general education secondary schools (*licea ogolnoksztalcace*) offer a four-year program. Students who choose to take the graduation examination called the maturity examination (*matura*), and who pass it, are awarded the *Swiadectwo Dojrzalosci Liceum Ogolnoksztalcacego* (Maturity Certificate), which gives access to higher education. Those who complete their coursework but do not take the maturity examination are granted the *Swiadectwo Ukonczenia Liceum Ogolnoksztalcacego* (Certificate of Completion of General Education Secondary School);

- professional schools (*zasadnicze szkoly zawodowe*) offer a three-year program of education on a qualified workers level, which leads to a *Swiadectwo Ukonczenia Zasadniczej Szkoly Zawodowej* (SUZSZ) (Certificate of Completion of Basic Professional School), which gives access to employment;

- professional lyceums (*licea zawodowe*) offer a four-year program of education on a qualified workers level combined with general education, which results in the

award of the *Swiadekstwo Dojrzalosci Liceum Zawodowego* (Maturity Certificate from a Professional Lyceum) and gives access to higher education;

- professional technical schools (*technika zawodowe*) offer a five-year program covering various fields of technical, economic and cultural professions, ending with the award of the *Swiadekstwo Dojrzalosci Technikum Zawodowego* (Maturity Certificate from Technical Secondary School), which gives access to higher education;

- post-lyceum schools offer one- or two-year programs which prepare students for professional specialties. Those who complete their studies are awarded the *Swiadekstwo Ukonczenia Policealnego Studium Zawodowego* (Certificate of Completion of Post-Lyceum Studies);

- special schools for the handicapped (*szkola specjalna*) are available at all educational levels, with the exception of kindergartens;

**higher education institutions** (*szkoly wyzsze*) (HEI).

## HIGHER EDUCATION

The Higher Education Act passed on September 12, 1990, gave higher institutions, with the exception of police and fire-brigade academies, wide autonomy. The degree of autonomy is dependent on the number and quality of an institution's teaching staff. Large institutions employing more than 60 titular professors and permitted to grant the *habilitation* degree are called "autonomous" or "academic" and are managed according to their own statutes. Only 33 out of over 100 state-owned higher institutions fall into this category.

There are 12 universities (Jagiellonian University, founded in 1364, is one of the oldest universities in Europe); 18 technical universities; ten pedagogical schools; nine agricultural schools; five economic schools; ten medical academies; 17 schools devoted to the arts (fine arts, music, theater and cinematography); six academies of physical education; two merchant marine academies; and two theological schools.

### Management & Financing

The Polish educational system has three levels of management: the Ministry of

National Education at the top, inspector generals at the middle level, and school principals at the local level.

- The Minister of National Education coordinates and executes national education policy and controls the activities of inspector generals;

The Main Council of Higher Education (*Rada Glowna Szkolnictwa Wyzsze*), a democratically-elected body representing the academic community, and the Central Commission for Academic Titles and Degrees (*Centralna Komisja*) cooperate with the Ministry in coordinating higher education institutions.

- An inspector general (*skurator okregu szkolnego*) in each *voivodeship* (state) oversees educational systems from kindergartens to post-lyceum schools and reports directly to the Minister of National Education. Inspector generals are appointed by the Minister. Candidates must have at least seven years' educational experience.

- School principals control the activities of primary and secondary level schools, and hire teachers. Candidates must have at least five years of educational experience and are appointed to five-year terms, which may be extended.

- Rectors govern higher education institutions with the help of three to five deputy rectors (depending on the school statute). At each institution, a Senate, a body consisting of 50-60% professors, 15-20% other academic staff, 10% non-academic staff and 15-20% students, must approve all major decisions of the rector, such as finances, internal structure of the school, the number of students and system of studies.

In 1991 new funding principles were introduced for

### NUMBER OF STUDENTS AT EACH LEVEL AND PERCENT OF STUDENTS IN GIVEN AGE GROUPS IN 1994

	Number	Age group % of population		
		7-14	15-18	19-24
1. Primary School	5,195,566	97.1	3.4	—
2. Secondary School:	2,944,195	0.2	79.1	4.5
<i>(General Education</i>	<i>648,573</i>	0.1	24.8	0.2
<i>Professional Schools</i>	<i>745,771</i>	—	28.4	0.4
<i>other categories</i>	<i>1,549,851</i>	0.1	54.3	4.3
3. Post-lyceum schools	131,519	—	0.1	3.5
4. Higher Education	673,259	—	0.1	15.6
5. Schools for adults	245,863	—	3.2	4.3

SOURCE: *Statistical Yearbook 1995*, GUS, Warsaw 1995

higher education institutions, including the introduction of individual research grants. State-owned higher schools are financed by two main sources: the Ministry of National Education (MEN) and the State Committee for Scientific Research (KBN).

MEN provides so-called "didactic" funds for staff salaries and basic expenses. However, almost 85% of these funds go for salaries, which are very low and below the national average. The remaining 15% is insufficient for the proper functioning of higher institutions, which struggle with deficits and are forced to seek external funding from industry, foreign students, and by offering various professional courses. A special algorithm was elaborated for the distribution of money, taking into account the number of students and the number and quality of academic staff.

KBN provides money for scientific research, divided into three channels:

- "institutional research": partly related to teaching activities (funds are transferred through MEN);
- "statutory activity": for unspecified research; money is distributed according to the category of research, evaluated by KBN;
- individual research grants for specific projects, distributed in a very competitive manner.

### State Expenditures for Higher Education from 1991-96

	1991	1992	1993	1994	1995	1996
% of GNP	0.82	0.88	0.81	0.77	0.78	0.87
% of state expenditures	2.75	2.65	2.53	2.36	2.36	2.73

SOURCE: Ministry of National Education, 1996

### Studies: a General Overview

The Polish system of higher education is based on the same model used in other Eastern and Central European countries in the early 1950s. Candidates have to present a secondary school-leaving certificate (*matura*). Large institutions may impose additional criteria for admission such as an oral or written entrance examination and interview. Admission procedures vary from school to school, from faculty to faculty, and from year to year. One consistent policy is that entrance examinations for medicine and pharmacy studies are organized at the national level, with the same tests offered at all medical schools.

Programs of study are of five years' duration (six for medicine) and are completed by the awarding of a diploma (*magister* - MSc or MA). Alternative three-year programs with the intermediate degree of *licencjat* (roughly equivalent to a BSc or BA) were introduced recently at universities. The majority of technical universities also offer undergraduate studies (3 1/2 to 4 years) ending with the diploma of *inżynier* (engineer). The Higher Education Act of 1990

resulted in far-reaching reforms in the majority of Polish universities. New university statutes, study regulations, curricula and course requirements are being introduced. For example, interdisciplinary studies in environmental sciences, organized jointly by several faculties, have been introduced in ten of 12 Polish universities.

Full-time study at public higher education institutions is free for Polish citizens, although the Act allows institutions to charge students who prolong their studies beyond the normal period. Fees charged to foreign students at public higher institutions are set by the Minister of National Education. Polish students can apply for financial support from the state.

The Higher Education Act also regulated the award of academic titles and degrees:

- The holder of the *magister* may continue studying for the academic degree of *doktor* (PhD). The dissertation for the *doktor* is based on the candidate's own research, and is usually done over a period of four to six years. Only a professor or *DrHabil* may supervise a doctoral candidate. Therefore each department or faculty of an institution is required to have a minimum number of professors before it is allowed to conduct research leading to higher degrees. Candidates must pass a doctoral examination related to the subject of the dissertation and defend their dissertation.

- The academic degree of *doktor habilitowany* (*DrHabil*): holders of the *doktor* may be employed by an academic institution while they work on their higher doctorate. This degree is awarded on the basis of published research, such as a book or a series of papers on a particular subject, and on a *habilitation* dissertation. The latter should represent an original and major contribution to the particular field of study. Candidates must also pass an oral examination and have their work reviewed by at least three specialists. The *doktor habilitowany* is required for any professional appointment.

- The title of professor of a particular academic subject. This title is awarded by Poland's President, who used to reside in Belweder Palace in Warsaw. Therefore, the title is referred to in colloquial terms as "*profesor belwederski*."

The Act defines three categories of academic staff:

- (a) staff with teaching and research duties;
- (b) staff with only research duties; and
- (c) staff with only teaching duties.

The staff of categories (a) and (b) may occupy the same posts: full professor (*profesor zwyczajny*), associate professor (*profesor nadzwyczajny*) (there is one title of professor and two posts - full and associate; in special cases the *DrHabil* without a title of professor may be nominated to an associate professor post by the Senate), assistant professor (*adiunkt*) and assistant (*asystent*). Staff of category (c) may occupy only the post of senior lecturer (*starszy wykładowca*), lecturer (*wykładowca*) or instructor (*lektor, instruktor*).

The rector appoints assistants and assistant professors on the recommendation of the Faculty Dean. An appointment for an associate professorship must be recommended by the Dean and Faculty Council. Full professors are

by the Dean and Faculty Council. Full professors are appointed by the Minister on the recommendation of the Senate and Faculty Council.

## QUALITY ASSESSMENT

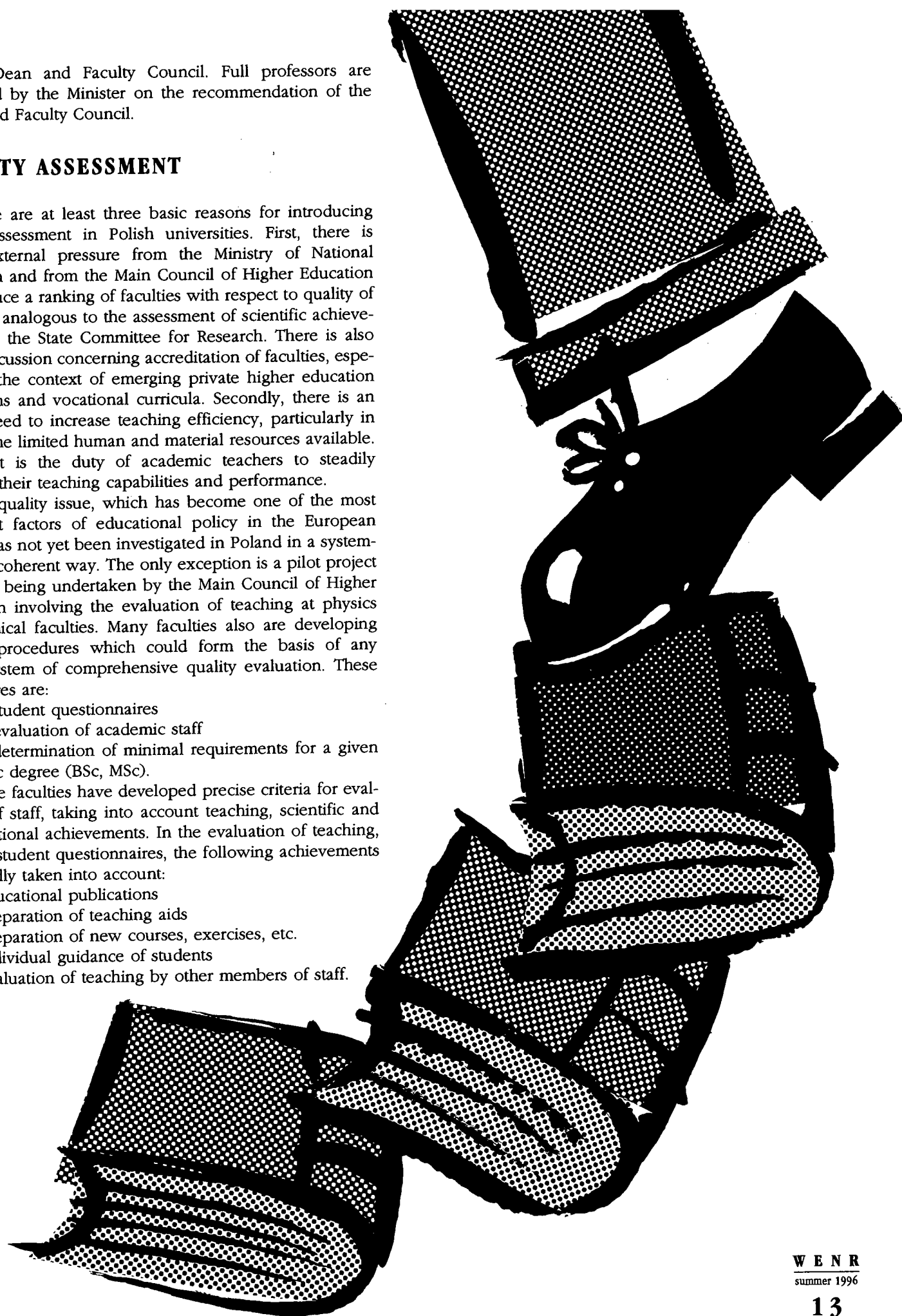
There are at least three basic reasons for introducing quality assessment in Polish universities. First, there is strong external pressure from the Ministry of National Education and from the Main Council of Higher Education to introduce a ranking of faculties with respect to quality of teaching, analogous to the assessment of scientific achievements by the State Committee for Research. There is also much discussion concerning accreditation of faculties, especially in the context of emerging private higher education institutions and vocational curricula. Secondly, there is an urgent need to increase teaching efficiency, particularly in light of the limited human and material resources available. Finally, it is the duty of academic teachers to steadily improve their teaching capabilities and performance.

The quality issue, which has become one of the most important factors of educational policy in the European Union, has not yet been investigated in Poland in a systematic and coherent way. The only exception is a pilot project currently being undertaken by the Main Council of Higher Education involving the evaluation of teaching at physics and medical faculties. Many faculties also are developing various procedures which could form the basis of any future system of comprehensive quality evaluation. These procedures are:

- (a) student questionnaires
- (b) evaluation of academic staff
- (c) determination of minimal requirements for a given academic degree (BSc, MSc).

Some faculties have developed precise criteria for evaluation of staff, taking into account teaching, scientific and organizational achievements. In the evaluation of teaching, besides student questionnaires, the following achievements are usually taken into account:

- educational publications
- preparation of teaching aids
- preparation of new courses, exercises, etc.
- individual guidance of students
- evaluation of teaching by other members of staff.



## GRADING SCALES

At present, Poland has two grading scales: one, ranging from 6 (highest) to 1 (lowest) dates from 1991 and is used in primary and secondary education:

- 6.0 *celujacy* = excellent
- 5.0 *bardzo dobry* = very good
- 4.0 *dobry* = good
- 3.0 *dostateczny* = satisfactory
- 2.0 *mierny* = fair
- 1.0 *niedostateczny* = unsatisfactory (fail)

The other, pre-1991, system is still used in higher education:

- 5.0 *bardzo dobry* = very good
- 4.0 *dobry* = good
- 3.0 *dostateczny* = satisfactory
- 2.0 *niedostateczny* = unsatisfactory (fail)

Usually universities also apply these intermediate grades:

- 4.5 *dobry +* = good +
- 3.5 *dostateczny +* = satisfactory +

Some institutions of higher education have their own variations of the above systems. There are even differences in the official names of grades (e.g. *ponad dobry* means "more than good" or *dobry plus* means "plus good". The differences are minimal, but the names of grades are defined by university regulations, so this is an example of a lack of official standards. Some institutions also use 6.0, 5.5 and 1.0.

Regarding the minimal requirements for a degree, opinions are very polarized. On the one hand, the Ministry of National Education and the Main Council of Higher Education want to introduce a mandatory minimal curriculum. On the other hand, some faculties totally reject the interference of external bodies in programs of study. The academic community has not yet found a solution to this problem and each faculty decides upon the program of studies on its own.

## ACCREDITATION

Accreditation is a guarantee of quality of educational activity of individual schools, granted by an independent and trustworthy institution.

The Polish Society of Management Education FORUM, founded in February, 1993, and representing over 20 business schools, has undertaken the task of creating an autonomous accreditation system. Four business schools, acting under the patronage of the British Know-how Foundation, have initiated activities resulting in the creation of the following accreditation system framework:

accreditation will cover programs and not schools;

the accreditation procedure will consist of three basic activities:

- self-evaluation conducted by the school in question;
- evaluation conducted by representatives of other schools (a so-called peer review);
- decision of accreditation made on the basis of information gathered by the Accreditation Commission.

Accreditation will be granted after evaluation of the eight most important standards: program minimum, enrollment criteria, organization of the teaching process, system of student evaluation, selection and evaluation of teaching staff, program development principles and study conditions.

The issue of accreditation of public higher education institutions is still under discussion. Several projects are under preparation.

## CURRENT TRENDS IN EDUCATIONAL REFORMS IN PUBLIC HIGHER EDUCATION INSTITUTIONS

Up to the mid-eighties, there were only five-year university courses leading to the *magister* degree. The curricula were set by the Ministry of National Education with little input from higher education institutions.

At the end of the eighties, with liberalization of the political system, faculties acquired greater autonomy to shape programs of study. Central planning in education was largely abandoned. This led to a great variety of curricula and to many different models of studies. Generally there was a lack of correlation between various initiatives.

At present one can identify several directions of changes:

- (a) the introduction of the credit system with greater freedom in selecting courses;
- (b) the division of the five-year curriculum into three years of undergraduate studies and two years at the master's level;
- (c) the introduction of new specialties; and
- (d) the development of interdisciplinary curricula (biotechnology, environmental protection, European and American studies, etc.).

All these changes are taking place under very unfavorable conditions. In the current period of decentralization of financial management, only some disciplines, such as law, economics, and languages, are flourishing. For many others, such as the sciences, insufficient funding assigned to departments does not allow even for the maintenance of present conditions, let alone development.

There is insufficient support from industry and no social pressure to change this situation because most of the population is engaged in a daily struggle for economic survival and is not overly concerned with higher education issues. In spite of that, there is a strong belief in the academic community that reforms are inevitable and necessary to overcome present difficulties.

# PRIVATE HIGHER EDUCATION INSTITUTIONS

When the free market was introduced in 1990, only one private university, the Catholic University of Lublin, operated in Poland. Since then, with the approval of the Ministry of Education, over 70 new types of private higher institutions have been established, mainly in the fields of business, management, marketing and foreign languages. Students are charged tuition and administrative fees

ranging from the equivalent of \$500 to \$2,000 per year.

At present, students of private higher institutions constitute about 13% of the overall number of students. Private higher institutions may award the same diplomas as state institutions. In practice, they usually offer only three-year programs leading to the *licencjat*. However, they may obtain the right to award *magister* diplomas

after meeting certain conditions, such as having a specified number of full professors. The Catholic University of Lublin has the right to award all degrees: the *magister*, *doktor* and *doktor habilitowany*. Some private higher institutions also have agreements with public universities which allow their graduates to enter these universities for an additional two to three years of study for the *magister*.

## HIGHER SCHOOL OF FINANCE & MANAGEMENT

ul. Ciepla 40  
15-950 Białystok  
tel. 75-00-88  
(Finance & Banking, Management & Marketing)

## HIGHER SCHOOL OF ECONOMICS

ul. Zwyciestwa 8  
15-703 Białystok  
tel. 51-26-52  
(Economics)

## HIGHER SCHOOL OF MATHEMATICS & APPLIED COMPUTER SCIENCE

Białystok  
tel. (temporary) 42-13-6  
(Mathematics)

## BIELSKO HIGHER SCHOOL OF BUSINESS

Al. Armii Krajowej 220  
43-316 Bielsko-Biala  
(Administration & Marketing)

## JOZEF TYSZKIEWICZ PRIVATE HIGHER SCHOOL OF COMPUTER SCIENCE & MANAGEMENT

Al. Armii Krajowej 336  
43-309 Bielsko-Biala  
tel. 14-58-52  
(Computer Science, Management & Marketing)

## HIGHER SCHOOL OF BANKING & FINANCE

ul. Dworkowa 5  
43-300 Bielsko-Biala  
tel. 276-97  
(Finance & Banking)

## HIGHER SCHOOL OF BUSINESS & MARKETING

ul. kard. Wyszyńskiego 19  
32-500 Chrzanów  
tel. 365-71  
(Management & Marketing)

## HIGHER SCHOOL OF FOREIGN LANGUAGES & ECONOMICS

ul. Tkacka 3/5  
42-200 Częstochowa  
tel. 65-18-39  
(Economics & Languages)

## HIGHER SCHOOL OF MANAGEMENT

ul. Kosciuszki 13  
42-200 Częstochowa  
tel. 65-16-86; 24-39-83  
(Management & Marketing)

## HIGHER SCHOOL OF BUSINESS

ul. Cieplaka 1c  
41-300 Dąbrowa Górnicza  
tel. 162-28-05  
(Management & Marketing)

## HIGHER SCHOOL OF ADMINISTRATION & BUSINESS

ul. Kielecka 7  
81-303 Gdynia  
tel. 2170  
(Management & Marketing)

## TECHNICAL HIGHER SCHOOL

ul. Jedności Robotniczej 10  
67-200 Głogów  
tel. 34-43-50  
(Computer Science)

## THE SILESIA HIGHER SCHOOL OF COMMERCE

ul. Harcerzy Września 3  
40-659 Katowice-Piotrowice  
tel. 102-671  
(Tourism & Recreation, Management & Marketing)

## THE SILESIA SCHOOL OF MANAGEMENT

ul. Z. Krasinskiego 2  
40-952 Katowice  
tel. 156-52-74; 155-20-82; 155-24-33  
(Management & Marketing)

## HIGHER SCHOOL OF MARKETING MANAGEMENT & FOREIGN LANGUAGES

ul. Gallusa 9  
40-594 Katowice  
tel. 105-18-18  
(Languages, Management & Marketing)

## KIELCE ACADEMY

ul. Toporowskiego 96  
25-549 Kielce  
tel. 31-72-38  
(History, Education & Teacher Training)

## HIGHER SCHOOL OF COMMERCE

ul. Peryferyjna 15  
25-562 Kielce  
tel. 31-72-38  
(Management & Marketing)

## HIGHER SCHOOL OF INSURANCE

ul. Zagorna 35  
25-339 Kielce  
tel. 407-01  
(Finance & Banking)

## PROFESSIONAL BUSINESS SCHOOL - HIGHER SCHOOL

ul. Miodowa 26  
31-055 Kraków  
tel. 21-93-10  
(Management & Marketing)

## HIGHER SCHOOL OF COMMERCE

ul. Smolensk 14  
31-112 Kraków  
tel. 22-67-52; 22-92-02  
(Management & Marketing)

## BALTIC HIGHER SCHOOL OF HUMANITIES

ul. Piastowska 3  
75-400 Koszalin  
tel. 40-83-83  
(Administration, History, Education & Teacher Training)

## HIGHER SCHOOL OF MARKETING & MANAGEMENT

ul. S. Grota-Roweckiego 4  
64-100 Leszno  
tel. 20-30-99  
(Management & Marketing)

## MASOVIAN HIGHER SCHOOL OF HUMANITIES AND EDUCATION

ul. 3 Maja 7  
99-400 Łowicz  
tel. 77-43-92; 37-43-78  
(Polish Language, History, Education & Teacher Training)

**CIVIC HIGHER SCHOOL OF BUSINESS & MANAGEMENT**

ul. Kopcinskiego 5/11  
90-424 Lodz  
tel. 78-16-81; 78-33-78  
(Management & Marketing)

**HIGHER SCHOOL OF PUBLIC ADMINISTRATION**

ul. Piotrkowska 106  
92-706 Lodz  
tel. 32-63-19  
(Administration)

**HIGHER SCHOOL OF HUMANITIES & ECONOMICS**

ul. Rewolucji 1905 r. 64  
93-014 Lodz  
tel. 32-28-06  
(Education & Teacher Training, Management & Marketing)

**HIGHER SCHOOL OF MARKETING & BUSINESS**

ul. Pilsudskiego 8  
90-950 Lodz  
tel. 36-89-48  
(Finance & Banking, Management & Marketing)

**HIGHER SCHOOL OF EARLY-SCHOOL EDUCATION**

ul. Piastow Slaskich 10  
41-408 Myslowice  
tel. 30-60-12  
(Education & Teacher Training)

**HIGHER SCHOOL OF BUSINESS - NATIONAL LOUIS UNIVERSITY**

ul. Zielona 27  
33-330 Nowy Sacz  
tel. 43-52-13; 43-53-06  
(Administration, Management & Marketing)

**MASURIAN TEACHER ACADEMY**

Pl. Zamkowy 3  
19-400 Olecko  
tel. 31-33  
(Education & Teacher Training, Management & Marketing)

**HIGHER SCHOOL OF PUBLIC ADMINISTRATION**

ul. Gorbatowa 15  
07-400 Ostroleka  
tel. 66-33-55  
(Administration)

**THE PAWEŁ WŁODKOWICZ HIGHER SCHOOL**

ul. 3 Maja 18  
09-402 Plock  
tel. 64-17-86; 64-32-12  
(Administration, Education & Teacher Training, Management & Marketing)

**PRIVATE HIGHER SCHOOL OF MANAGEMENT & BANKING**

ul. Jachowicza 2  
09-402 Plock  
tel. 62-47-33  
(Administration, Management & Marketing)

**FRENCH-POLISH HIGHER SCHOOL OF NEW TECHNIQUES OF COMPUTER SCIENCE & COMMUNICATION**

ul. P.Mansfelda 4  
60-854 Poznan  
tel. 48-34-06; 48-05-71; 48-0-65  
(Electronics & Telecommunication)

**SCHOLA POSNANIENSIS - HIGHER SCHOOL OF APPLIED FINE ARTS**

ul. Krancowa 89  
61-021 Poznan  
tel. 79-10-82  
(Painting, Industrial Design)

**HIGHER SCHOOL OF BANKING**

Al. Niepodleglosci 2  
61-874 Poznan  
tel. 53-77-25  
(Finance & Banking)

**HIGHER SCHOOL OF HOTEL MANAGEMENT & CATERING**

ul. Krancowa 19  
61-022 Poznan  
tel. 77-10-82; 79-14-81  
(Tourism & Recreation)

**HIGHER SCHOOL OF MANAGEMENT & BANKING**

ul. R.Strzalkowskiego 5/7  
60-854 Poznan  
tel. 47-51-16  
(Administration, Management & Marketing)

**HIGHER SCHOOL OF ADMINISTRATION & MANAGEMENT**

Pl. Dominikanski 3  
37-700 Przemysl  
tel. 78-57-22; 78-55-14  
(Administration)

**HIGHER SCHOOL OF HUMANITIES**

ul. Staszica 35  
06-100 Pultusk  
tel. 30-32  
(Administration, Polish Language, History, Environment Protection, Education & Teacher Training, Political Science & Social Sciences)

**PRIVATE HIGHER SCHOOL OF ENVIRONMENT PROTECTION**

ul. Zubrzyckiego 2  
6-600 Radom  
tel. 43-056; 60-75-48  
(Environment Protection)

**HIGHER SCHOOL OF FINANCE & BANKING**

ul. Koziennicka 93  
26-600 Radom  
tel. 63-95-08  
(Finance & Banking)

**HIGHER SCHOOL OF HUMANITIES & NATURE STUDIES - GENERALE SANDOMIRIENSE**

Rynek 10  
27-600 Sandomierz  
tel. 32-10-78  
(Biology, Polish Language, Horticulture)

**HIGHER SCHOOL OF ECONOMICS & HUMANITIES**

ul. Sobieskiego 71  
96-100 kierniewice  
tel. 33-34-01  
(Management & Marketing, Education & Teacher Training)

**HIGHER SCHOOL OF MANAGEMENT**

ul. Morcinka 21  
76-2— Slupsk  
tel. 43-78-92; 44-32-61  
(Management & Marketing)

**THE KS. FRANCISZEK BLACHNICKI HIGHER SCHOOL OF SOCIAL SERVICE**

ul. T.Kosciuszki 58  
16-400 Suwalki  
tel. 66-23-08  
(Political Science & Social Sciences)

**HIGHER SCHOOL OF PUBLIC ADMINISTRATION**

ul. Marii Skłodowskiej-Curie 4  
71-332 Szczecin  
tel. 87-59-83  
(Administration)

**HIGHER SCHOOL OF APPLIED FINE ARTS**

ul. Piramowicza 18  
71-157 Szczecin  
(Graphic Arts)

**WEST-POMERANIAN BUSINESS SCHOOL**

Al. Wojska Polskiego 63  
70-467 Szczecin  
tel. 33-78-90; 34-01-51  
(Economics, Computer Science & Econometry)

**GALICIAN HIGHER SCHOOL OF ECONOMICS**

Rynek 9  
33-100 Tarnow  
tel. 21-13-61  
(Management & Marketing)

**EUROPEAN ACADEMY OF FINE ARTS**

X Pawilon Cytadeli Warszawskiej  
ul. Skazancow 25  
01-532 Warszawa  
tel. 687-87-40; 687-88-62  
(Graphic Arts & Painting)

**POLISH-JAPANESE HIGHER SCHOOL OF COMPUTER TECHNIQUES**

ul. Nowogrodzka 75  
02-018 Warszawa  
tel./fax 621-03-72; 621-03-73  
(Computer Science)

**PRIVATE HIGHER SCHOOL OF BUSINESS & ADMINISTRATION**

ul. Woloska 5  
02-675 Warszawa  
tel. 43-64-56; 43-58-15  
(Economics, Administration)

**PRIVATE HIGHER SCHOOL OF COMMERCE**

ul. Chlodna 9  
00-891 Warszawa  
tel. 20-74-50  
(Economics)

**SCHOOL OF STRICT SCIENCES**

Al. Lotnikow 32/46  
02-668 Warszawa  
tel. 47-16-51; 43-09-26  
(Chemistry, Physics, Mathematics)

**WARSAW SCHOOL OF BUSINESS**

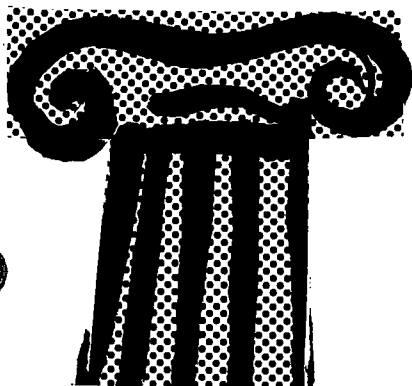
Palac Kultury i Nauki, VII p. pok. 704  
00-901 Warszawa  
tel. 620-86-61; 620-02-11; ext. 2877 or 2867  
(Management & Marketing)

**WARSAW SCHOOL OF MANAGEMENT - HIGHER SCHOOL**

Pl. Zelaznej Bramy 2  
00-136 Warszawa  
tel. 220-22-27; 25-96-03; 25-96-04  
(Management & Marketing)

**HIGHER SCHOOL OF BANKING, FINANCE & MANAGEMENT**

ul. Wolnosc 2A  
01-018 Warszawa  
tel. 38-01-56; 38-01-75  
(Finance & Banking)

**HIGHER SCHOOL OF JOURNALISM**

ul. Nowy Swiat 58  
00-363 Warszawa  
tel. 26-10-96  
(Political Science & Social Sciences)

**HIGHER SCHOOL OF ECOLOGY & MANAGEMENT**

Al. Jana Pawla II 69  
01-038 Warszawa  
tel. 38-70-21, ext. 28  
(Environment Protection, Management & Marketing)

**HIGHER SCHOOL OF ECONOMICS**

ul. Bialobrzeska 32  
02-341 Warszawa  
tel. 22-82-76; fax 22-36-51  
(Economics, Tourism & Recreation)

**HIGHER SCHOOL OF COOPERATIVE ECONOMICS**

ul. Odrebnia 4  
00-867 Warszawa-Miedzeszyn  
tel. 15-06-80; 16-00-31; ext. 32  
(Management & Marketing)

**HIGHER SCHOOL OF COMMERCE & INTERNATIONAL FINANCE**

ul. Alzacka 15 a  
03-972 Warszawa  
tel. 617-71-25  
(Finance & Banking, Management & Marketing)

**HIGHER SCHOOL OF COMMUNICATION & SOCIAL MEDIA**

ul. Kiwerska 1 A  
01-628 Warszawa  
tel. 33-81-18  
(Political Science & Social Sciences)

**HIGHER SCHOOL OF MANAGEMENT SIG**

ul. Osowska 84 A  
04-646 Warszawa  
tel. 610-38-46  
(Management & Marketing)

**HIGHER SCHOOL OF EDUCATION**

Towarzystwo Wiedzy Powszechnej  
ul. Urbanistow 3  
02-397 Warszawa  
tel./fax 22-96-23  
(Education & Teacher Training)

**HIGHER SCHOOL OF BUSINESS & MANAGEMENT**

ul. Jagiellonska 59  
00-987 Warszawa  
tel. 11-30-64  
(Management & Marketing)

**HIGHER SCHOOL OF TOURISM & HOTEL MANAGEMENT**

ul. Noakowskiego 3  
06-666 Warszawa  
tel. 660-75-74  
(Tourism & Recreation)

**HIGHER SCHOOL OF TOURISM & RECREATION**

ul. Marymoncka 34  
01-813 Warszawa  
tel. 34-04-31  
(Tourism & Recreation)

**HIGHER SCHOOL OF INSURANCE & BANKING**

Palac Kultury i Nauki  
00-901 Warszawa  
skr.poczt.16  
tel. 26-60-40; 26-14-99  
(Finance & Banking)

**HIGHER SCHOOL OF MANAGEMENT**

ul. Litewska 10  
00-581 Warszawa  
tel. 629-71-64; 628-86-93  
(Management & Marketing)

**HIGHER SCHOOL OF MANAGEMENT & MARKETING**

Al. Jerozolimskie 202  
02-222 Warszawa  
tel. 23-92-53; 23-77-00  
(Management & Marketing)

**HIGHER SCHOOL OF MANAGEMENT & BUSINESS**

ul. Chelmska 21  
00-724 Warszawa  
tel. 40-50-76  
(Management & Marketing)

**HIGHER SCHOOL OF SOCIAL WORK**

Pl. Wolnosci 20  
87-800 Wloclawek  
tel. 31-32-92  
(Education & Teacher Training)

**HIGHER SCHOOL OF MANAGEMENT & FINANCE**

ul. Pabianicka 2  
53-339 Wroclaw  
tel. 67-02-46; 61-78-86  
(Management & Marketing)

**HIGHER SCHOOL OF MANAGEMENT & MARKETING**

ul. sw.Antoniego 24 A  
50 073 Wroclaw  
tel. 44-49-24; 44-89-82  
(Management & Marketing)

**HIGHER SCHOOL OF TRADE**

ul. 3 Maja 46  
95-100 Zgierz  
tel. 16-37-14; tel./fax 34-23-17  
(Management & Marketing)

**List of Polish Universities****GDANSK UNIVERSITY**

ul. Bazynskiego 1a, 80-952 Gdansk

**SILESIA UNIVERSITY**

ul. Bankowa 12, 40-007 Katowice

**JAGIELLONIAN UNIVERSITY**

ul. Golebia 24, 31-007 Krakow

**THE MARIA CURIE-SKLODOWSKA UNIVERSITY**

Pl. Marii Curie-Sklodowskiej 5, 20-031 Lublin

**UNIVERSITY OF LODZ**

ul. Narutowicz 65, 90-131 Lodz

**THE ADAM MICKIEWICZ UNIVERSITY**

ul. H.Wieniawskiego 1, 61-712 Poznan

**UNIVERSITY OF SZCZECIN**

ul. Korsarzy 1, 70-540 Szczecin

**THE MIKOLAJ KOPERNIK UNIVERSITY**

ul. Gagarina 11, 87-100 Torun

**UNIVERSITY OF WARSAW**

ul. Krakowskie Przedmiescie 26/28, 00-352 Warszawa

**UNIVERSITY OF WROCLAW**

Pl. Uniwersytecki 1, 50-137 Wroclaw

**THE CATHOLIC UNIVERSITY OF LUBLIN**

Al. Raclawickie 14, 20-950 Lublin