

*Prof.dr.* \_\_, redovni profesor za užu naučnu oblast \_\_,  
Sveučilišta/Univerziteta „Vitez“ Vitez

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## SENATU SVEUČILIŠTA/UNIVERZITETA „VITEZ“ VITEZ

Odlukom Senata Sveučilišta/Univerziteta „VITEZ“ Vitez na 33.sjednici održanoj 19.04.2013. godine, imenovani smo u Komisiju za izbor **prof.dr. Tomasz Wisniewski** u zvanje gostujućeg profesora na užu naučnu oblast : \_\_\_\_\_

Komisija je pregledala i proučila priloženu dokumentaciju, analizirala ličnu i radnu biografiju, stručnu i naučnu djelatnost kandidata i u skladu sa Zakonom o visokom obrazovanju SBK/KSB i Pravilnikom o akademskim zvanjima Sveučilišta/Univerziteta „VITEZ“ Vitez, podnosi ovaj Izvještaj sa ocjenom i prijedlogom.

### I Z V J E Š T A J

#### 1. Curriculum Vitae:

Prof.dr. Tomasz Wisniewski je rođen 5. marta. 1963. godine u Ilawa, Republika Poljska. Dugogodišnje iskustvo u ekonomiji i informacionim tehnologijama stekao kroz kontinuirano školovanje i vlasništvo unutar konsultacijske agencije u Poljskoj. Trenutno obnaša dužnosti profesora i direktora Instituta za ekonomiju i organizaciju na Univerzitetu Szczecin, Poljska. Govori, pored maternjeg poljskog jezika, još tri svjetska od kojih engleski tečno dok u njemačkom i ruskom jeziku posjeduje osnovno znanje.

#### 1.2. Obrazovanje

Na Univerzitetu Szczecin godine 2008. stekao zvanje uske doktorske specijalizacije u ekonomiji na temu Procjene investicija i risk menadžmenta (Investment Appraisal and Risk Assessment).

Doktorirao na istom univerzitetu godine 1993. na temu „Sistem podrške odlučivanju pri racionalizaciji donošenja poslovnih odluka“ (Decision Support System in Improving Rationality of Business Decisions).

Titulu magistra ekonomskih nauka stekao na Univerzitetu Szczecin, godine 1986. Na temu Specijalizacija u procesuiranju podataka (Specialisation in Data Processing).

Između 1992 godine. pa do danas radio na više univerziteta širom Europe sa boravkom od dvije sedmice do četiri mjeseca; - (University College Cork (1992), Coventry Technical College (1992, 1994, 1998), University of Stirling (1995, 1996, 1997),

Amsterdam School of Business (1996, 1997, 1998), University of Lisbon (1995, 1996, 1997), University of Leicester (1998), University of Hamburg (1998).

### 1.3. Profesionalna karijera

2010 – present	Szczecin University, Direktor Instituta za Ekonomiju i Organizaciju.
2009 – present	Szczecin University, Profesor na Univerzitetu Szczecin. Drži slijedeće predmete: Korporativne finansije, Procjena investicije, Procjena kompanija, Finansijsko planiranje. Predaje na poljskom i engleskom jeziku. Obnaša poziciju lidera na Modulu strateških igara na MBA studiju pri Univerzitetu Szczecin.
2008 – present	Predsjedavajući Upravnog odbora u bolnici u Gryfino, Poljska
2007 – 2010	Szczecin University, Zamjenik direktora Instituta za Ekonomiju i Organizaciju.
2000 – 2009	Szczecin University, Gostujući profesor pri Instituta za Ekonomiju i Organizaciju. Drži slijedeće predmete: Korporativne finansije, Procjena investicije, Procjena kompanija, Finansijsko planiranje. Predaje na poljskom i engleskom jeziku. Obnaša poziciju lidera na Modulu strateških igara na MBA studiju pri Univerzitetu Szczecin.
2000 – 2008	Szczecin University, Izvršni direktor na MBA studiju na Szczecin University. Obnaša poziciju lidera na Modulu strateških igara na MBA studiju pri Univerzitetu Szczecin
2000 – 2001	Szczecin University, Promoter, inicijator i prvi direktor Centra za međunarodne projekte na Univerzitetu Szczecin (poseban odjel na međunarodnu suradnju i prikupljanje donacija).

1991 – 2001	<p>Szczecin University, Promoter, inicijator i menadžer PHARE Tempus projekt:</p> <ul style="list-style-type: none"> <li>• 1991-1994: TEMPUS Programme. Preparation and submission of a Joint European Project entitled "Management Training, Upgrading of Entrepreneurial Skills and Business Language Training". The JEP proposal was approved by Brussels in 1991. The total budget of the 3 year project amounted to 280,000 Euro. Parties to the contract: Szczecin University, University College Cork, Coventry City Council</li> <li>• 1995-1998: TEMPUS Programme. Preparation and submission of a Joint European Project entitled "ResMisCo: Restructuring of Management Information System Courses". The total budget of the 3 year project amounted to 513,000 Euro. Parties to the contract: Technical University of Koszalin, Business School in Amsterdam (HES Amsterdam), Instituto Superior de Gestao (Lisbon), Hamburg University, Hochschule Wismar (Germany), Fachhochschule Dortmund, Coventry Technical College (UK).</li> <li>• 1997-2001: TEMPUS Programme. Preparation and submission of a Joint European Project entitled: "Übersetzung, Wirtschaftsdeutsch in Germanistik". The total budget of the project amounted to 405,250 Euro. Parties to the contract: Justus-Liebig-Universität Giessen, Universitaire Instelling Antwerpen</li> </ul>
1990 – present	<p>Konsultant i vlasnik male konsulting firme Doradztwo Ekonomiczne i Informatyczne – Tomasz Wiśniewski, konsultant</p>
1986 – 2000	<p>Szczecin University, Asistent a potom i gostujući Profesor na Institutu Kibernetičke ekonomije i informacionih sistema. Nositelj predmeta Aplikacije kompjuterskih nauka u finansijskom modeliranju, Aplikacije kompjuterskih nauka u finansijskom menadžmentu, Biznis prezentacije, Sistemi za podršku odlučivanju. Lider Informacionih sistema u biznis modelima na MBA studiju na Univerzitetu Szczecin.</p>

## **2. Stručni i naučni rad**

### **2.1. Objavljeni naučni radovi**

Profesor Wisniewski je autor više od 80 znanstvenih radova i 4 knjige iz oblasti Finansijskog menadžmenta. Glavni je istraživač u jednom a član je tima u tri istraživačka projekta koja finansira poljsko ministarstvo. Najviše interesa u znanstvenom radu izražava kroz aplikacije u e-learning (moodle.org platform) i biznis simulacije na predavanjima (Marketplace software).

### **2.2. Knjige i monografije**

Appraisal of Infrastructure Investment with Staged Investment Options". W: Baltic Business Development. Finance & Currency, International Degree Programmes, pr. zb. pod red. J.Batóga, University of Szczecin, Faculty of Economics and Management, Szczecin 2006, s. 257-286.

1. „Monte Carlo Simulation of Multiple Uncertainty Options”. W: „Zarządzanie Finansami – Biznes, Bankowość i Finanse na Rynkach Wschodzących”, t. 2, pod red. D. Zarzeckiego, Uniwersytet Szczeciński, Uniwersytet Północnej Malezji, Szczecin 2005, s.415-421.
2. “Investment Appraisal Practice in Poland – Comparison of Local and National Companies”, 28th Annual Congress of the European Accounting Association, Gothenburg, Sweden, 2005. Poster. Współautorzy: Dariusz Zarzecki, Magdalena Kisielewska, Katarzyna Byrka-Kita.
3. „Test of the Capital Asset Pricing Model: Polish and Developed Markets Experiences”. W: “Folia Oeconomica Stetinensia”, nr 3-4 (11-12) 2004-2005, s. 63-88. Współautorzy: Dariusz Zarzecki, Katarzyna Byrka-Kita, Magdalena Kisielewska.
4. „Capital Budgeting Practices in Westpomeranian Voivodeship”. W: “Folia Oeconomica Stetinensia”, nr 3-4 (11-12) 2004-2005, s. 203-232. Współautorzy: Dariusz Zarzecki, Katarzyna Byrka-Kita, Magdalena Kisielewska.
5. „Investment Appraisal Practice in Poland” (współautorzy: D. Zarzecki, K. Byrka-Kita, M. Kisielewska). W: „Zarządzanie Finansami – finansowanie przedsiębiorstw w UE – tom II” pod red. D. Zarzeckiego, Uniwersytet Szczeciński, Szczecin 2004, s. 131-154.
6. “Investment Appraisal Practice in Poland”, 27th Annual Congress of the European Accounting Association, Praga, Czechy, 2004. Współautorzy: Dariusz Zarzecki, Magdalena Kisielewska, Katarzyna Byrka-Kita.
7. “The Cost of Equity in Emerging Markets. The Case of Poland”, 27th Annual Congress of the European Accounting Association, Praga, Czechy, 2004. Współautorzy: Dariusz Zarzecki, Magdalena Kisielewska, Katarzyna Byrka-Kita.
8. „Valuation of Businesses with Natural Resources” (współautor: D. Zarzecki). Rozdział 5 w: “Finance & Natural Environment – Experience of Poland Against the Background of Developed Market Economies” pod red. L. Dziawgo, D. Dziawgo, TNOiK Dom Organizatora, Toruń 2003, s. 127-141.
9. “Unemployment in Poland During the Transition” opublikowany w materiałach Kongresu “Ten Years of Economic Transformation”, Lappeenranta University of Technology, Lappeenranta 2001, wspólnie z J. Bajera.
10. “Financial Planning in Distress Situation – a Case of Decision Support System Application”, WIWITA Wismarer Wirtschaftsinformatiktage, Wismar 1998.
11. “Changes in the volume and structure of loans granted to enterprises in Poland in 1993-1997”, Academy of Business and Administrative Sciences, Budapest University of Economic Sciences, Budapest 1998 – wspólnie z Teresą Lubińską.
12. “Investment Appraisal Practice in Poland”, 18 Kongres Europejskiego Stowarzyszenia Rachunkowości (European Accounting Association) Birmingham, Wielka Brytania, 10-12 maja 1995 - wspólnie z Dariuszem Zarzeckim.
13. "Valuation of State-Owned Enterprises for Privatisation Purposes Using the Discounted Cash Flow Approach. The Case of Poland", 17 Kongres Europejskiego Stowarzyszenia Rachunkowości (European Accounting Association) w Wenecji, Włochy, 6-8 kwietnia 1994 - wspólnie z Dariuszem Zarzeckim.

### 2.3. Uczęście u projektima

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| 1. Korporacja Ubezpieczeniowa Filar<br>Szczecin        | Human resources, organization consulting<br>(1989)                                       |
| 2. Design and implementation of information<br>systems | Cost estimation system of construction projects<br>for Warsaw Underground Company (1989) |

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| 3. Report on ways and consequences of privatisation of Biuro Projektów Budownictwa Morskiego in Szczecin                                | Analysis of privatisation options (models) and preparation of recommendations for the management (1989)   |
| 4. Valuation and evaluation of financial standing of ESPEBEPE for privatisation purposes  | Preparation of pre-privatisation documents, valuation of the enterprise and evaluation of financial performance (1989)  |
| 5. Valuation and evaluation of financial standing of Elektromontaż Szczecin for privatisation purposes                                  | Preparation of pre-privatisation documents, valuation of the enterprise and evaluation of financial performance; assistance to the management in negotiations between the parties to the privatisation process (1989) |
| 6. Preparation of privatisation concepts and the development strategy of Nowogardzkie Przedsiębiorstwo Budownictwa Ogólnego in Nowogard | Conceptual work on a form of the new company, identification of key success factors and threats, report on the feasibility of the project, preparation of pre-privatisation documents (1989)                          |
| 7. Valuation and evaluation of financial standing of SPISiE Szczecin for privatisation purposes   | Preparation of pre-privatisation documents, valuation of the enterprise and evaluation of financial performance (1990)  |
| 8. Valuation and evaluation of financial standing of INSTAL Szczecin for privatisation purposes   | Preparation of pre-privatisation documents, valuation of the enterprise and evaluation of financial performance (1990)  |
| 9. Valuation and evaluation of financial standing of Szczecińskie Kopalnie Surowców Mineralnych in Szczecin for privatisation purposes  | Preparation of pre-privatisation documents, valuation of the enterprise and evaluation of financial performance; assistance to the management in negotiations between the parties to the privatisation process (1990) |
| 10. Evaluation of financial standing of FAMABUD in Szczecin for privatisation purposes  | Preparation of pre-privatisation documents and review of the organisational structure (1990)  |
| 11. Valuation and evaluation of financial standing of Nadodrzańskie Przedsiębiorstwo Budownictwa Ogólnego for privatisation purposes    | Preparation of pre-privatisation documents, valuation of the enterprise and evaluation of financial performance (1990)  |
| 12. Valuation and evaluation of financial standing of Stargardzkie Przedsiębiorstwo Budownictwa Ogólnego for privatisation purposes     | Preparation of pre-privatisation documents, valuation of the enterprise and evaluation of financial performance (1990)  |
| 13. Valuation and evaluation of financial standing of Energopol - 5 in Szczecin for privatisation purposes                              | Preparation of pre-privatisation documents, valuation of the enterprise and evaluation of financial performance (1990)  |
| 14. Valuation and evaluation of financial standing of Zakłady Chemiczne "Szczecin" for privatisation purposes                           | Preparation of pre-privatisation documents, valuation of the enterprise and evaluation of financial performance (1990)  |
| 15. Valuation and evaluation of financial standing of PUM Ship-Service in Szczecin for privatisation purposes                           | Preparation of pre-privatisation documents, valuation of the enterprise and evaluation of financial performance; assistance to the management in negotiations between the parties to the privatisation process (1990) |

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| 16. Mass Privatisation Programme - FMS POLMO in Szczecin, LUXPOL in Stargard, Bacutil in Szczecin                                | Assistance to the management in preparation of necessary documents, verification of production and financial data, translation of financial statements and general evaluation of the firm (1990)           |
| 17. Valuation and evaluation of financial standing of PUT POMERANIA for privatisation purposes                                   | Preparation of pre-privatisation documents, valuation of the enterprise and evaluation of financial performance (1990)   |
| 18. Szczecin City Council: Preparation of the invitation for investors interested in reconstruction of Tkacka Street in Szczecin | The pre-feasibility study of the project; recommendations for decision makers from Szczecin City Council (1990)  |
| 19. Institute Santa Monica in Kamień Pomorski: Economic valuation of a property  | Valuation of the property in order to increase in capital of the company (a Swedish-Polish-American joint venture); assistance to the management in negotiations between the parties to the company (1990) |
| 20. Radisson Hotel Szczecin: Evaluation of financial standing of Radisson Hotel Szczecin   | Analysis of the financial performance of the Radisson Hotel, costs and revenues analysis, evaluation of the human resources management and marketing strategy (1991)                                       |
| 21. Polish Steamship Company: Management Reporting and Control (two phases). Review and implementation.                          | Review of the present state, proposals and introduction. Presentation of new proposals concerning segmentation of the enterprise's strategic business units  |
| 22. Szczecin City Council: Preparation of a prospectus about Szczecin being an invitation for potential investors                | Two editions of the prospectus were worked out and issued as official materials distributed by Szczecin City Council   |
| 23. ZPDz LUXPOL S.A.: Restructuring programme of the company   | Restructuring programme and several detailed options of the financial support  |
| 24. Polish Steamship Company: Marketing Analysis of the enterprise   | An analysis required by the Ministry was carried out   |
| 25. Polish Steamship Company: Economic Analysis of Insurance Department Restructuring.   | Restructuring programme for Insurance Department   |
| 26. Polish Steamship Company: Insurance Company - recommendations for organisation and financing.                                | Details of restructuring programme for Insurance Department  |
| 27. Evaluation of financial standing of Delfin in Szczecin   | Evaluation of financial performance  |
| 28. Methodology of Company Valuation   | Research Report, Szczecin 1998, co-author.   |
| 29. Valuation and evaluation of financial standing of PP-U i H "PREF-BUD" Sp. z o.o. w Olsztynie for privatisation purposes.     | Preparation of pre-privatisation documents, valuation of the enterprise and evaluation of financial performance for Privatisation Agency of Polish Government (1999).                                      |
| 30. Valuation and evaluation of financial standing of PP-U i H "PREF-BUD" Sp. z o.o. in Olsztyn for privatisation purposes.      | Preparation of pre-privatisation documents, valuation of the enterprise and evaluation of financial performance for Privatisation Agency of Polish Government (1999).                                      |

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| 31. Valuation and evaluation of financial standing of Olsztyńskie Fabryki Mebli Sp. z o.o. in Działdowo for privatisation purposes.                      | Preparation of pre-privatisation documents, valuation of the enterprise and evaluation of financial performance for Privatisation Agency of Polish Government (1999).  |
| 32. Valuation and evaluation of financial standing of Warszawska Huta Szkła in Ożarów Mazowiecki S.A. for privatisation purposes.                        | Preparation of pre-privatisation documents, valuation of the enterprise and evaluation of financial performance for Privatisation Agency of Polish Government (1999).  |
| 33. Valuation and evaluation of financial standing of Koszalińskie Kopalnie Surowców Mineralnych "Kruszywa" S.A. in Koszalin for privatisation purposes. | Preparation of pre-privatisation documents, valuation of the enterprise and evaluation of financial performance for Privatisation Agency of Polish Government (1999).  |
| 34. Valuation and evaluation of financial standing of Zakłady Porcelany "Ćmielów" Sp. z o.o. in Ćmielów for privatisation purposes.                      | Preparation of pre-privatisation documents, valuation of the enterprise and evaluation of financial performance for Privatisation Agency of Polish Government (1999).  |
| 35. Valuation and evaluation of financial standing of Fabryka Maszyn i Urządzeń Przemysłu Spożywczego "SPOMASZ" in Bełżyce for privatisation purposes.   | Preparation of pre-privatisation documents, valuation of the enterprise and evaluation of financial performance for Privatisation Agency of Polish Government (2000).  |
| 36. Preparation of organisation instruction for PORTA-RUCH S.A., Szczecin.   | Preparation of organisation instruction and designing organisational structure in the service and utility company – subcontractor of Szczecin Shipyard (2000).   |
| 37. Tailor made courses for Voivodship Unemployment Office in Szczecin.  | Preparation and delivery of 4 specialised courses in Management, Financial Management and Unemployment Prevention Systems in European Union Countries (2001), team member.   |
| 38. Preparation of Local Development Plans in Łobez and Sławno Provinces.  | Two contracts under Rural Areas Development Programme (2002), team member and manager.   |
| 39. Research project: „Control Premium on the Polish Stock Exchange”   | Joint research project founded by Polish Ministry No N N113 122934, 2008-2011, member of the research team.  |
| 40. Valuation of Pogoń Szczecin Soccer Club  | Valuation for Szczecin Municipality (2009)   |
| 41. Restructuring of the Hospital in Drezdenko   | Operational restructuring and setting up of a new company to run a hospital for local authority of Strzelce Krajeński County, recovering of 15,2 mln PLN from the governmental debt restructuring programme for Polish hospitals (2009-2010) |
| 42. Restructuring of the Hospital in Torzym  | Operational restructuring and setting up of a new company to run a hospital for authority of Lubuskie Voivodship (2010-2011)   |
| 43. Valuation of Moneygames company  | Valuation of the company (2010)  |
| 44. Analysis of lease back transaction for Alutec Sp. z o.o., Recz   | Financial analysis and valuation of lease back rate on the basis of the property valuation (2010)  |
| 45. Research project: „Standards of Company Valuation”   | U N N113 316038, 2010-2013, member of the research team.   |

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| 46. Valuation of lost profits for VGN Polska Sp. z o.o.  | Lost profits valuation (2011)   |
| 47. Valuation of privately held company Restauracja Bar Oktan BP Serwis                              | Valuation of the company (2011)   |
| 48. Research project: „Methodology of the Real Option Valuation Using Double Monte Carlo Simulation” | Joint research project founded by Polish Ministry No N N113 344140, 2011-2014, promoter and manager of the research team. |
| 49. Research project: „Discount for the Lack of Market Liquidity in Company Valuation”               | Joint research project founded by Polish Ministry No N N113 367840, 2011-2014, member of the research team.               |
| 50. Valuation of six start-up companies for the Polish Entrepreneurial Fund (venture capital fund)   | Valuation of the start up companies on the basis of originally developed methodology (2012)                               |
| 51. Valuation of loses and lost profits for Elbud Projekt  | Loses and lost profits valuation (2012)   |

## **2.5. Priznanja i nagrade**

### **2.6. Funkcija na matičnom univerzitetu**

Trenutno obnaša dužnosti profesora i direktora Instituta za ekonomiju i organizaciju na Univerzitetu Szczecin, Poljska.

### **2.7. Članstvo i funkcije u udruženjima**

Suradivao i surađuje sa Poljskom Agencijom za privatizaciju, Porta Complex, Deloitte&Touche, Polsteam Consulting, kao i sa Biroom za nezaposlene. Član je MBA Alumni Association, Szczecin, Scientific Association of Organisation and Management, Poland i CIRCLE International.

## **Mišljenje**

Temeljem analize i ocjene naučne i stručne djelatnosti dr. sc ---, redovnog profesora u trajnom zvanju na Univerzitetu u -----, Komisija zaključuje kako je dr.sc. ----- izvanredan naučnik, plodonosan i utjecajan istraživač, sveučilišni nastavnik i stručnjak iz područja društvenih nauka, polje ekonomija, uža naučna oblast -----, te

## **p r e d l a ž e**

Senatu Sveučilišta/Univerziteta „Vitez“ da se prof.dr.sc. ----- izabere u zvanje **gostujućeg profesora.**

Travnik/Vitez, maj 2013.

**KOMISIJA:**



Prof.dr.sc. , predsjednik

Prof.dr.sc. , član

Prof.dr.sc. , član