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**KAUNAS UNIVERSITY OF TECHNOLOGY**

**DESCRIPTION OF PROCEDURE FOR ATTESTATION AND ORGANIZATION OF COMPETITIONS FOR POSITIONS OF LECTURERS AND RESEARCHERS**

1. GENERAL PROVISIONS
2. Description of procedure for attestation and organization of competition for positions of lecturers and researchers (hereinafter – Description) establishes requirements for attestation and competition per term of office for employees of Kaunas University of Technology (hereinafter – University), procedures for attestation and competitions, and functions of the commissions which perform those procedures. This description is not applied to guest lecturers and researchers, their requirements are determined by hosting departments, and project promoters (researchers); their requirements are provided in the project documents.
3. Description is prepared with reference to Law on science and studies of the Republic of Lithuania (Žin., 2009, No. 54-2140; 2012, No. 13-554; 2012, No. 53-2639, TAR, 2016, No. 20555), recommendations of the European Commission on The European Charter for Researchers and on The Code of Conduct for the Recruitment of Researchers (OJ L 075/67, 2015), Order No. V-1128 “On evaluation of scientific (art) works by science and education institutions” by the Minister of Education and Science of the Republic of Lithuania of 10 07 2010 (Žin., 2010, No. 86-4569; 2011, No. 48-2335; No. 80-3923; 2012, No. 68-3495) and Order No. V-2538 “On approval of recommendations for working time structure of high school lecturers” of 23 12 2011 (Žin., 2011, No. 163-7787), Order No. 1-01-162 “On approval of methodology for evaluation of the current study programmes” by Director of Centre for Quality Assessment in Higher Education of 20 12 2010 (Žin., 2010, No. 156-7954) and University’s Regulations.
4. Lecturers and researchers (except scientist trainees and project researchers, guest employees and employees working under permanent employment contract) are appointed to position by procedure of competition. Fixed-term employment contracts are made with them for 5 years term of office, except cases, specified in p. 4 of this Description.
5. Permanent employment contract is made with persons who win a competition for the same position of lecturer or researcher for the second time in a row, when competition procedure takes place after May 12, 2009 (when Law on science and studies entered into force (Žin., 2009, No. 54-2140)) or when a competition for a position of professor or chief researcher is won after May 12, 2009 by a person, who has previously won a competition for a position of professor or chief researcher at the University twice.
6. The persons, working under permanent employment contracts in the positions of lecturer of researcher, are attested every 5 years. Employment of the person, who is not attested, is terminated. Persons are appointed to higher positions of lecturer or researcher by procedure of public tender.
7. Rector can invite lecturers and researchers to work under fixed-term employment contract for the maximum period of 2 years. Procedure for appointment to positions established in this description is not applied to guest lecturers and researchers.
8. Persons are appointed to positions of scientist trainees under procedure determined by the Minister of Education and Science.
9. Definitions of the concepts used in this description are provided in Appendix 1. Other concepts, i.e., the ones, which are not provided in the Appendix, have the meaning given by Law on Science and Studies of the Republic of Lithuania and other legal acts.

II. ATTESTATION AND COMPETITION COMMISSIONS

1. The following Attestation and Competition Commissions (hereinafter – ACC), which are made by the Rector’s order and consist of at least 6 members, determine whether lecturers and researchers fulfil position’s qualification requirements and carry out attestation and competitions for positions:
	1. University’s ACC for academic employees (hereinafter – UACCAE);
	2. Departments’ (faculties’, research institutes’ and centres’) ACC (hereinafter – DACC).
2. Functions of UACCAE:
	1. Coordination and analysis if DACC work;
	2. Attestation of professors and chief researchers;
	3. Carrying out of competitions for positions of professors and chief researchers;
	4. Analysis of appeals by professors and researchers.
3. Functions of DACC:
	1. Attestation of lecturers and researchers (except professors and chief researchers);
	2. Carrying out of competitions for positions of lecturers and researchers (except professors and chief researchers);
4. Positions of UACCAE members: Vice-Rector for Studies, Vice-Rector for Research and Innovations, and Director of Human Resources. Other UACCAE members are appointed by the Rector. Vice-Rector for Studies and Vice-Rector for Research and Innovations take a position of UACCAE chairman for one year term of office in rotation. Head of academic department if DACC chairman and member, other members are appointed by the Rector. If DACC includes a few departments, heads of those departments take a position of DACC chairman for one year term of office in rotation.
5. Attestation and competition commissions are made in accordance with the following requirements:
	1. At least two thirds of ACC members must consist of scientists working in a position of professor/chief researcher or associate professor/senior researcher;
	2. At least one third of ACC members must be the persons, invited by the Rector, who do not work for the University, working in executive position of Lithuanian or foreign companies or institutions, or have a Doctor of Science degree;
	3. At least one member of UACCAE must be external international high level expert;
	4. At least one member of ACC must be a representative of students, delegated by Student Union.
6. Representatives of Trade Union and employees of Human Resources Administration Office can participate in ACC meetings as supervisors.
7. Human Resources Administration Office, Research Affairs and Study Management prepare information required for the work of UACCAE and perform organisational work.
8. When commission considers the member’s attestation or carries out competition for his/her position, that member of ACC can only answer the questions, without a right to vote; when commission makes the decision, he/she must leave the room of the hearing. During hearing and decision making regarding attestation or competition for a position of the family member or a close relative of ACC member, that member also has to leave the room. ACC decisions regarding attestation are made by procedure of open vote, while regarding competition for a position – by procedure of secret ballot. In case of a tie, ACC chairman has a casting vote. ACC meeting is legitimate if at least two thirds of its members are present, including those, who expressed their will to virtually participate in the commission meeting in writing or by means of electronic communication. No more than one third of the members can participate in the meeting virtually. Decision is considered to be made if it gets the votes of more than half of ACC members participating in the meeting. Virtual participants of the meeting express their will in written or by means of electronic communication. Human Resources Administration Office assists UACCAE in organisation of the work, while administration of faculties assists DACC.
9. Secret voting ballots of determined form are used for the voting.
10. Attestation and competitions for lecturers (except professors) and researchers of the University’s departments that have no ACC are performed by ACC appointed by the Rector’s order.

III. PRINCIPLES OF WORK ETHICS OF ATTESTATION AND COMPETITION COMMISSIONS

1. All members of attestation and competition commissions (hereinafter – experts) complete and sign Declaration of Expert Interests as well as pledge not to disclose information.
2. Experts must comply with the following ethical principles: objectivity, impartiality, respect for the participants of attestations and competitions, confidentiality and cooperation.
3. Objectivity principle means, that expert honestly pursues the objectives of evaluation and performs an objective evaluation of the persons, who are attested or participate in the competition; expert expresses his/her opinion, formulates conclusions and makes decisions based on facts, precise information and his/her competence.
4. Impartiality principle means, that expert performs evaluation independently, he/she does not represent any institution or department, does not express any interests, relies on his/her competence.
5. Principle of respect for the participants of attestations and competitions means, that while performing evaluation, expert’s behaviour is professional, polite, he/she does not abuse his position as an expert, does not use any financial, psychological or other kind of pressure.
6. Confidentiality principle means that all information, related to attestation and competition (issues, discussed at the meetings, opinions, expressed by other participants of attestation and competition, documents submitted for attestation and competition) is used only for the objectives of evaluation and cannot be disclosed for other objectives and to persons, who are not ACC members.
7. Cooperation principle means, that while working in the commission, the expert aims to achieve the common objectives with other members of the commission, nurtures University’s quality culture and timely performs assigned tasks.

IV. DESCRIPTION OF COMPETITION PROCEDURE

1. At least 3 months before the end of the lecturer’s and researcher’s term of office (except July and August), a public competition for these positions is announced by the Rector’s order or the employee working in that position is notified in written regarding repeal of his/her position in terms determined by the legal acts. Lecturer or researcher working in that position is notified upon signed acknowledgement by Human Resources Administration Office.
2. Competition announcement is published at the websites of the University and Lithuanian Research Council and at least one of the country’s means of public information.
3. If lecturer or researcher, working at the position that competition has to be announced for, is on a long-term leave (pregnancy, maternity or parental leave, etc.) or is on a long-term internship or business trip, competition announcement is postponed until the end of leave, internship or business trip. If lecturer or researcher needs time to fulfil the requirements of attestation or competition after a long-term leave, based on the employee’s written request competition announcement is postponed for a period of lecturer’s or researcher’s long-term leave. This postponement is not applied to the persons, who are on unpaid leave.
4. Applicants to elected position submit the following documents to Human Resources Administration Office until the date specified in competition announcement:
	1. Request to the Rector for permission to participate in the competition;
	2. Description of academic activity in a determined form (Appendix 3);
	3. A list of published scientific works, made by the University’s library or by the applicant, if he/she does not work for the University, signed by the applicant and approved by the Research Affairs (for those, who have a Doctor of Science degree – only after the date of award of Doctor of Science degree) or the list of all published scientific works. Persons, who do not for the University, provide a list of their published scientific works in a free format; in such case Research Affairs verifies and approves reliability of information;
	4. Copies of diploma of higher education, diplomas of scientific degree, certificates of pedagogical titles (if they are not present at the applicant’s personal file, kept at Human Resources Administration Office);
	5. Curriculum vitae;
	6. Additional documents or material demonstrating applicant’s scientific and pedagogical activity or qualification (at applicant’s discretion).
5. Human Resources Administration Office transfers applicants’ documents (in case all documents are submitted and comply with formal requirements) to respective ACC for evaluation of their compliance with competition requirements. ACC provides evaluation results (whether the applicant is allowed to participate in the competition or attestation, or not) to Human Resources Administration Office, which notifies applicants regarding compliance results.
6. Applicants, who apply to the same elected position and have passed the evaluation of compliance with competition requirements, participate in general debate at the department’s (academic department’s) public meeting (seminar). Debate is led by Head of Department (Head of Academic Department). ACC chairman or his/her authorised ACC member can participate in the meeting. Debates provide a discussion whether applicants comply with the fields of the department’s (academic department’s) research and study activity. Debates are recorded in written. Minutes of the meeting are submitted to ACC chairman.
7. During general debate all applicants present the results of their scientific research, courses of the lectures that they teach or plan to teach, published educational and methodological tools and other academic activity to the participants of the meeting.
8. On the recommendation of the Head of Department of the first level, Rector can determine additional requirements for a certain position (for example, experience in supervising a team of researchers of a certain scientific field, preparation of doctoral students of that scientific field, professional experience, language that lectures are taught in, etc.). These requirements are included into the competition conditions.
9. After the deadline for document submission, Human Resources Administration Office transfers the documents of the applicants to ACC secretary.
10. ACC organizes a competition during one month after the deadline for document submission. Time and place for attestation commission meeting are announced at the University’s website; both applicants and Human Resources Administration Office are notified.
11. Procedure of secret ballot at ACC is as follows:
	1. A number of competition positions with the same qualification requirements and of all the applicants to that position are listed in the secret ballot;
	2. A ballot is considered valid, if it contains a number of affirmatively checked applicants that does not exceed a number of positions;
	3. An applicant, who received more than a half of votes in valid ballots, is considered a winner;
	4. If a competition winner refuses to make employment contract and there are applicants who have not won, the second round of voting is organized in 10 days. Available positions of competition and applicants who have not won are included in the new ballot;
	5. If available competition positions remain after voting procedure, a competition is considered as failed and a new competition for available positions is announced;
	6. If applicants receive equal amount of votes, chairman has a casting vote;
	7. During five days after the end of competition all documents of the applicants who participated in the competition, summaries of their academic activity and evaluation of their professional development, minutes of general debate and decision regarding competition results are transferred to Human Resources Administration Office, to be stored at the employee’s personal file.
12. Human Resources Administration Office prepares and finalizes an employment contract or its amendment after receipt of the competition winner’s request to take a position, but 2 days after a deadline of the term specified for appeals at the earliest. In case appeal has been submitted, employment contract or its amendment is prepared after the appeal is considered.
13. After the competition, documents are not returned to the applicants and are stored at Human Resources Administration Office.
14. If applicant disagrees with competition results, he/she can submit appeal to Rector during 2 working days after their announcement; the latter submits it to hearing at UACCAE.

IV. ATTESTATION OF LECTURERS AND RESEARCHERS

1. Attestation is for evaluation of lecturer’s or researcher’s compliance with qualification requirements established for a position per term of office and the level of that compliance. Requirements are applied in proportion to the taken part of the post.
2. A list of researchers for attestation is provided by the University’s library.
3. Rector announces routine attestation for lecturers and researchers at least 3 months before the end of the term of office.
4. In case there are doubts regarding the employee’s compliance with his/her position, Rector announces lecturer’s or researcher’s extraordinary attestation under the reasoned recommendation of Dean of Faculty (Head of Academic Department) or under employee’s request.
5. Rector can announce lecturer’s or researcher’s extraordinary attestation under the recommendation of Dean of Faculty (Head of Academic Department) at least one year after he/she has taken the position and once per year at most.
6. During extraordinary attestation general requirements per term of office are reduced respectively in accordance with the period from the last routine attestation (beginning of the term of office) till extraordinary attestation.
7. Lecturer or researcher is notified regarding announced extraordinary attestation upon signed acknowledgement at least one month until the hearing. This notification is organized by Human Resources Administration Office.
8. The attested person can voluntarily participate at ACC meeting or can be invited (in this case, he/she must participate in the meeting). ACC can make decision without participation of the attested person.
9. Aggregated data of the results of term of office, submitted for attestation, are recorded in the summary of academic activity and professional development in the form approved by the Rector’s order; conclusion “employee had been attested” or “employee failed attestation” is written in the summary, as well as evaluations of individual components of the activity.
10. Attestation results are presented to the attested person upon signed acknowledgement. If the attested person refuses to sing, “The attested person refused to sign the decision” is entered in the attestation decision. Human Resources Administration Office emails a copy of the decision to the attested person.
11. Lecturer or researcher who fails to get attested, is dismissed under procedure determined by the legal acts of the Republic of Lithuania.
12. Lecturer, who disagrees with UACCAE decision, has a right to submit appeal to UACCAE during 3 working days after the date of notification about ACC decision upon signed acknowledgement. Lecturer, who has refused to sign ACC decision, can only submit appeal regarding ACC decision to court.
13. Complaint regarding UACCAE decision on considered appeal can only be submitted to court.

VI. MINIMUM QUALIFICATION REQUIREMENTS FOR LECTURERS AND RESEARCHERS

1. Requirements for eligible positions of one of the three scientific fields groups are applied to the applicant, who participates in the competition: group of physical sciences, biomedicine and technologies, group of social sciences and humanities, or group of arts.
2. Required minimum amount of scientific articles can be reduced with regards to the significance of received additional results in the areas of research and studies during the same period, such as international certificates, science monographs and chapters of books, published by internationally recognized science publishers, textbooks for universities, patents, and works of experimental development. ACC makes decision regarding this reduction.
3. Only scientific publications published after the date of award of Doctor of Science degree are evaluated and included for the applicants, who apply for positions which require a Doctor of Science degree (except position of researcher).

SCIENTIFIC FIELDS OF PHYSICAL SCIENCES, BIOMEDICINE AND TECHNOLOGIES

1. Scientists can participate in the competition for a position of **professor**, if after the award of Doctor of Science degree, but no earlier than during the last 10 years they:
	1. Fulfilled at least one of the following requirements:
		1. Published at least 10 articles in peer-reviewed scientific publications and/or science monographs and/or book chapters (hereinafter – science monograph and book chapter), published by internationally recognized science publishers; at least 5 articles in refereed publications with a citation index at *Web of Science* database of *Thomson Reuters* (hereinafter – indexed international scientific publications); at least 2 of those articles in the publications by international publishers; at least 3 articles must be published in indexed international scientific publications during the last 5 years;
		2. Published at least 8 scientific articles in peer-reviewed periodical publications and science monograph or textbook, which is not based on his/her thesis (personal input – at least 8 quires); at least 5 scientific articles in indexed international scientific publications, at least 2 of those articles in the publications by international publishers; at least 2 scientific articles must be published in indexed international scientific publications during the last 5 years;
	2. Announced the results of scientific research in the announcements at the high level science conferences, organized by internationally recognized education institutions and organizations;
	3. Supervised scientific research as a manager on behalf of the third party, manager of competition project, grant or the subject officially approved by the University, or gathered a group of researchers for solving of a significant scientific problem, or otherwise demonstrated his/her management skills in scientific research and experimental development;
	4. Have at least 5 years of experience in giving lectures to students of all study cycles;
	5. Prepared a publication for studies (textbook, schoolbook, lecture summary, other publication used for studies or a part thereof), or e-learning course;
	6. Supervised preparation of at least one Doctor of Science or theses and other scientific works of students of all study cycles, which have been the basis for at least 3 published scientific publications, listed in p. 56.1 of those provisions;
	7. Have experience in organization of science events, research or studies’ expertize, peer-review, activities of research and studies’ promotion, or participation in the work of committees and commissions, or otherwise participated in the activities of international academic community.
2. Scientists, working in the position of a **professor**, can be attested, if, during the term of office of 5 years:
	1. Fulfilled at least one of the following requirements:
		1. Published at least 5 articles in indexed international scientific publications and/or science monographs or book chapters; at least 3 of those articles – in the magazine, published by international publishers;
		2. Published at least 3 scientific articles in indexed international scientific publications, at least 2 of those articles – in the magazine, published by international publishers, and science monographs or textbook;
		3. Published at least 2 scientific articles in indexed international scientific publications, at least 1 of those articles – in the magazine, published by international publishers, performed works of scientific research or experimental development, which value is at least 250 thousand Litas or established objects of industrial property (patents, registered at European Patent Office (EPO), United States Patent and Trademark Office (USPTO), or Japanese Patent Office, licenced patents, etc.), or kinds of plants and animals, cell lines or strains of microorganisms, which are registered at the international catalogues and have documents, certifying their authorship;
	2. Announced the results of scientific research in the announcements at the international and national conferences;
	3. Supervised scientific research as a manager on behalf of the third party, manager of competition project, grant or the subject officially approved by the University, or gathered a group of researchers for solving of a significant scientific problem, or otherwise demonstrated his/her management skills in scientific research and experimental development;
	4. Gave lectures to University students of all study cycles or taught an intensive course at the foreign institution of higher education;
	5. Prepared or renewed a publication for studies (lecture summary, schoolbook, textbook, other publication used for the process of studies or a part thereof), or e-learning course;
	6. Participated in the execution of doctoral studies (as a supervisor of a doctoral student, consultant, member of Doctoral Studies Committee or Board, lecturer) or supervised preparation of theses or other scientific works of students of all study cycles, which have been the basis for at least 3 published scientific publications;
	7. Organized science events, performed expertize of research or studies, peer-review of works, promoted research and studies, were a member of national or international institutions, participated in the activities of their committees and commissions, or otherwise actively participated in the activities of international academic community.
	8. Improved professional qualification in internships, courses and exchange programmes.
3. Scientists can participate in the competition for a position of **chief researcher**, if they:
	1. Published at least 15 scientific articles in indexed international scientific publications, at least one third of those articles – in the publications, published by international publishers, at least 5 articles were published during the last 5 years (if they published science monograph and/or book chapter – at least 2 scientific articles or according to the number of book chapters, respectively), required number of scientific articles, published in indexed international scientific publications during the last 5 years, can be reduced by the commission’s decision, if the applicant performed works of scientific research or experimental development, which value is at least 500 thousand Litas or established objects of industrial property (patents, registered at European Patent Office (EPO), United States Patent and Trademark Office (USPTO), or Japanese Patent Office, licenced patents, etc.);
	2. Announced the results of scientific research in the announcements at the international and national conferences;
	3. Supervised scientific research as a manager on behalf of the third party, manager of competition project, grant or the subject officially approved by the University, or gathered a group of researchers for solving of a significant scientific problem;
	4. Supervised preparation of at least one Doctor of Science or theses and other scientific works of students of all study cycles, which have been the basis for at least 3 published scientific publications, listed in p. 58.1 of those provisions;
	5. Have experience in organization of science events, research expertize, peer-review, activities of research promotion, or participation in the work of committees and commissions, or otherwise participated in the activities of international academic community.
4. Scientists, working in the position of a **chief researcher**, can be attested, if, during the term of office of 5 years:
	1. Fulfilled at least one of the following requirements:
		1. Published at least 7 articles in indexed international scientific publications and/or science monographs or book chapters; at least 3 of those articles were published by international publishers;
		2. Published at least 5 scientific articles in indexed international scientific publications, at least 3 of those articles published by international publishers, and science monographs or book chapters (personal input – at least 2 quires);
		3. Published at least 5 scientific articles in indexed international scientific publications, at least 3 of those articles – in international publications, published by international publishers, obtained the results of experimental development, which value is at least 250 thousand Litas or established objects of industrial property (patents, registered at European Patent Office (EPO), United States Patent and Trademark Office (USPTO), or Japanese Patent Office, licenced patents, etc.), or kinds of plants and animals, cell lines or strains of microorganisms, which are registered at the international catalogues and have documents, certifying their authorship;
	2. Announced the results of scientific research in the announcements at the international and national conferences or plenary lectures;
	3. Supervised scientific research;
	4. Participated in the execution of doctoral studies (as a supervisor of a doctoral student, consultant, member of Doctoral Studies Committee or Board, lecturer) or supervised preparation of theses or other scientific works of students of all study cycles, which have been the basis for at least 3 published scientific publications;
	5. Organized science events, performed expertize of research or studies, peer-review of works, promoted research and studies, were a member of national or international institutions, participated in the activities of their committees and commissions, or otherwise actively participated in the activities of international academic community.
	6. Improved professional qualification in internships, courses and exchange programmes.
5. Scientists can participate in the competition for a position of **associate** **professor**, if after they have been awarded their Doctor of Science degree, but no earlier than during the last 10 years they:
	1. Fulfilled at least one of the following requirements:
		1. Published at least 4 scientific articles in peer-reviewed scientific publications and/or science monographs or book chapters, published at least 2 scientific articles in indexed international scientific publications; at least 1 of those articles in the publications by international publishers; at least 2 scientific articles must be published during the last 5 years;
		2. Published at least 2 scientific articles in peer-reviewed periodical publications and science monograph or textbook, which is not based on his/her thesis (personal input – at least 5 quires); at least 1 scientific article published in the publications by international publishers; at least 1 scientific article must be published during the last 5 years;
		3. Published at least 2 scientific articles in indexed international scientific publications, performed works of scientific research or experimental development, which value is at least 100 thousand Litas or established objects of industrial property (patents, registered at European Patent Office (EPO), United States Patent and Trademark Office (USPTO), or Japanese Patent Office, licenced patents, etc.), or kinds of plants and animals, cell lines or strains of microorganisms, which are registered at the international catalogues and have documents, certifying their authorship; at least 1 scientific article has to be published in the publications by international publishers; at least 1 scientific article must be published during the last 5 years;
	2. Announced the results of scientific research in the announcements at national and international science conferences;
	3. Supervised scientific research as a manager on behalf of the third party, manager of competition project, grant or the subject officially approved by the University;
	4. Have at least 3 years of experience in giving lectures or supervising the scheduled seminars of study programmes of all study cycles (practice, lab work, etc.);
	5. Prepared a publication for studies (textbook, schoolbook, lecture summary, other publication used for studies or a part thereof), or e-learning course;
	6. Supervised preparation of theses and other scientific works of students of all study cycles;
	7. Have experience in organization of science or study events, research or studies’ expertize, peer-review, activities of research promotion, or otherwise actively participated in the activities of international academic community.
6. Scientists, working in the position of an **associate professor**, can be attested, if, during the term of office of 5 years:
	1. Fulfilled at least one of the following requirements:
		1. Published at least 2 scientific articles in indexed international scientific publications and/or science monographs or book chapters; at least 1 of those scientific articles was published by international publishers;
		2. Published at least 1 scientific article in indexed international scientific publications, published by international publishers, and science monographs or textbook;
		3. Published at least 1 scientific articles in indexed international scientific publications, published by international publishers, performed works of scientific research or experimental development, which value is at least 100 thousand Litas or established objects of industrial property;
	2. Announced the results of scientific research in the announcements at national and international science conferences;
	3. Supervised scientific research as project manager or subject manager or promoter;
	4. Gave lectures to University students of all study cycles or taught an intensive course at the foreign institution of higher education;
	5. Prepared or renewed a publication for studies (lecture summary, schoolbook, textbook, other publication used for the process of studies or a part thereof), or e-learning course;
	6. Participated in the execution of doctoral studies or supervised preparation of theses or other scientific works of students of all study cycles;
	7. Organized science or study events, performed expertize of research or studies, peer-review of works, promoted research and studies, or otherwise actively participated in the activities of international academic community.
	8. Improved professional qualification in internships, courses and exchange programmes.
7. Scientists can participate in the competition for a position of **senior researcher**, if they:
	1. Published totally at least 7 scientific articles in indexed international scientific publications, at least 3 of those articles – in the publications, published by international publishers, at least 3 articles were published during the last 5 years, required number of scientific articles, published in indexed international scientific publications during the last 5 years, can be reduced by the commission’s decision, if the applicant performed works of scientific research or experimental development, which value is at least 200 thousand Litas or established objects of industrial property (patents, registered at European Patent Office (EPO), United States Patent and Trademark Office (USPTO), or Japanese Patent Office, licenced patents, etc.);
	2. Supervised scientific research as a manager of competition project, grant or the subject officially approved by the University, or promoter;
	3. Have experience in organization of science events, research expertize, peer-review, activities of research promotion, or otherwise participated in the activities of international academic community.
8. Scientists, working in the position of an **senior researcher**, can be attested, if, during the term of office of 5 years:
	1. Fulfilled at least one of the following requirements:
		1. Published at least 5 scientific articles in indexed international scientific publications and/or science monographs or book chapters; at least 3 of those scientific articles were published by international publishers;
		2. Published at least 2 scientific articles in indexed international scientific publications (at least 1 of them published by international publishers), and science monograph;
		3. Published at least 2 scientific articles in indexed international scientific publications (at least 1 of them published by international publishers), obtained the results of experimental development, which value is at least 100 thousand Litas or established objects of industrial property (patents, registered at European Patent Office (EPO), United States Patent and Trademark Office (USPTO), or Japanese Patent Office, licenced patents, etc.), or kinds of plants and animals, cell lines or strains of microorganisms, which are registered at the international catalogues and have documents, certifying their authorship;
	2. Announced the results of scientific research in the announcements at national and international science conferences;
	3. Supervised scientific research as project manager or subject manager or promoter;
	4. Participated in the execution of doctoral studies or supervised preparation of theses or other scientific works of students of all study cycles;
	5. Organized science events, performed expertize of research or studies, peer-review of works, promoted research, or otherwise actively participated in the activities of international academic community;
	6. Improved professional qualification in internships, courses and exchange programmes.
9. Scientists as well as persons, who have Master qualification degree or equivalent higher education, published at least one publication in indexed international scientific publication and have at least two years of experience in pedagogical work (the latter provision is not applied to professionals, who have at least 5 years of experience), can participate in the competition for a position of **lector**.
10. During the term of office of 5 years a person, who works as a **lecturer**, must give lectures to the students and do methodological work, publish one article in indexed international scientific publication or a chapter of a book, published by internationally recognized science publishers, as well as improve his/her professional qualification.
11. Researchers as well as persons, who have Master qualification degree or equivalent higher education, can participate in the competition for a position of **assistant**.
12. During the term of office of 5 years a person, who works as an **assistant**, must assist in scientific, methodological and pedagogical work, and publish at least one article in indexed international scientific publication, as well as improve his/her professional qualification.
13. Scientists can participate in the competition for a position of **researcher**, if they published at least 2 scientific articles in indexed international scientific publications. Scientific articles, published before the defence of their doctoral thesis of scientific field, are also included.
14. Scientists working as **researchers**, can be attested, if, during the term of office of 5 years they published at least 2 scientific articles in indexed international scientific publications (if they published book chapters or science monograph, or performed significant works of experimental development, which value is at least 25 thousand Litas, one article is sufficient), participated in works of scientific research or experimental development, improved their professional qualification.
15. Persons, who have at least Master qualification degree or equivalent higher education and published at least one publication in peer-reviewed, periodical or scientific publication refereed in international databases, published by international publishers, can participate in the competition for a position of **junior researcher.**
16. Scientists working as **junior** **researchers**, can be attested, if, during the term of office of 5 years they published at least one scientific article in indexed international scientific publications (if they published book chapters or performed significant works of experimental development, which value is at least 15 thousand Litas, one article in databases is sufficient), participated in works of scientific research or experimental development, improved their professional qualification.
17. Qualification requirements for a position of **other researcher**. Persons, who have at least Master qualification degree or equivalent higher education, can participate in the competition for a position of **other researcher.**

HUMANITIES AND SOCIAL SCIENCES

1. Scientists can participate in the competition for a position of **professor**, if after they have been awarded their Doctor of Science degree, but no earlier than during the last 10 years they:
	1. Fulfilled at least one of the following requirements:
		1. Published at least 12 scientific articles in peer-reviewed (periodical, serial or occasional) scientific publications, at least 3 of those articles published by international publishers, published at least 2 scientific articles in indexed international scientific publications; at least 6 scientific articles must be published during the last 5 years;
		2. Published at least 10 scientific articles in peer-reviewed (periodical, serial or occasional) scientific publications, at least 3 of those articles published by international publishers; at least 5 scientific articles must be published during the last 5 years; published science monograph or study, or part (-s) of science monograph(-s) or study (-ies), not based on his/her doctoral thesis, a textbook for higher school (personal input – at least 8 quires);
		3. Published at least 10 scientific articles in peer-reviewed (periodical, serial or occasional) scientific publications, at least 3 of those articles published by international publishers; at least 5 scientific articles must be published during the last 5 years; performed works of scientific research or experimental development, which value is at least 100 thousand Litas;
	2. Announced the results of scientific research in the announcements at national and international science conferences;
	3. Have at least 5 years of experience in giving lectures for students of all study cycles;
	4. Prepared a publication for studies (lecture summary, textbook, schoolbook, other publication used for studies or a part thereof), or e-learning course;
	5. Supervised preparation of at least one Doctor of science or theses and other scientific works of students of all study cycles, which have been the basis for at least 3 published scientific publications, listed in p. 73.1 of those provisions;
	6. Fulfilled at least 3 of the following requirements in the areas of expert, applied science activities and dissemination of science:
		1. Prepared publications of research sources, translations of scientific text, publications of scientific resources (scientific facsimiles, typological and thematic maps, lexicographical sources, catalogues of systematic research sources, practical works of terminology and language usage), publications of scientific bibliography, prepared (and made) periodical or occasional scientific publications;
		2. Performed works of socio-cultural development, was a member of expert scientific organizations (their representative);
		3. Performed expert, research organization activities, or other applied scientific activities (was a head of organising committee or programme committee or international or national scientific event or was a member thereof, was a head of editorial board of national, international or cross-national periodical or serial scientific publication, was chief editor of such publication, or a member of its editorial board, was a head of commission for doctoral programme, defence council, or was a member of such commission or council, or was dissertation opponent);
		4. participated in international and national projects of science programmes (was project’s chief coordinator, partner coordinator or promoter;
		5. Participated in scientific internships, scientific or pedagogical exchange programmes;
		6. Prepared reviews of scientific works and publications of science dissemination, among them scientific works and reviews of art works for professional audience and general public, published in cultural or professional publications, created online research sources and supervised them, or regularly spread scientific knowledge via media, etc.);
		7. Gave public lectures and otherwise actively participated in the activities of scientific community.
2. Scientists, working in the position of a **professor**, can be attested, if, during the term of office of 5 years:
	1. Fulfilled at least one of the following requirements:
		1. Published at least 5 scientific articles in peer-reviewed (periodical, serial or occasional) scientific publications, at least 3 of those articles published by international publishers, published at least 1 scientific article in indexed international scientific publication;
		2. Published a science monograph, study or textbook of at least 8 quires, and at least 2 scientific articles in peer-reviewed (periodical, serial or occasional) scientific publications, at least 1 of those articles published by international publishers;
		3. Published at least 3 scientific articles in peer-reviewed (periodical, serial or occasional) scientific publications, at least 2 of those articles published by international publishers, and part (-s) of science monograph (-s) or study (-ies), if scientist’s input is at least 5 quires;
		4. Published at least 3 scientific articles in peer-reviewed (periodical, serial or occasional) scientific publications, at least 2 of those articles published by international publishers, and performed scientific research or works of experimental development, which value is at least 200 thousand Litas;
	2. Announced the results of scientific research in the announcements at national and international science conferences;
	3. Gave lectures for students of all study cycles or taught an intensive course abroad;
	4. Prepared or renewed a publication for studies (lecture summary, textbook, schoolbook, other publication used for studies or a part thereof), or e-learning course;
	5. Participated in execution of doctoral studies or supervised theses and other scientific works of students of all study cycles, which have been the basis for at least 3 published scientific publications, listed in p. 74.1 of those provisions;
	6. Fulfilled at least two of the requirements, indicated in p. 73.6, in the areas of expert, applied science activities and dissemination of science.
	7. Improved his/her professional qualification.
3. Scientists can participate in the competition for a position of **chief researcher**, if after they have been awarded their Doctor of Science degree, they:
	1. Fulfilled at least one of the following requirements:
		1. Published at least 15 scientific articles in peer-reviewed (periodical, serial or occasional) scientific publications, at least 5 of those articles must be published during the last 5 years, at least 3 of those articles published by international publishers, at least 3 scientific articles in indexed international scientific publications;
		2. Prepared peer-reviewed science monograph or study or parts thereof, not based on his/her thesis, if scientist’s total input is at least 8 quires and published at least 10 scientific articles in peer-reviewed (periodical, serial or occasional) scientific publications, at least 5 scientific articles must be published during the last 5 years, at least 5 of those articles published in the publications, published by international publishers;
		3. Published at least 10 scientific articles in peer-reviewed (periodical, serial or occasional) scientific publications, at least 3 of those articles published by international publishers; at least 5 scientific articles must be published during the last 5 years; performed works of scientific research or experimental development, which value is at least 200 thousand Litas;
	2. Announced the results of scientific research in the announcements at national and international science conferences;
	3. Fulfilled at least 3 of the following requirements in the areas of expert, applied science activities and dissemination of science:
		1. Prepared publications of research sources, translations of scientific text, prepared (and made) periodical or occasional scientific publications;
		2. Prepared publications of research sources, translations of scientific text, publications of scientific resources (scientific facsimiles, typological and thematic maps, lexicographical sources, catalogues of systematic research sources, practical works of terminology and language usage), publications of scientific bibliography, prepared (and made) periodical or occasional scientific publications;
		3. Performed works of socio-cultural development, was a member of expert scientific organizations (their representative);
		4. Performed expert, research organization activities, or other applied scientific activities (was a head of organising committee or programme committee or international or national scientific event or was a member thereof, was a head of editorial board of national, international or cross-national periodical or serial scientific publication, was chief editor of such publication, or a member of its editorial board, was a head of commission for doctoral programme, defence council, or was a member of such commission or council, or was dissertation opponent);
		5. Participated in international and national projects of science programmes (was project’s chief coordinator, partner coordinator or promoter;
		6. Participated in scientific internships, scientific or pedagogical exchange programmes;
		7. Prepared reviews of scientific works and publications of science dissemination, among them scientific works and reviews of art works for professional audience and general public, published in cultural or professional publications, created online research sources and supervised them, or regularly spread scientific knowledge via media, etc.);
		8. Gave public lectures and otherwise actively participated in the activities of scientific community.
4. Scientists, working in the position of a **chief researcher**, can be attested, if, during the term of office of 5 years:
	1. Fulfilled at least one of the following requirements:
		1. Published at least 8 scientific articles in peer-reviewed (periodical, serial or occasional) scientific publications, at least 3 of those articles published by international publishers, published at least 3 scientific articles in indexed international scientific publication;
		2. Published a science monograph, study or part (-s) thereof, if scientist’s total input is at least 8 quires, and at least 5 scientific articles in peer-reviewed (periodical, serial or occasional) scientific publications, at least 3 of those articles published by international publishers;
		3. Published at least 5 scientific articles in peer-reviewed (periodical, serial or occasional) scientific publications, at least 2 of those articles published by international publishers, performed scientific research or works of experimental development, which value is at least 250 thousand Litas;
	2. Announced the results of scientific research in the announcements at national and international science conferences or plenary lectures;
	3. Fulfilled at least five of the requirements, indicated in p. 75.3, in the areas of expert, applied science activities and dissemination of science;
	4. Improved his/her professional qualification.
5. Scientists can participate in the competition for a position of **associate professor**, if after they have been awarded their Doctor of Science degree, but no earlier than during the last 10 years they:
	1. Fulfilled at least one of the following requirements:
		1. Published at least 5 scientific articles in peer-reviewed (periodical, serial or occasional) scientific publications, at least 2 of those articles published by international publishers, at least 1 scientific article published in indexed international scientific publications, at least 2 scientific articles were published during the last 5 years;
		2. Published at least 2 scientific articles in peer-reviewed (periodical, serial or occasional) scientific publications, at least 1 of those articles published by international publishers, prepared peer-reviewed science monograph or study or parts thereof, not based on his/her thesis, which scope is at least 8 quires or a textbook, at least 1 scientific article must be published during the last 5 years;
		3. Published at least 2 scientific articles in peer-reviewed (periodical, serial or occasional) scientific publications, at least 1 of those articles published by international publishers; at least 1 scientific article must be published during the last 5 years; performed works of scientific research or experimental development, which value is at least 100 thousand Litas;
	2. Announced the results of scientific research in the announcements at national and international science conferences;
	3. Have at least 3 years of experience in giving lectures or supervising the scheduled seminars of study programmes of all study cycles (practice, lab work, etc.);
	4. Prepared a publication for studies (lecture summary, schoolbook, teaching tool, textbook, other publication used for studies or a part thereof), or e-teaching (learning) course;
	5. Supervised preparation of theses or other scientific works of students of all study cycles;
	6. Fulfilled at least two of the requirements, indicated in p. 73.6, in the areas of expert, applied science activities and dissemination of science.
6. Scientists, working in the position of an **associate professor**, can be attested, if, during the term of office of 5 years:
	1. Fulfilled at least one of the following requirements:
		1. Published at least 3 scientific articles in peer-reviewed (periodical, serial or occasional) scientific publications, at least 1 of those articles published by international publishers, at least 1 scientific article published in indexed international scientific publications;
		2. Published at least 2 scientific articles in peer-reviewed (periodical, serial or occasional) scientific publications, at least 1 of those articles published by international publishers, prepared science monograph or study or parts thereof, if scientist’s total input is at least 5 quires;
		3. Published at least 2 scientific articles in peer-reviewed (periodical, serial or occasional) scientific publications, at least 1 of those articles published by international publishers, performed works of scientific research or experimental development, which value is at least 100 thousand Litas;
	2. Announced the results of scientific research in the announcements at national and international science conferences;
	3. Gave lectures for University’s students of all study cycles or an intensive course at the foreign institution of higher education (at least 5 hours);
	4. Prepared or renewed a publication for studies (lecture summary, schoolbook, textbook, other publication used for studies or a part thereof), or e-teaching (learning) course;
	5. Participated in execution of Doctoral studies or supervised preparation of theses or other scientific works of students of all study cycles;
	6. Fulfilled at least one of the requirements, indicated in p. 73.6, in the areas of expert, applied science activities and dissemination of science.
	7. Improved his/her professional qualification.
7. Scientists can participate in the competition for a position of **senior researcher**, if after they have been awarded their Doctor of Science degree, they:
	1. Fulfilled at least one of the following requirements:
		1. Published at least 10 scientific articles in peer-reviewed (periodical, serial or occasional) scientific publications, at least 3 of those articles were published during the last 5 years, at least 3 of those articles published by international publishers, at least 2 scientific articles published in indexed international scientific publications;
		2. Prepared science monograph or study, not based on his/her thesis, if scientist’s total input is at least 8 quires and at least 5 scientific articles in peer-reviewed (periodical, serial or occasional) scientific publications, at least 2 of those articles published by international publishers;
		3. Published science monograph (-s) or study (-ies) or parts thereof, if scientists total input is at least 8 quires and at least 8 scientific articles in peer-reviewed (periodical, serial or occasional) scientific publications, at least 3 of those articles must be published during the last 5 years, at least 3 of those articles published by international publishers;
		4. Published at least 5 scientific articles in peer-reviewed (periodical, serial or occasional) scientific publications, at least 1 of those articles published by international publishers; at least 1 scientific article must be published during the last 5 years; performed works of scientific research or experimental development, which value is at least 150 thousand Litas;
	2. Announced the results of scientific research in the announcements at national and international science conferences;
	3. Fulfilled at least four of the requirements, indicated in p. 75.3, in the areas of expert, applied science activities and dissemination of science during the last 5 years.
8. Scientists, working in the position of a **senior researcher** can be attested, if, during the term of office of 5 years:
	1. Fulfilled at least one of the following requirements:
		1. Published at least 5 scientific articles in peer-reviewed (periodical, serial or occasional) scientific publications, at least 3 of those articles published by international publishers, at least 2 scientific articles published in indexed international scientific publications;
		2. Published science monograph or study, if scientist’s total input is at least 8 quires and at least 2 scientific articles in peer-reviewed (periodical, serial or occasional) scientific publications, at least 1 of those articles published by international publishers;
		3. Published at least 2 scientific articles in peer-reviewed (periodical, serial or occasional) scientific publications, at least 1 of those articles published by international publishers; performed works of scientific research or experimental development, which value is at least 150 thousand Litas;
	2. Announced the results of scientific research in the announcements at national and international science conferences;
	3. Fulfilled at least four of the requirements, indicated in p. 75.3, in the areas of applied science activities and dissemination of science;
	4. Improved their qualification.
9. Scientists as well as persons, who have Master qualification degree or equivalent higher education, published at least one article peer-reviewed (periodical, serial or occasional) scientific publications, published by international publishers and have at least two years of experience in pedagogical work (the latter provision is not applied to professionals, who have at least 5 years of experience), can participate in the competition for a position of **lector**.
10. During the term of office of 5 years a person, who works as a **lecturer**, must give lectures to the students and do methodological work, publish one article in indexed international scientific publication or one article peer-reviewed (periodical, serial or occasional) scientific publication, as well as improve his/her professional qualification.
11. Researchers as well as persons, who have Master qualification degree or equivalent higher education, can participate in the competition for a position of **assistant**.
12. During the term of office of 5 years a person, who works as an **assistant**, must assist in scientific, methodological and pedagogical work, and publish at least one article in peer-reviewed scientific publication, as well as improve his/her professional qualification.
13. Scientists can participate in the competition for a position of **researcher**, if they published at least 3 scientific articles in peer-reviewed (periodical, serial or occasional) scientific publications, at least 1 of those articles must be published by international publishers. Scientific articles, published before the defence of their doctoral thesis of scientific field, are also included.
14. Scientists working as **researchers**, can be attested, if, during the term of office of 5 years they:
	1. Fulfilled at least one of the following requirements:
		1. Published at least 2 scientific articles in peer-reviewed (periodical, serial or occasional) scientific publications, at least 1 of those articles must be published by international publishers, at least 1 article must be published in indexed international scientific publications;
		2. Published a peer-reviewed science monograph, study or part thereof;
		3. Published at least 2 scientific articles in peer-reviewed (periodical, serial or occasional) scientific publications, at least 1 of those articles must be published by international publishers and performed works of experimental development, which value is at least 50 thousand Litas;
	2. Announced the results of scientific research in the announcements at national and international science conferences;
	3. Fulfilled at least two of the requirements, indicated in p. 75.3, in the areas of applied science activities and dissemination of science;
15. Persons, who have at least Master qualification degree or equivalent higher education and published at least 2 articles in peer-reviewed (periodical, serial or occasional) scientific publications, can participate in the competition for a position of **junior researcher.**
16. Scientists working as **junior** **researchers**, can be attested, if, during the term of office of 5 years they published at least one scientific article in peer-reviewed (periodical, serial or occasional) scientific publications by international publishers and performed works in the areas of applied science activities and dissemination of science.

ARTS

1. A person can participate in the competition for a position of **professor**, if he/she is a creator of art, recommended by three professional art critics, or a person, who during the last 10 years (at the latest):
	1. Fulfilled at least one of the following requirements:
		1. Created works of artistic expression according to the nature of artistic expression;
			1. Indicators of works of music and/or musical performance:
				1. Created, publicly performed and/or published at least five significant works of music, cinema or audio-visual art and/or their interpretations or editions, at least one of them during the last 5 years;
				2. Artistic activity is rewarded at least by two significant national or international prizes, he/she is a runner-up at international competitions, at least once during the last 5 years;
			2. Indicators of works of architecture and/or musical performance:
				1. Implemented at least three significant projects of large urban complex, special planning, architectural complex, or public building in Lithuania or abroad, at least one of them during the last 5 years;
				2. Participated and received at least three awards at prestigious art events or competitions, at least one of them during the last 5 years;
			3. Indicators of art and design:
				1. Organized a personal exhibition abroad and participated in international exhibitions abroad or participated in international design competitions and won at least one award, at least one of them during the last 5 years;
				2. Presented a significant work of monumental art (sculpture, mural, stained glass, scenography, etc.) in Lithuanian or foreign public space, or his/her album was published by recognized publishers, at least of them during the last 5 years;
				3. Presented a complex visual style or a complex design items to a foreign customer, or prestigious museums or galleries purchased works by the creator of art;
				4. Foreign museum or prestigious art gallery obtain works by the creator of art;
	2. Has at least 5 years of experience in giving lectures to students of all study cycles;
	3. Prepared a publication for studies (textbook, schoolbook, lecture summary, other publication used for studies or a part thereof), or e-teaching (learning) course;
	4. Supervised preparation of theses or other art works of students of all study cycles; the results of those works were presented at the exhibitions or publisher at art publications;
	5. Fulfilled at least three of the following requirements, in the areas of expert, criticism and dissemination of art activity:
		1. Performed art research and published at least 3 publications or works of art, prepared or made periodical or occasional art publications’
		2. Performed works of socio-cultural development, was a member of expert art organizations (their representative);
		3. Performed expert, art organization activities, or other applied artistic activity (was a head of international or national organising committee of art event or was a member thereof; was a head of editorial board of national, international or cross-national periodical or serial art publication, was chief editor of such publication, or a member of its editorial board);
		4. Participated in national or international projects of art or art promotion programmes;
		5. Participated in art internships or exchange programmes;
		6. Prepared reviews of works of art or publications of art dissemination, among them scientific works and reviews of art works for professional audience and general public, published in cultural or professional publications, created online research sources and supervised them, or regularly spread scientific knowledge via media, etc.;
		7. Gave public lectures or otherwise actively participated in the activity of art community.
2. Artists, working in the position of a **professor**, can be attested, if, during the term of office of 5 years:
	1. Fulfilled at least one of the following requirements according to the nature of artistic expression:
		1. Indicators of works of music and/or musical performance:
			1. Created, publicly performed and/or published at least three significant works of music, cinema or audio-visual art and/or their interpretations or editions;
			2. Participated in at least three prestigious art events or competitions, received an award in at least one of them, curated such events or received awards;
		2. Indicators of architectural activity:
			1. Implemented at least two significant projects of large urban complex, special planning, architectural complex, or public building in Lithuania or abroad;
			2. Participated at least in three prestigious art events or competitions and received awards at least at one of them, curated such events or received awards;
		3. Indicators of art and design:
			1. Organized a personal exhibition abroad and participated in international exhibitions abroad or participated in international design competitions and won at least one award;
			2. Participated at least in three prestigious art events or competitions and received awards at least at one of them, curated such events or received awards;
			3. Foreign museum or prestigious art gallery obtain works by the creator of art;
			4. His/her album or illustrated book was published by recognized foreign publishers;
	2. Performed art research and published at least 3 publications;
	3. Gave lectures to students of all study cycles;
	4. Prepared or renewed a publication for studies (lecture summary, textbook, schoolbook, other publication used for studies or a part thereof), or e-teaching (learning) course;
	5. Participated in preparation of artists and execution of doctoral studies of art (as a supervisor of a doctoral student, consultant, member of Doctoral Studies Committee or Board, lecturer) or supervised preparation of theses or other art works of students of all study cycles;
	6. Fulfilled at least two of the requirements, indicated in p. 89.5 in the areas of expert, applied science activity and dissemination of art;
	7. Improved his/her qualification in internships, courses or exchange programmes.
3. A person can participate in the competition for a position of associate **professor**, if he/she is a creator of art or a person, who during the last 5 years (at the latest):
	1. Fulfilled at least one of the following requirements:
		1. Created works of artistic expression according to the nature of artistic expression;
			1. Indicators of works of music and/or musical performance:
				1. Created, publicly performed and/or published at least two works of music, cinema or audio-visual art and/or their interpretations or editions;
				2. Artistic activity is rewarded by at least one national or international prize, or he/she is a runner-up at international competition;
			2. Indicators of works of architecture and/or musical performance:
				1. Implemented a project of large urban complex, special planning, architectural complex, or public building in Lithuania or abroad;
				2. Implemented at least three small-scope projects of large urban complex, special planning, architectural complex, or public building in Lithuania or abroad;
			3. Indicators of art and design:
				1. Organized a personal exhibition abroad and participated in international exhibitions abroad or participated in international design competitions and won at least one award;
				2. Presented a work of monumental art (sculpture, mural, stained glass, scenography, etc.) in Lithuanian or foreign public space, or his/her album was published by recognized Lithuanian publishers;
				3. Presented a complex visual style or a complex design items to a foreign customer, or prestigious museums or galleries purchased works by the creator of art;
				4. Lithuanian museum or prestigious art gallery obtained works by the creator of art;
	2. Has at least 3 years of experience in giving lectures to students of all study cycles;
	3. Prepared a publication for studies (textbook, schoolbook, lecture summary, other publication used for studies or a part thereof), or e-teaching (learning) course;
	4. Supervised preparation of theses or other art works of students of all study cycles;
	5. Fulfilled at least one of the requirements, indicated in p. 88.5 in the areas of expert, criticism and dissemination of art activity.
4. Artists, working in the position of an **associate professor**, can be attested, if, during the term of office of 5 years:
	1. Fulfilled at least one of the following requirements according to the nature of artistic expression:
		1. Indicators of works of music and/or musical performance:
			1. Created, publicly performed and/or published at least two works of music, cinema or audio-visual art and/or their interpretations or editions;
			2. Participated in at least two prestigious art events or competitions, curated such events or received awards;
		2. Indicators of architectural activity:
			1. Implemented a project of large urban complex, special planning, architectural complex, or public building in Lithuania or abroad;
			2. Implemented at least two small-scope) projects of large urban complex, special planning, architectural complex, or public building in Lithuania or abroad;
			3. Participated in architectural competition in Lithuania and received an award;
		3. Indicators of art and design:
			1. Organized a personal exhibition abroad and participated in exhibitions in Lithuania and abroad, participated in design competitions and won at least one award;
			2. Participated at least in two prestigious art events or competitions, curated such events or received awards;
	2. Performed art research and published art publications;
	3. Gave lectures to students of all study cycles;
	4. Prepared or renewed a publication for studies (lecture summary, textbook, schoolbook, other publication used for studies or a part thereof), or e-teaching (learning) course;
	5. Supervised preparation of theses or other art works of students of all study cycles;
	6. Fulfilled at least two of the requirements, indicated in p. 89.5 in the areas of expert, applied science activity and dissemination of art;
	7. Improved his/her qualification in internships, courses or exchange programmes.
5. A person can participate in the competition for a position of **lecturer**, if he/she graduated from art studies (has Master qualification degree or equivalent qualification of higher education), published at least one work of art and has at least two years of experience of pedagogical work (the latter provision is not applied to professionals, who have at least 5 years of experience).
6. A person, working in the position of a **lecturer**, can be attested, if, during the term of office of 5 years he/she:
	1. Performed artistic activity:
		* 1. Participated at least in one prestigious art event or competition, or received an award;
			2. Performed art research and published at least one publication or work of art;
			3. Gave lectures to students of all study cycles;
	2. Prepared and published literature for studies or other methodological tool, or prepared e-teaching (learning) course;
	3. Promoted art or studies or otherwise actively participated in the activities of international academic community;
	4. Improved his/her qualification in internships, courses or exchange programmes.
7. Persons can participate in the competition for a position of **assistant**, if they graduated from art studies (have at least Master qualification degree or equivalent qualification of higher education).
8. A person, working in the position of a **assistant**, can be attested, if, during the term of office of 5 years he/she:
	1. Participated at least in one prestigious art event or competition, or received an award, or performed art research and published at least one publication or work of art;
	2. Performed pedagogical activity;
	3. Prepared and published literature for studies or other methodological tool, or prepared e-teaching (learning) course;
	4. Improved their qualification in internships, courses or exchange programmes.

VII. REQUIREMENTS FOR LECTURERS’ AND RESEARCHERS’ COMPLIANCE WITH CATEGORIES OF POSITIONS AND ASSESSMENT

1. During attestation and competitions academic employees are assigned to respective categories of positions. Academic employees, who comply with minimum requirements, are assigned to the basic category. If indicators, achieved by lecturer or researcher, are higher than minimum and they were not used as a compensation for other lower indicators, that person is assigned to the higher category of a position.
2. There are two categories of assistants and junior researchers, three categories of lecturers, associate professors, researchers and senior researchers, four categories of professors and chief researchers.
3. Requirements (evaluation criteria), which allows assignment of ACC academic employees to respective categories, are specified in Appendix 4. When a part-time employee takes a bigger part of the post, the category, assigned to that employee, is not transferred automatically, instead a new assessment is carried out.
4. Lecturers, who want to be assigned to higher than a basic category, additionally have to comply with: A4 category – at least 4 criteria of SRED and innovations (art), 7 criteria of studies, 4 criteria of input to University’s development, and 2 criteria of qualification improvement; of A3, A2, B3, B2, C3 categories – at least 3 (B2 – 2) criteria of SRED and innovations (art), 6 (A3 – 7) criteria of studies, 3 criteria of input to University’s development, and 2 criteria of qualification improvement. In case of assignment of higher than a basic category, scientific publications are mandatory.
5. Researchers, who want to be assigned to higher than a basic category, additionally have to comply with: A4 category – at least 6 criteria of SRED and innovations, 2 criteria of studies, 4 criteria of input to University’s development, and 2 criteria of qualification improvement; of A3, A2 categories – at least 4 criteria of SRED and innovations, 1 criterion of studies, 3 criteria of input to University’s development, and 2 criteria of qualification improvement; of B3, B2, C3, C2 categories – at least 4 (B2 – 3, C2 – 2) criteria of SRED and innovations, 3 (C2 – 1) criteria of input to University’s development, and 2 criteria of qualification improvement. In case of assignment of higher than a basic category, scientific publications are mandatory.
6. In accordance with the requirements specified in Appendix 4, during the meeting each member of ACC states his/her opinion regarding compliance of the discussed person with a certain category of position according to each indicator. ACC chairman summarizes their opinions and enters the result into the summary of a determined form. Only those indicators and their quantitative values, which exceed minimum requirements, are indicated in the summary.
7. Category, acknowledged by ACC, is the main criterion for determination of the employee’s basic salary, employee’s invitation for expert work or his/her appointment for other responsible functions, related to the employee’s primary competence.
8. Employee’s category, acknowledged by ACC, is valid for the whole term of office, unless extraordinary attestation is announced or his/her compliance only with a lower category or even lower position is determined. If employee exceeds minimum requirements, applied to the position’s term of office before its ending, he/she can apply to Human Resources Administration Office as an applicant for acknowledgement of higher category position, after two years of the term of office at the earliest. Applicant’s category acknowledged in such way, is valid until the end of his/her term of office.

VIII. FINAL PROVISIONS

1. This description of procedure for attestation of lecturers and researchers, and organization of competition for positions comes into force on the date of its approval at the Senate; however a two year transition period is determined for its implementation.
2. Competition requirements for positions of lecturers and researchers determined in this Description shall be applied two years from the entry into force of this Description. Attestation requirements indicated in this Description are applied only to persons, who take position according to new competition requirements, except persons, who work under employment contracts of indefinite duration, to whom new attestation requirements shall be applied after two years.

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Prepared by the working group, formed by the Rector’s Order No. A-809 of 30 10 2012: Pranas Žiliukas (Head of the group), Asta Pundzienė, Kristina Jakubaitytė-Revutienė, Solveiga Buožiūtė-Rafanavičienė, Monika Petraitė, Vytautas Janilionis, Žymantas Rudžionis, Liudas Mažeika, Juozas Vidas Gražulevičius, Monika Simaškaitė.

**Appendix 1. Main concepts and abbreviations**

**GENERAL CONCEPTS**

**Academic employees** – lecturers, researchers and other researchers.

**Quire** – 40 000 characters (including spaces) of text or 3 000 m² of printed area of illustrations; if it is impossible to specify the scope in characters, 14 pages are considered an equivalent of a quire; if scientific work is in an electronic media, quire is calculated only in characters (including spaces).

**Expert evaluation** – evaluation, made with the help of invited experts, who follow provisions of this methodology and regulation on expert evaluation.

**Formal evaluation** – evaluation, which provides verification, whether scientific or educational institutions indicated a type of scientific (artistic) works correctly and points are given for every submitted work, complying with formal criteria.

**Work of art** – publicly presented work of art, design, architecture, media art, theatre, cinema, dance, music or interdisciplinary art or act of its performance, corresponding to acknowledged high artistic value criteria of a particular field of art.

**Science monograph** – non-periodical and non-serial publication, which provides a systematic and/or comprehensive analysis of one topic (subject), clear and substantial elements of scientific character, characteristic to each scientific area or field; monograph must be marked by ISBN number, minimum included scope – 8 quires.

In areas of PBT sciences, only monographs and book chapters, published by internationally recognized science publishers, are valued. A list of internationally recognized science publishers is provided in Appendix 4.

**Scientific article** – an article, published in scientific publications and/or having a scientific apparatus, characteristic to a particular scientific field (footnotes and/or bibliography, and/or formulas, and/or drawings, and/or description of methodology, and/or statistical tables, etc.) and complying with elements of scientific character, characteristic to each scientific area or field; minimum included scope in areas of humanities and social sciences – 0,25 quire.

**Attribution** – attribution of the author (performer) to institution, indicated in scientific work, presentation of work of art or its performance, or declaration of scientific (art) works.

**Peer-reviewed publication** – periodical, serial or occasional publication, marked by ISSN or ISBN number, in which scientific works are published, based on written conclusions of peer-review; publications compliance with a category of peer-reviewed publication is determined by the experts.

**SPECIAL CONCEPTS**

**Academic publication** – a text for applications of research and/or studies, with recognized characteristic indications of academic discourse of a particular scientific field.

**Academic review** – comprehensive and reasoned scientific assessment of published work; minimum included scope – 0,25 quire.

**Textbook for higher school** – original author’s work, specifically designed for applications of studies with characteristic individual methodological approach.

**Schoolbook** – book for learning, peer-reviewed and assessed under determined procedure, providing material of theoretical, practical, referential or technological (computational) nature for acquisition of knowledge of one of a few taught subjects.

**Methodological tool** – other teaching tool, validated and published under determined procedure, not classified as textbook or schoolbook (methodological instructions for lab works, practice, lecture summaries, collections of presentations, etc.). Dictionaries, original reference books, encyclopaedic publications, books of tasks are also classified as methodological tools.

**Literature for studies** – textbooks, schoolbooks, methodological tools.

**Fundamental scientific research** – experimental and/or theoretical cognition works, performed with a primary goal of achieving new knowledge about the essence of phenomena and/or observed reality, without having an objective of specific use of the achieved results.

**Applied scientific research** – experimental and/or theoretical works, performed with an objective of achieving new knowledge and primarily aiming to achieve specific practical goals or to find solutions for the problems. **Indexed international scientific publications** – refereed scientific publications with a citation index at “ISI Web of Science” database.

**Work of experimental development** – result of systematic activity, based on scientific research and knowledge, accumulated via practical experience: created new materials, products and equipment, installed new processes, systems and services, or significantly improved previously created or installed ones, or installed, or significantly improved solutions for problems of people, culture or society.

**Book chapter** – scientific work, complying with the nature of original or review scientific article, published in non-periodical publication, except the publications of conference works.

**Publication of conference works** – occasional publication or volume (part of) serial publication, providing publication of the texts corresponding to the contents of conference presentations, which did not pass a standard peer-review procedure of peer-reviewed publications.

**Cultural or professional publications** – publications for professional audience of humanities and social sciences.

**Equivalent of time of artist’s full-time work** – number of artists, working for a certain institution, achieved by adding posts taken by all art workers and 1/3 of posts taken by all art lecturers; measurement unit – post per year.

**Publication of (performance of) work of art** – (personal) presentation, realization (including restoration) or performance of work (-s) in artistic or public space (including film studios, television or radio stations), or publication of works in festival, via television or radio channel or internet portals; those artistic spaces, institutions and other contexts are divided into prestigious, recognized and Lithuanian ones.

**Equivalent of time of scientist’s full-time work** – number of scientists, working for a certain institution, achieved by adding posts of all Institution’s scientific employees, who have a degree and 1/3 of posts taken by all lecturers, who have a degree; measurement unit – post per year.

**Scientific reference book, encyclopaedia, (bio)bibliography** – publication of particular scientific area or field for applications of research and/or studies and complying with requirements for scientific character and systematics of that area or field, except information publications for public education, research promotion and administrative functions.

**Scientific reference book** – scientific publication of linguistics, consisting of the system of newly collected and/or selected under new scientific methodology, classified and available lexicographic resources for applications of research and studies, published as a book (marked by ISBN number) and/or in electronic version; minimum included scope – 8 quires.

**Translation with scientific comment** – translation of a publication, which is relevant for development of scientific area or field, or historically significant, from or to Lithuanian language, accompanying texts, which present a publication and particularities of its presentation in the form of articles and/or comments, and/or dictionaries, and/or index of concepts, are considered a scientific comment.

**Research study** – scientific work, which scope is at least 2 quires, complying with the requirements applied for a scientific article.

**Repeated publication** – second or subsequent publishing of publication in the same or different language (translation) without essential content and scope amendments (obvious indications of renewal or revision).

**Prestigious art space** – internationally active institution for exhibition of works of art or demonstration of acts of performance of art (showroom, museum, gallery, concert hall, theatre, dance theatre, movie theatre, etc.), curated by internationally recognized experts.

**Composed scientific work** – a collection of original scientific works or collective scientific work, attributed to its compiler (editor), indicated in the publication’s title page and/or metrics, except the work by permanent editor of periodical or serial scientific publication.

**Educational projects** – prepared and hosted unique science-based TV or radio broadcasts for non-professional audience, publications in printed and electronic media of great cultural and/or social value, public lectures for society with discussions, screenplays for documentaries, etc.

**Resource publications** – selection of archival documents, linguistic monuments, collections thereof and other textual and audio-visual resources of scientific value and their preparation for publication, providing scientific apparatus (transcriptions, comments, indexes, etc.)

**International publishers** – publishers, constantly publishing works of scientists of many countries and distributing its production in many countries, publishing internationally recognized periodical and serial scientific (cultural, professional) publications (access via the Internet, providing sufficient information regarding the nature of the publishers and their international recognition, is mandatory).

**Indexed international scientific publications** (IISP) – refereed publications with a citation index at Web of Science database of Thomson Reuters or other international databases (SCOPUS, Google Scholar, etc.). Citation index or magazine rating is not applied for humanities.

**Theoretical, synthetic scientific work** – work, involving a certain scientific field, area, discipline or a work of interdisciplinary nature, synthesizing a long-term research, provided in monographs, studies and scientific articles, complying with requirements for scientific level and addressee, applied to monographs.

**Patents** – patents, registered at European Patent Office (EPO), United States Patent and Trademark Office (USPTO), or Japanese Patent Office.

**Other patents and inventions** – patents and inventions, registered at patent offices in Lithuania and other countries.

**Preparation of Doctor of Science** – supervision of a doctoral student, who defended his/her doctoral thesis.

**Evaluation of compliance with competition requirements** – formal evaluation of indicators’ of applicant’s activities compliance with minimum qualification requirements of the competition for pursued position. All works, made and published by the applicant, are evaluated, regardless of the institution that the applicants made them at and the institution on behalf of which they were published.

**Attestation during the term of office** – evaluation, whether lecturer, researcher, other researcher complies with qualification requirements, determined for his/her position. Only the work performed at the University, scientific and methodological works published in the University’s name (as well as the ones, accepted for publication in the international scientific publications), or the works, included into or works of art, created or made (exhibited) for submission the University’s annual report, to are evaluated.

**Researcher** – a person with higher education, developing knowledge, conceptualizing and creating new products, processes, methods and systems or manager of scientific research and experimental development projects.

**Scientist** – researcher with a science degree.

**Lecturer** – a person, who educates and teaches students and listeners at higher school.

**Researcher** – researcher, working in a position of chief researcher, senior researcher, researcher, junior researcher, and scientist trainee.

**Recognized artist** – creator or performer of works of art, whose creative activities are characterized by the works, particularly significant for art and culture, implemented in Lithuania and/or abroad, which received a wide recognition by society and art specialists, who is evaluated by prestigious national or international prizes and other valuable awards, and/or has educated distinguished artists and complies with the requirements of higher school, in which he/she takes or aims to take a position.

**Scientist trainee** – researcher, who defended his/her Doctoral thesis 5 years before the date he/she was appointed to his position at the latest and performing determined works of scientific research and experimental development. If scientist trainee has a position at the institution, other than the one where he/she defended his/her Doctoral degree of scientific field, it is an advantage.

**Competition** – selection of the applicants to the competition position, performed according to their achieved results and University’s objectives.

**ABBREVIATIONS**

**ISBN** – International Standard Book Number

**ISSN** – International Standard Serial Number

**ISI JCR** –Institute of Scientific Information Journal Citation Reports

**ISI** – Institute of Scientific Information

**SRED** – Scientific research and experimental development

**SCI** –Science Citation Index

**EPO** – European Patent Office

**USPTO** –United States Patent and Trademark Office

**JPO** – Japan Patent Office

**IISP –** Indexed international scientific publications (refereed publications with a citation index at “ISI Web of Science“ database)

**Appendix 2. A list of internationally recognized scientific publishers**

(guidance, reviewed and supplemented yearly)

**A list of the main publishers of scientific literature in the areas of physical sciences, biomedicine and technologies**

|  |  |  |  |
| --- | --- | --- | --- |
| **No.** | **Title of the publishers of scientific literature** | **URL address** |  |
|  |  |
|  |  |  |
| 1 | “Elsevier Science” group | http://www.sciencedirect.com |  |
| 2 | “Springer” group | http://www.springerlink.com/ |  |
| 3 | Blackwell Publishing | http://www.blackwellpublishing.com/ |  |
| 4 | Wiley | http://eu.wiley.com/WileyCDA/ |  |
| 5 | “Taylor&Francis” group | http://journalsonline.tandf.co.uk |  |
| 6 | Academic Press | http://www.sciencedirect.com |  |
| 7 | Lippincott | http://www.lww.com/ |  |
| Williams&Wilkins |  |
|  |  |  |
| 8 | Karger | http://www.karger.com/ |  |
| 9 | Oxford University Press | http://www.oup.co.uk/ |  |
| 10 | Cambridge University Press | http://www.cup.cam.ac.uk/default.asp |  |
| 11 | SAGE Publications | http://www.sagepub.co.uk/ |  |
| 12 | Nature Publishing Group | http://www.nature.com/ |  |
| 13 | MAIK Nauka/Interperiodic | http://www.maik.rssi.ru/ |  |
| 14 | Mary Ann Liebert | http://www.liebertpub.com |  |
| 15 | World Scientific | http://www.worldscientific.com/ |  |
| 16 | IOP Publishing | http://www.ioppublishing.com/ |  |
| 17 | AIP (American Institute of Physics) |  |  |
| 18 | IEEE (Institute of Electrical and Electronics Engineers) |  |  |
|  | Other publishers, constantly publishing works of scientists from many countries and distributing their production in many countries |  |  |
|  | **A list of the main publishers of scientific literature in the areas of humanities and social sciences** |  |
| **No.** | **Title of the publishers of scientific literature** | **URL address** |  |
|  |  |
|  |  |  |
| 1 | “Elsevier Science” group | http://www.sciencedirect.com |  |
| 2 | “Springer” group | http://www.springerlink.com/ |  |
| 3 | Blackwell Publishing | http://www.blackwellpublishing.com/ |  |
| 4 | Wiley | http://eu.wiley.com/WileyCDA/ |  |
| 5 | “Taylor&Francis” group | http://journalsonline.tandf.co.uk |  |
| 6 | Academic Press | http://www.sciencedirect.com |  |
| 7 | EMERALD | http://www.emeraldinsight.com/ |  |
| 8 | Oxford University Press | http://www.oup.co.uk/ |  |
| 9 | Cambridge University Press | http://www.cup.cam.ac.uk/default.asp |  |
| 10 | SAGE Publications | http://www.sagepub.co.uk/ |  |
| 11 | Edward Elgar (EE) publishing | http://www.e-elgar.co.uk/ |  |
| 12 | Routledge | http://www.routledge.com/ |  |
| 13 | IGI Global | http://www.igi-global.com |  |
| 14 | Palgrave Macmillan | http://www.palgrave.com |  |
|  | Other publishers, constantly publishing works of scientists from many countries and distributing their production in many countries |  |  |

**Appendix 3**

**DESCRIPTION OF ACADEMIC ACTIVITY**

1. **Scientific (artistic) production, submitted for a competition or carried out during the term of office – statistical data** (during the term of office only scientific production, published with attribution to Kaunas University of Technology, is evaluated):
* science monographs, scientific studies, theoretical, synthetic scientific works;
* scientific articles (in case of indexed international scientific publications – including the ones, accepted for publishing), book chapters, published in peer-reviewed publications;
* other articles, book chapters, academic reviews and similar publications with scientific apparatus in scientific, cultural and professional periodical, serial and occasional publications;
* resource publications, translations with scientific comment, scientific dictionaries, reference books, encyclopaedias, (bio)bibliographies, textbooks for higher schools;
* works of art;
* works of socio-cultural development;
* obtained international patents, other patents;
* standards and legal acts, which were prepared with their participation.
1. **Participation in studies and methodological work at Kaunas University of Technology** (and other institutions, if they participate in the competition):
* indication of the subjects, taught at the University (titles, credits, number of students, total amount of author’s hours during the term of office);
* indication of the subjects, that are or were taught in English at Kaunas University of Technology and foreign universities and their scope;
* indication of publications for studies (textbooks, schoolbooks, lecture summaries, etc.) and e-teaching (learning) courses (the ones, which are included into the taught modules, are acknowledged).
1. **Scientific projects:**
* indication of scientific projects that are carried out;
* indication of reports, which were prepared with their participation or supervised by them;
* indication of submitted applications for scientific projects.
1. **Works of experimental and social development.**
2. **Preparation of scientists:**
* supervision of doctoral students, their consultations;
* organization of scientific seminars.
1. **Improvement of qualification:**
* participation in science and educational methodological conferences;
* participation in the courses for qualification improvement;
* mastering of new scientific methodologies;
* internships, work at other scientific centres.
1. **Announcements at science conferences.**
2. **Research promotion.**
3. **Expert and other academic activities.**
4. **Membership of national and international associations, commissions and committees.**

**Appendix 4**

**Requirements for assigning a category to the person, who is applicant to (working at) a certain position (based on the achievements of the last five years)**

|  |  |
| --- | --- |
| Group of evaluation criteria | Positions and categories of the employees |
| Assistant/Junior Researcher | Lecturer/Researcher | Associate Professor/Senior Researcher | Professor/Chief Researcher |
| D1 | D2 | C1 | C2 | C3 | B1 | B2 | B3 | A1 | A2 | A3 | A4 |
| SRED and innovations (only for the areas of Ph, B, T, S sciences and H) | Complies with minimum attestation requirements | Has a publication in IISP | Complies with minimum attestation requirements | Has a Science Degree | Complies with minimum attestation requirements | Exceeds a minimum number of publications in IISP at least by 2 articles | Exceeds a minimum number of publications in IISP at least by 4 articles | Complies with minimum attestation requirements | Exceeds a minimum number of publications in IISP at least by 2 scientific articles in the publications with impact factor is at least 0,4 category of aggregated impact factor (except H area) | Exceeds a minimum number of publications in IISP at least by 4 scientific articles in the publications with impact factor is at least 0,4 category of aggregated impact factor (except H area) | Exceeds a minimum number of publications in IISP at least by 6 scientific articles in the publications with impact factor is at least 0,5 category of aggregated impact factor (except H area) |
|  | Has a publication in IISP | Has publications in IISP | Publication input in IISP ≥0,5 | Publication input in IISP ≥1 | Publication input in IISP ≥1 | Publication input in IISP ≥1,5 | Publication input in IISP ≥2 |
|  | Promoter of SRED projects | SRED projects for 100 thousand Lt | Supervisor of SRED projects for 150 thousand Lt | Supervisor of SRED projects for 250/500\* thousand Lt | Supervisor of SRED projects for 350/650\* thousand Lt | Supervisor of national and international SRED projects for 500/800\* thousand Lt |
|  | Supervisor of Master theses/ published works by students | Right of participant of Doctoral studies | Right of Committee of Doctoral studies environment | Right of Committee of Doctoral studies environment and supervisor of Doctoral student | Member-ship of Committee of Doctoral studies |
|  |  | Monograph, study or book chapters (≥8 quires) | Monograph, study or book chapters (≥8 quires) | Monograph, study or book chapters (≥8 quires) | Monograph, study or book chapters (≥8 quires) | Monograph, study or book chapters (≥8 quires) |
|  |  | Prepared ≥1 Doctoral student | Prepared ≥1 Doctoral student | Prepared ≥2 Doctoral students | Prepared ≥3 Doctoral students |
|  |  | Triadic patent | Triadic patent | Triadic patent | Triadic patent |
|  |  |  |  | Awards | Awards | Awards |
| Artistic activity (for art field only) | Complies with minimum attestation requirements |  | Complies with minimum attestation requirements | Is a member of a national creative organization |  | Exceeds at least one of minimum requirements of artistic activity more than 1,5 times  | Exceeds at least one of minimum requirements of artistic activity more than 2 times | Complies with minimum attestation requirements | Exceeds at least one of minimum requirements of artistic activity more than 1,5 times | Exceeds at least one of minimum requirements of artistic activity more than 2 times | Exceeds at least one of minimum requirements of artistic activity more than 3 times |
|  |  | Participated in prestigious art events or competitions or won awards |  | Personal input in art works ≥1 | Personal input in art works ≥2 | Personal input in art works ≥3 |
|  |  | Published works of art |  | Personal input in art works ≥1 | Personal input in art works ≥1 | Projects of art or its promotion for 250 thousand Lt | Projects of art or its promotion for 350 thousand Lt | Projects of art or its promotion for 500 thousand Lt |
|  |  |  | Projects of art or its promotion for 50 thousand Lt | Projects of art or its promotion for 100 thousand Lt | At least 1 A3 achievement | Supervision of student’s works of art, which results are presented at the exhibitions or published in art publications | Supervision of student’s works of art, which results are presented at the exhibitions or published in art publications |
|  |  |  | At least 1 A4 achievement | Personal art publication |
|  |  |  | Prepared or composed periodical or occasional works of art |
|  |  |  | Work was bought by a foreign museum or it is exhibited at the prestigious international art event |
|  |  |  | National prizes for art and other equivalent awards |
| Studies | Complies with minimum attestation requirements | Students’ opinion is good | Complies with minimum attestation requirements | Can teach in foreign lang. |  | Complies with minimum attestation requirements | Can teach in foreign lang. | Teaches (taught) in foreign lang. | Complies with minimum attestation requirements | Can teach in foreign lang. | Teaches (taught) in foreign lang. | Teaches (taught) in foreign university |
| Students’ opinion is very good |  | Students’ opinion is good | Students’ opinion is very good | Students’ opinion is good | Students’ opinion is very good | Students’ opinion is very good |
| Administration’s opinion is good | Administration’s opinion is good | Administration’s opinion is very good | Administration’s opinion is good | Administration’s opinion is very good | Administration’s opinion is good | Administration’s opinion is very good | Administration’s opinion is very good |
| Expert of University level, member / head of (self-analysis group, qualification commission, committee of study programmes)  | Expert of national level | Expert of national level | Expert of national level | Expert of international level |
|  | Application of advanced didactic methods | Application of advanced didactic methods |  Application of advanced didactic methods | Application of advanced didactic methods | Application of advanced didactic methods | Application of advanced didactic methods |
| Includes students into SRED projects | Includes students into SRED projects |
| Methodological tool  | Methodological tools  | Schoolbook | Textbook / schoolbook | Textbook / schoolbook | Textbook / schoolbook | Textbook |
| E-teaching | E-teaching | E-teaching | E-teaching | E-teaching | E-teaching | E-teaching | E-teaching |
| Preparation and teaching of a new study module | Preparation and teaching of a new study module | Preparation and teaching of a new study module | Preparation and teaching of a new study module | Manager of study projects | Manager of study projects |
| Input into the University’s development | Complies with minimum attestation requirements |  | Complies with minimum attestation requirements |  | Member of faculties’ committees or commissions  | Complies with minimum attestation requirements | Member of faculties’ committees or commissions  | Member/ Head of faculties’ committees or commissions  | Complies with minimum attestation requirements | Member of University’s faculty’s committees and commissions or working groups  | Member of University’s faculty’s committees and commissions or working groups  | Manager of University’s development project |
| Member of University’s faculty’s committees and commissions or working groups |
| Promotion of studies | Promotion of research and studies | Promotion of research and studies | Promotion of research and studies | Promotion of research and studies |
| Promotion of studies | Participation in the activities of national research/ study organizations or networks | Participation in the commissions, committees and management of national research/ study organizations/ networks | Participation in the activities of international research/ study organizations or networks | Participation in the activities of international research/ study organizations or networks | Participation in the activities of international research/ study organizations or networks |
| Participation in the activities of national research/ study organizations or networks | Prepared applications for research / study projects | Prepared applications for international research / study projects | Prepared applications for national and international research / study projects | Prepared applications for national and international research / study projects | Prepared applications for national and international research / study projects |
| Other volunteer-ring activity important for KTU welfare and image | Other volunteer-ring activity important for KTU welfare and image | Other volunteer-ring activity important for KTU welfare and image | Other volunteer-ring activity important for KTU welfare and image | Other volunteer-ring activity important for KTU welfare and image |
| Improvement of qualification | Complies with minimum attestation requirements | > 40 hours of qualification improvement courses | Complies with minimum attestation requirements | > 60 hours of qualification improvement courses | Internship / work in Lithuanian / foreign institution | Complies with minimum attestation requirements | Internship / work in Lithuanian / foreign institution | Internship / work in Lithuanian / foreign institution | Complies with minimum attestation requirements | Internship / work in Lithuanian / foreign institution | Internship / work in foreign institution | Internship / work in foreign institution |
| Mastering of new SRED learning and teaching methods | Mastering of new SRED learning and teaching methods | Mastering of new SRED learning and teaching methods | Mastering of new SRED learning and teaching methods | Mastering of new SRED learning and teaching methods | Mastering of new SRED learning and teaching methods |
| Participation in scientific and teaching methodological conferences | Participation in scientific and teaching methodological conferences | Participation in scientific and teaching methodological conferences | Organization of research / educational events | Organization of research / educational events, member of committee | Organization of research / educational events, member of committee | Organization of international research / educational events, member/ head of committee | Organization of international research / educational events, member/ head of committee |