

APPROVED by
Decision No. 4-1
of Vytautas Magnus University
Council
on 8 November 2010

PRINCIPLES OF SELECTION AND ASSESSMENT OF VYTAUTAS MAGNUS UNIVERSITY STAFF

In accordance with sub-clause 17.5 of the University Statute, Vytautas Magnus University Council sets forth the following principles of selection and assessment of Vytautas Magnus University staff:

1. The University teachers, researchers and other scientists shall be admitted to the main positions by public competition for a term of 5 years.

2. At least 3 months prior to the end of the terms of office of a teacher or researcher, an open competition for these positions shall be announced by the Rector's order. A person holding the position may also participate in the competition. An announcement about the competition for this position shall be placed on the websites of Vytautas Magnus University and Research Council of Lithuania. As competitions for the positions of professors, associate professors, chief and senior researchers are international, the information about the competition shall be additionally announced in international media.

3. If a person wins a competition for the same position of a teacher or researcher for the second time in a succession, an employment contract of an indefinite term for this position shall be concluded with the person. This person shall be certified every 5 years under the order stipulated by Vytautas Magnus University Senate. A non-certified person shall be dismissed from the position. Admission to higher positions of a teacher or researcher shall be organized by public competition.

4. Persons seeking to undertake positions of Vytautas Magnus University teachers, researchers and other scientists by public competition shall meet minimum qualification requirements for the positions of Vytautas Magnus University teachers, researchers and other scientists approved by the University Senate.

5. Under the order stipulated by Vytautas Magnus University Council, an extraordinary certification of the University teachers and researchers may be organised.

6. Candidates for the positions of teachers and researchers, except for trainee researchers, shall be assessed by Vytautas Magnus University Admission Committee, which shall be formed and approved by Vytautas Magnus University Senate. At least 1/3 of the Admission Committee members shall be persons who are not Vytautas Magnus University employees. When organising the competition for the position of a chief researcher or a professor, at least one international expert shall be a member of the Admission Committee. The Admission Committee shall submit its assessment to Faculty Councils and the Senate.

7. Faculty Councils shall organise the competition for the position of a lecturer, an assistant lecturer, a researcher and a junior researcher and consider candidates for the positions of professors, associate professors, chief and senior researchers and present their decision to the Senate.

8. The competition for the position of a professor, an associate professor, a chief researcher and a senior researcher shall be organised by the Senate.

9. Vytautas Magnus University staff shall be selected and assessed in accordance with the principles of publicity, transparency, equality, impartiality, objectivity, and respect for human dignity.