

APPROVED by
Decree No. V3-S-27 of the Senate of
Kaunas University of Technology of
15 June 2022

REQUIREMENTS AND ASSESSMENT OF THE COMPLIANCE OF LECTURERS AND RESEARCHERS WITH THE JOB GRADES

1. Academic employees who meet the minimum requirements are assigned to the basic job grade during performance evaluation and competitions and they participate in the assessment of compliance with the job grade.

2. There are two grades of assistants and junior researchers (D1, D2), three grades of lecturers and researchers (C1, C2, C3) and associate professors and senior researchers (B1, B2, B3), and four grades of professors and chief researchers (A1, A2, A3, A4).

3. The requirements (evaluation criteria) for classifying academic employees in the relevant job grades are specified in Appendices 1-3. Academic employees applying for a grade above the basic grade must meet the achievement value V specified in paragraph 5.

4. Criteria for the evaluation of the achievements of academic employees:

4.1. research works;

4.2. attracting funding from external sources;

4.3. pedagogical activities.

5. If the value V of the achievements of academic employees, calculated applying at least one of the three formulas (1), (2), (3), is greater than or equal to zero, the academic employee is considered to comply with the appropriate grade:

$$V = (I_d - I_k) / I_k + (F_d - F_k) / F_k \quad (1),$$

$$V = (I_d - I_k) / I_k + (S_d - S_k) / S_k \quad (2),$$

$$V = (F_d - F_k) / F_k + (S_d - S_k) / S_k \quad (3).$$

Here:

I_d is the contribution of the employee as the author to the published research work;

I_k – the author's contribution to published research work as defined for the job grade;

F_d – the value of external funding from external sources attracted by the employee ;

F_k – the value of external funding attracted from external sources as defined for the job grade;

S_d – number of pedagogical activities implemented by the employee;

S_k – number of pedagogical activities as defined for the job grade.

Formulas (2) and (3) can only be applied if the requirements for mandatory pedagogical activities are met.

6. The assignment of academic employees to the respective job grades is carried out annually by the last working day of February, assessing the results achieved in affiliation with the Kaunas University of Technology within the last five years. The assignment is carried out by the evaluation committee for the compliance of lecturers and researchers with job grades established by the rector's order. The assignment to a job grade is valid until the last day of February of the following calendar year.

7. An academic employee who disagrees with the decision of the evaluation committee for compliance of lecturers and researchers with job grades has the right to appeal to the University committee for the performance evaluation and competitions of academic employees within 5

working days from the date of the notification by email, and the decision of this committee regarding the considered appeal may only be appealed against to the court.