

**PROCEDURE FOR ESTABLISHMENT OF QUALIFICATION AND ATTESTATION REQUIREMENTS FOR
TEACHERS AND RESEARCHERS, ANNOUNCEMENT, ORGANIZATION AND EXECUTION OF COMPETITIONS
FOR THE POSITIONS OF TEACHERS AND RESEARCHERS, AND ATTESTATION OF TEACHERS AND
RESEARCHERS OF THE EUROPEAN UNIVERSITY OF HUMANITIES**

I. GENERAL PROVISIONS

1. This Procedure for Establishment of Qualification and Attestation Requirements for Teachers and Researchers, Announcement, Organization and Execution of Competitions for the Positions of Teachers and Researchers, and Attestation of Teachers and Researchers of the European Humanities University (hereinafter referred to as the **Procedure**) is prepared according to the main provision for the activities of the European Humanities University (hereinafter – the **University**) which is an academic freedom enjoyed by teachers and researchers without prejudice to the rights of others, laws, other legal acts and the University Statute, and which guarantees equal rights according to the qualifications and readiness to participate in competitions for the position of teachers and researchers. Competitions for the positions of teachers and researchers and the attestation of teachers and researchers must be conducted in accordance with the principles of purposefulness, openness, transparency, impartiality, non-discrimination, objectivity, equality, attraction of competences, quality, respect for human dignity and lifelong learning.
2. Competitions for the positions of teachers and researchers and attestation of teachers and researchers shall be organized and carried out in accordance with the Law on Science and Studies of the Republic of Lithuania (hereinafter - the Law on Science and Studies) from June 21, 2002 approved by the resolution of the Government of the Republic of Lithuania No. 958 Regarding the approval of the minimum qualification requirements for the positions of art study teachers (recognized artists) of state higher education institutions, The description of the minimum qualification requirements for the positions of researchers of state research and study institutions from June 28, 2018 approved by order of Chairperson of Lithuanian Research Council No. V-340, University Statute, Recommendation of the European Commission on the European Charter for Researchers and on a Code of Conduct for the Recruitment of Researchers (2005/251 / EC), as well as this Procedure.
3. This Procedure establishes:
 - 3.1. Qualification requirements for University teachers and researchers;
 - 3.2. The procedure for admission of university teachers and researchers and formation of attestation commissions;
 - 3.3. The procedure for announcing, organizing and executing competitions for the positions of teachers and researchers of the University;
 - 3.4. Principles and procedure of ordinary and extraordinary attestation of university teachers and researchers.
4. Concepts and definitions used in this Procedure:
 - 4.1. **Applied research** – experimental and / or theoretical work undertaken to acquire new knowledge and aimed primarily at achieving specific practical objectives or solving tasks;
 - 4.2. **Applied research activity** – systematic work, based on knowledge of research and practical experience, aimed at developing new materials, technologies, products and equipment, introducing new processes, systems and services, or substantially improving existing or implemented existing ones;

- 4.3. **Applied research work** – support work for academic audiences and / or the general public, generating new knowledge and achieving specific practical objectives; the following works are distinguished: catalogs, maps, comments on legal acts, academic criticism, etc. (not including research project reports, non-original textbooks, research textbooks, science popularization works);
- 4.4. **Artistic research** –research based on research and art practice, the aim of which is to acquire new knowledge about the essence of cultural and artistic phenomena, to promote critical reflection on artistic processes, to initiate the development of innovations in art and science. Artistic research includes a creative part and a research text with definitions of the research object, goal, tasks, methods;
- 4.5. **Attestation** – assessment of the qualification, abilities, professional activity and observance of ethical norms of teachers and researchers, carried out in accordance with this Procedure every 5 years of work of a teacher or researcher at the University;
- 4.6. **Authors' sheet** (aut. sh.) – 40,000 characters (including spaces) for text or 3,000 cm² of printed area for illustrations; if the volume cannot be determined by characters, the equivalent of the authors' sheet is considered to be 14 pages; if the research paper is in an electronic medium, then the authors' sheet is calculated only with characters (including spaces);
- 4.7. **Collection of conference thesis** – a one-time publication or a volume of a serial publication (part thereof) in which texts corresponding to the content of scientific conference papers are published, having passed the standard peer-review process;
- 4.8. **Competition** – a set of organizational measures and actions performed in accordance with this Procedure, which presupposes the signing of an employment contract with a teacher or researcher, when the employment contract is signed only with the person who has won the competition. The organization of the competition includes the announcement of the competition, the formation of the commission, the acceptance of the applicants' documents, the selection of the applicants and the announcement of the results;
- 4.9. **Context of publication (execution) of a work of art** – the medium for the exhibition of works of art or the demonstration of works of art - an exhibition hall, museum, gallery, concert hall, theater, dance theater, cinema hall, art festival, competition, etc. The contexts of publication (execution) a work of art are divided into four types:
- 4.9.1. **Prestigious international context** – the most internationally active medium for the exhibition of works of art or acts of artistic performance, curated by internationally recognized experts;
- 4.9.2. **Context of wide recognition** – a particularly significant national medium for the exhibition of works of art of international renown or the demonstration of acts of art performed, curated by internationally recognized experts;
- 4.9.3. **Context of national recognition** –a well-known regional medium for the exhibition of works of art or acts of artistic performance in the region, curated by internationally and nationally recognized experts;
- 4.9.4. **Context of local recognition** – a medium of local significance for the exhibition of works of art or the demonstration of acts of artistic performance, curated by nationally recognized experts;
- 4.10. **Curation of art events** – intellectual creation activities arising from the selection or arrangement of the contents of collections of works of art or data sets, databases (expressed in a form adapted for reading by technical means or otherwise);
- 4.11. **External teachers and researchers** – teachers and researchers, in accordance with the procedure and in the cases established by the Law on Science and Studies, invited to work under a fixed-term employment contract concluded for a term not exceeding 2 years;

- 4.12. **Extraordinary attestation** – assessment of the qualification, abilities, professional activity of teachers and researchers, carried out in accordance with this Procedure, without complying with the periodicity requirements for Attestation;
- 4.13. **International journals** – peer-reviewed scientific journals published in English, including journals indexed in the international databases Claritive Analytic and Scopus, as well as peer-reviewed scientific journals published in Lithuania, whose editorial board consists of at least 50 percent of foreign scientists and scientific articles by scientists from other countries makes up a bigger part than the articles by Lithuanian scientists;
- 4.14. **International scientific event** – an international conference, seminar, symposium and other event organized by international institutions, where researchers present their ideas and the latest research results; more than half of the participants are from institutions other than the host country;
- 4.15. **Internationally recognized scientific publishing house** – publishing house, which regularly publishes and internationally distributes research works of scientists from many countries, internationally recognized periodicals and regular publications, provides information on the nature of publishing house and international recognition on the Internet;
- 4.16. **Internet resources for the popularization of science** – an electronic environment (website, personal website, blog (s), discussion forum (s)) whose main purpose is to publish regularly updated information on ongoing research or on a specific scientific topic (s). The structure, content and form of an internet resource can be classified as related to professional science or popularization of science;
- 4.17. **Methodical study aid** – another teaching aid not included in the category of a textbook or study book that has been validated and published in accordance with the established procedure (laboratory work, exercise instructions, lecture notes, presentation sets, training films, etc.);
- 4.18. **Moderation of art events** – intellectual creation activities based on special knowledge and preparation, conducting public presentations of works of art and creators (concert, creative evening, exhibition, etc.);
- 4.19. **Participation in the training of scientists** – acting as the supervisor of a doctoral student, or a consultant, or a reviewer of a doctoral dissertation, an opponent, or a member of the defense council or doctoral committee;
- 4.20. **Peer-review publication** – periodical, continuous or one-time publication in which articles are published on the basis of peer-review written conclusions;
- 4.21. **Publication (execution) of a work of art** – (personal) presentation, realization (including restoration) or performance of a work (s) in an artistic or public space (including television or radio studios, Internet) or publication in a publishing house, recording studio (computer medium) or display at a festival, etc.;
- 4.22. **Publication of research source** – selection and collection of archival documents, language monuments, classical texts of humanitarian or social thought, scientific encyclopedias, folklore collections and other textual scientific sources (including audiovisual) of scientific value, including original text and auxiliary scientific apparatus (transcripts, commentaries, etc.). Prepared scientific resource included in a published research source with designated scientific editor (s);
- 4.23. **Recognized artist** – a creator or performer of works of art whose creative activity is characterized by works of special significance for art and culture, implemented in Lithuania and / or abroad, which has gained wide recognition by public and art specialists, has been awarded prestigious international or national prizes and other high awards, or / and has developed distinguished artists and meets the requirements set by the higher education institution where he / she seeks to hold or holds a position;

- 4.24. **Research and experimental development** – systematic creative activity of cognition of nature, man, culture and society and use of its results;
- 4.25. **Research article** – an article published in a peer-reviewed journal with a scientific apparatus (footnotes and / and bibliographies, and / or formulas, and / or drawings, and / and methodological descriptions, and / and statistical tables, etc.) customary for the relevant field of science and meeting the scientific criteria of that discipline. The smallest registered volume of a research article in the fields of humanities and social sciences is 0.25 authors' sheet;
- 4.26. **Research monograph** – a peer-reviewed scientific work published in a separate publication or in electronic form, in which one topic (subject) is examined systematically and in detail, clear and significant elements of novelty and scientific specificity for each field of science; the monograph must have an ISBN number, its volume must be at least 8 authors' sheets; clear and significant elements of novelty and scientific specificity specific to each field or field of science; the published monograph must have an ISBN number, and the published monograph in Lithuanian or another lesser-used language must also have a summary in English, French or German. A research monograph may be prepared by one or more authors. The minimum volume of a research monograph is 8 authors' sheets, the smallest part of one research monograph for one author is 4 authors' sheets. At least 20% of the monograph must consist of unpublished and qualitatively new material;
- 4.27. **Research resource** – a collection of original scientific works (collective scientific works) with the editor (s) or compiler (s) indicated in the title page and / or in the metrics (annotation) of the publication, except for the full-time editor of a periodical scientific publication (scientific journal);
- 4.28. **Research study** – a peer-reviewed scientific work published in a separate publication or in electronic form that meets the requirements for a research monograph (article) (except for volume). The smallest part of a research study prepared by several authors is 2 authors' sheets;
- 4.29. **Researcher** – science researcher, holding the position of researcher, chief researcher, senior researcher, researcher, junior researcher, and trainee researcher;
- 4.30. **Science popularization activity** – it is the presentation of main knowledge and facts about science and technology to the public in a popular and understandable form and the dissemination of science, i.e. news about scientific achievements, national and world scientific events;
- 4.31. **Science researcher** – a person with a higher education who develops cognition, conceptualizes or develops new products, processes, methods and systems, or leads research and experimental development projects;
- 4.32. **Scientist** – researcher with a scientific degree;
- 4.33. **Scientist trainee** – a person who has defended his / her doctoral dissertation no earlier than 5 years prior to the appointment to the position of a research trainee and is currently holding the position of a research trainee;
- 4.34. **Study book** – a teaching aid reviewed and evaluated in accordance with the established procedure, in which material of a theoretical, practical, reference or technological (computational) nature for the acquisition of knowledge of one or more subjects is presented;
- 4.35. **Study literature** – Textbooks, Study books, Methodical study aids;
- 4.36. **Synthetic research work** – work synthesizing scientific disciplines or interdisciplinary research in the field of humanities or social sciences, published in research monographs, research studies and research articles, which meet the requirements for research monographs (except for volume). The minimum volume of synthetic research work is at least 1 authors' sheet;

- 4.37. **Teacher** – a person who educates and teaches students and listeners in a university level higher education institution and holds the position of a professor, associate professor, lecturer or assistant;
- 4.38. **Textbook** – a tool for teaching and learning of higher education students, prepared in book or electronic form, in which certain knowledge in a certain field of science or practice is taught in an understandable and consistent manner. A textbook is a measure that is devoted to the study of at least one subject module or part of it.
- 4.39. **University department** – academic department, research center or institute;
- 4.40. **Work of art** – a publicly presented work of art, design, architecture, media art, theater, cinema, dance, music or interdisciplinary art or an act of its performance that meets the criteria of artistry recognized in a particular field of art;

II. PROCEDURE FOR THE ANNOUNCEMENT, ORGANIZATION AND EXECUTION OF COMPETITIONS FOR THE POSITIONS OF TEACHERS AND RESEARCHERS

- 5. Teachers and researchers, with the exception of trainee researchers and visiting teachers and researchers, shall be recruited by open competition for a term of 5 years.
- 6. An open-ended employment contract shall be signed with a teacher or researcher who has won a competition for the second time in a row for the same position of teacher or researcher.

II.1. Announcement of the competition and acceptance of documents

- 7. The decision to announce a competition for the position of a teacher or researcher shall be made by the Rector of the University (hereinafter - the **Rector**) or an employee of the University authorized by him. To that end, if there is a need to recruit a teacher or researcher for a specific position, at least three months before the end of the first term of office of the teacher or researcher holding the position, or a public competition for that position shall be announced.
- 8. The notice of the competition for the position of a teacher and researcher shall be published on the websites of the University and the Lithuanian Research Council, and may also be published in national and, if appropriate, international media and other sources. The notice shall indicate the title of the vacant position, the department to which the position is assigned, to whom and what application documents must be submitted.
- 9. The notice of the competition shall contain:
 - 9.1. Data of the University: name, legal form, registered office and code;
 - 9.2. The title of the position and the department of the University to which the position is assigned;
 - 9.3. Nature of future work, main functions;
 - 9.4. Qualification requirements for applicants;
 - 9.5. documents to be submitted by applicant participating in the competition;
 - 9.6. Method of selection of applicants;
 - 9.7. To whom the documents must be submitted;
 - 9.8. The deadline for submission of documents, which must be at least 14 calendar days from the notice of the competition;
 - 9.9. Place or method of providing detailed information on the competition (telephone number, e-mail, link to the website, specific person, office number, etc.).
- 10. The applicant wishing to participate in the competition must submit the following documents and / or data to the University Finance and Personnel Unit (hereinafter - the Finance and Personnel Unit) in person or by post:

- 10.1. Application for enter the competition;
 - 10.2. A copy of the identity document;
 - 10.3. Curriculum vitae;
 - 10.4. Originals and copies of documents, other documents confirming the applicant's compliance with the qualification requirements (the originals will be returned after verifying them with the submitted copies);
 - 10.5. Originals and copies of higher education, scientific degree, pedagogical title documents (with supplements) (originals shall be returned after verifying them with the submitted copies); in case the doctoral degree is obtained abroad, it is necessary to submit a certificate issued by the Lithuanian Research Council, by which the qualification obtained abroad is recognized as equivalent to the doctoral degree in science (art) awarded in the Republic of Lithuania;
 - 10.6. A list of publications of the last 5 years, copies of awards and the most important articles (if they want to hold the position of professor, associate professor, lecturer, assistant, chief researcher or senior researcher or researcher for the first time at the University list of publications, published after the defense of doctoral thesis is presented);
 - 10.7. A description of the results of artistic activity for the last 5 years (during the competition for the position of a teacher of arts the University will create suitable conditions for applicants to organize a concert, performance, exhibition, film, documentary and / or read a public lecture on their artistic work, or hold an open lesson on their subject);
 - 10.8. Residence and e-mail address and telephone number;
 - 10.9. Other documents or information specified in the notice.
11. After the deadline for submission of documents and data, the Finance and Personnel Unit shall compile a list of candidates. Documents submitted late will not be accepted. The University has the right not to consider the applications of those candidates (not include in the list of candidates participating in the competition) who have not submitted all or irrelevant documents and data specified in the competition notice.
 12. Within 3 working days after the deadline for submission of documents specified in the competition notice, the Finance and Personnel Unit shall forward copies of the candidates' documents to the Head of the department to which the position is assigned.
 13. After receiving the applicants' documents from the Finance and Personnel Unit, the Head of the University department to which the position for which the competition is announced is assigned, submits recommendations to the Teachers and Researchers Admission Commission (hereinafter - **Admission Commission**) on evaluation and suitability for the position on all the applicants participating in the competition. Recommendations must be submitted within 5 days of receipt of the data from the Finance and Personnel Unit.
 14. The Rector has the right to cancel the announced competition for the position of a teacher or researcher by a decision before the date of the meeting of the Admission Commission. Applicants who have submitted the competition documents to the Finance and Personnel Unit will be notified of the cancellation of the competition immediately by e-mail. Cancellation of the competition is also announced on the University website. It is prohibited to change the conditions of the competition after it has been made public in accordance with the procedure established by this Procedure.

II.2. Procedure for the formation of the Admission Commission for the competition for selection of teachers and researchers

15. The selection of teachers and researchers during the competition is carried out by the Teachers and Researchers Admission Commission for (hereinafter - **Admission Commission**).

16. The composition of the Admission Commission is determined by the Rector on an *ad hoc* basis. In the Order on the Formation of the Admission Commission, the Chairperson of the Admission Commission is appointed from among the members of the Admission Commission. An employee of the Finance and Personnel Unit shall be appointed Secretary.
17. The number of members of the Admission Commission may not be less than 5 and not more than 15. The Commission shall consist of an odd number of members. At least 2/3 of the members of the Commission must be researchers who meet the minimum qualification requirements for the positions of professor (chief researcher) or associate professor (senior researcher). At least 1/3 of the members of the Admission Committee at the request of the Rector shall be researchers delegated from other research and study institutions. One member of the Admission Committee is delegated by the Students' Union.
18. In addition to the requirements for the composition of the Admission Commission specified in Clause 17, when assessing candidates for the positions of professors and chief researchers at least one of the researchers of other research and study institutions delegated at the request of the Rector must be an international expert.
19. By the decision of the University Senate in the case of arts teachers, instead of the requirement of Clause 17 of this Procedure, which stipulates that at least 2/3 of the members of the competition or attestation commission must be researchers meeting the minimum professors (chief researcher) or associate professor (senior researcher) qualification requirements, at least 2/3 of the members of the competition or attestation commission may be recognized artists.
20. If a member appointed to the Admission Commission loses his / her powers (termination of employment, long-term special leave, etc.) until the end of the Admission Commission's work, and as a result the composition of the Commission no longer meets the minimum number of members, the composition of the Commission shall be changed by the Rector's order.
21. The members of the Admission Commission may not be related to the applicants by kinship, in-laws, partnership relations, as well as if there are other circumstances that may cause a conflict of interest or raise doubts about the bias of these persons. A member of the Admission Commission, upon learning that he / she is related to the applicant by the relations referred to in this clause, which may affect the impartiality of a member of the Admission Commission, shall immediately notify the Chairperson of the Admission Commission and he / she shall be replaced by another by the order of the Rector.

II.3. Selection procedure for the performance of the duties of a teacher and researcher

22. When selecting a candidate for the position of a teacher and researcher, the Admission Committee shall assess his or her compliance with the minimum qualification requirements for specific positions established in this Procedure, taking into account the recommendations and conclusions of the heads of departments. The Admission Committee also shall evaluate the candidates' results of studies, research and applied and educational activities, performance indicators (if a teacher or researcher working at the University participates in the competition), professional experience, creativity, compliance with academic ethics and subject qualities. If certain skills are required for a specific position (according to the job description, normative or local legal act), the Admission Committee also checks and assesses the adequacy of these skills.
23. In the course of the competition for the position of professor, chief researcher, associate professor and senior researcher for the first term, in addition to an individual interview with the applicants, public statements of the applicants may be heard. The decision on the need to listen to and evaluate the public statements of the applicants is made by the Rector, forming the Admission Commission:
 - 23.1. Such statements are attended by at least one member of the Admission Committee (appointed by the Chairperson of the Admission Committee) and a reviewer (appointed by the head of the department to which the candidate is applying);

- 23.2. Reviewers submit their written conclusions to the Admission Commission and the applicant within the term specified by the Admission Commission.
 - 23.3. The duration of the applicants' statements is 30-40 minutes;
 - 23.4. Applicants have the right to use the organizational technique of the University to present the statement. The applicant must inform the department about such a need not later than two working days before the date of the meeting of the Admission Commission.
24. In the competition for the position of arts lecturer for the first term, in addition to an individual interview with applicants, applicants may be asked to publicly present the results of their artistic activities (concert, performance, exhibition, film, documentary, etc.) and / or to give a public lecture about their artistic works, or to hold an open lesson on the subject of your subject.
 25. During the interview, the applicant's compliance with the minimum qualification requirements, as well as the results of the applicants' studies, science and applied and educational activities are assessed. The assessment shall take into account the professional or work experience and subject characteristics of the applicant. If certain skills are required for the position, these skills are assessed. If the applicant provides documentation of the acquisition of the relevant skills, these skills may not be tested.
 26. The meeting of the Admission Commission is closed, except in cases when one of the stages of the competition is the evaluation of the applicants' public statements (in this case, the part of the Admission Commission meeting where individual interviews with applicants take place is closed and the part where oral statements or the results of art activities are presented - open). Stage of the competition, in which the oral evaluation of the candidates is carried out (interview) is recorded.
 27. The Admission Committee shall make a decision on the winner of the competition within 30 calendar days from the end of the last selection stage - interviews with the applicants. The decision in the Admission Committee is made in the following order:
 - 27.1. A meeting of the Admission Committee is valid if at least 2/3 of its members are present;
 - 27.2. Decisions of the Admission Committee are taken by open vote, by a simple majority;
 - 27.3. Voting is organized using ballot papers (the voter confirms that he / she has received the ballot paper, signs the ballot list, one member can vote only once);
 - 27.4. The person who obtained the most votes shall be deemed to have won the competition.
 28. The decision of the Admission Committee regarding the determination of the winner shall be formalized in a protocol signed by the Chairperson and the Secretary of the Admission Committee. All applicants who have participated in the selection have the right to get acquainted with the minutes and the digital audio recording of their interview. If the minutes make decisions on the determination of several winners for different positions, then the candidate shall be acquainted with the extract of the minutes (specifically the part of the minutes related to his / her evaluation).
 29. Applicants shall be informed of the results of the competition by signature or e-mail no later than within one working day from the decision on the winner and publication.
 30. The protocol decision of the Admission Commission on the determination of the winner shall be submitted to the Finance and Personnel Unit and the Rector within one working day at the latest.
 31. If an applicant does not agree with the results of the competition, he / she may, within one month from the date of publication of the decision of the Admission Commission regarding the determination of the winner, appeal to the court in accordance with the procedure established by law.

32. Based on the results of the competition, the Rector shall, within one month from the adoption of the decision on determining the winner, adopt an order regarding the appointment of a teacher or researcher and the signing of an employment contract with him / her; a copy of the order will be sent to the successful applicant by e-mail on the same day.
33. An employment contract shall be signed with the successful applicant in accordance with the procedure established by law.
34. If the successful applicant does not sign an employment contract with the University within 5 working days after the Rector's order is issued (Clause 32 of this Procedure) or does not actually start working after signing the employment contract, the next successful applicant with the largest number of votes shall be considered the successful applicant. In this case, the employment contract shall be concluded immediately by analogy in accordance with Clauses 32, 33 of this Procedure.
35. An open-ended employment contract shall be signed with a person who has won a competition for the same position as a teacher or researcher for the second time in a row or, if the competition is completed before the end of the teacher's or researcher's term, the employment contract of such employee shall be amended: the clause of the term is changed (i.e. it is indicated that the fixed-term employment contract has become open-ended).
36. A competition shall be deemed not to have taken place if, after the announcement of the competition, no applicant has submitted documents or the submitted documents have not complied with the requirements, or no applicant has participated in the competition procedures.

II.4. Qualification requirements for teachers and researchers in the field of humanities and social sciences

37. The requirements set out in Clauses 38-40 of this Procedure shall apply to persons applying for the position of professor or chief researcher, as well as to persons applying for the position of associate professor or senior researcher.
38. **A researcher shall conduct research and shall publish the results thereof:**
 - 38.1. In scientific monographs and/or studies, in synthetic research works;
 - 38.2. In scientific articles, analytical reviews of scientific works in scientific publications (periodical, continuous or one-time, further — **scientific publications**);
 - 38.3. In scientific articles, analytical reviews of scientific works in cultural or professional publications (periodical, continuous or one-time, further — **cultural or professional publications**);
 - 38.4. In reports, plenary lectures at international or national scientific conferences, international or national seminars;
39. **A researcher shall perform applied research and (or) other applied scientific activities:**
 - 39.1. Prepare publications of scientific sources, scientific editions of translations, prepare or compile peer-reviewed scientific publications;
 - 39.2. Prepare scientific data collections, publications of scientific resources (databases, systematic source catalogues, dictionaries, typological and thematic maps), scientific bibliography publications, drafts of the most important legal acts (the President of the Republic of Lithuania, the Seimas, Government, international), conclusions, comments and feedback on draft legal acts, etc.;
 - 39.3. Carry out international or national research and experimental development (hereinafter referred to as R & D) or research, experimental development and innovation (hereinafter referred to as R & D & I) projects;
 - 39.4. Prepare researchers: supervise doctoral students, participate in the process of doctoral studies, supervise post-doctoral traineeships;

39.5. Carry out other applied scientific activities; carry out experimental development activities, participate in or are members of expert scientific organisations, engage in expert and other applied scientific activities (manage or is a member of the organising committee of a scientific event or a scientific programme committee; is the editor-in-chief or member of the editorial board of a scientific publication; is a member of working groups that prepare expert opinions, recommendations, legislation, provide consultations to authorities, public sector or businesses, etc.).

40. A researcher shall engage in educational and scientific dissemination (popularization) activities:

- 40.1. Have prepared educational books or methodological tools;
- 40.2. Have prepared reviews of scientific works and publications of the dissemination of science, including reviews of scientific works or works of art intended for professional audience and society as a whole, published in cultural or professional publications;
- 40.3. Have delivered public lectures;
- 40.4. Have created traditional or digital online sources of scientific dissemination, databases of public interest, are involved in their maintenance, filling in and updating, engaged in the dissemination of scientific knowledge (publishing publications of popularizing science, speaking in spoken or written media) through the media, etc.

41. The position of professor is open to researchers who:

- 41.1. Have a record of at least 5 years of scientific pedagogical or practical activities in a university type higher education institution during the period of the last 5 years in an appropriate scientific field and hold the position of associate professor for the last 5 years with at least 0.5 full-time equivalent;
- 41.2. Have published their scientific research results after the awarding of a doctoral degree in at least 15 scientific articles in peer-reviewed scientific publications or in a monograph or study not prepared on the basis of a doctoral dissertation and at least 10 scientific articles in peer-reviewed scientific publications;
- 41.3. Research activities in the form of scientific publications within the last five years meet the requirements for attestation of the position of professor;
- 41.4. Have fulfilled at least 3 of the requirements specified in Clause 38 of the Procedure and at least 5 of the requirements specified in Clauses 39 to 40 of the Procedure during the last 5 years.

42. The position of associate professor is open to researchers who:

- 42.1. Have a record of at least 3 years of scientific pedagogical or practical activities in a university type higher education institution during the period of the last 3 years in an appropriate scientific field and holds the position of associate professor for the last 3 years with at least 0.5 full-time equivalent;
- 42.2. Have published the results of their research after the awarding of a doctoral degree in at least 10 scientific articles in peer-reviewed scientific publications or in monographs or studies and in at least 5 scientific articles in peer-reviewed scientific publications;
- 42.3. Scientific research activities in the form of scientific publications over the last five years meet the requirements of attestation for the position of associate professor;
- 42.4. Have fulfilled at least 2 of the requirements specified in Clause 38 of the Procedure and at least 4 of the requirements specified in Clauses 39 to 40 of the Procedure during the last 5 years.

43. The position of lecturer is open to researchers who:

- 43.1. Have a PhD qualification degree or a master's qualification degree or a higher education qualification equivalent to that degree in an appropriate scientific field;

- 43.2. Have a record of at least 2 years of scientific pedagogical or practical activities at a higher education institution;
- 43.3. Have participated in a scientific conference with a report or a plenary lecture or having carried out scientific applied activities, including experimental (social, cultural) development activities, or engaged in educational, study and scientific popularization activities over the last 5 years;
- 43.4. Have published at least 2 scientific articles in peer-reviewed scientific publications.
44. **The position of an assistant lecturer** is open to persons with a master's qualification degree or a higher education qualification equivalent to that degree in an appropriate scientific field.
45. All participants of the competition must be able to teach in Russian and English, unless in a specific case the teaching process is to be organized in other languages.
46. **The position of chief researcher is open to researchers who:**
- 46.1. Have presented research results at international and national scientific conferences and in one of the following ways:
- 46.1.1. In a non-dissertation-based scientific monograph published by internationally recognized publishing houses and in at least 5 scientific articles of international level¹;
- 46.1.2. In a scientific monograph prepared on the basis of a dissertation and in at least 7 scientific articles of international level;
- 46.1.3. In at least 15 scientific articles of international level;
- 46.2. Have experience in managing research: have led international or national R & D or R & D & I projects or institutions' research programmes;
- 46.3. Have experience in the training of scientists: to have supervised a doctoral student or post-doctoral trainee.
- 46.4. Research activities in the form of scientific publications within the last five years meet the attestation requirements for the position of chief researcher;
- 46.5. Have fulfilled at least 3 of the requirements specified in Clause 38 of the Procedure and at least 5 of the requirements specified in Clauses 39 to 40 of the Procedure during the last 5 years.

47. The position of a senior researcher is open to researchers who:

¹ In compliance with paragraph No. 7 of Order No. V-61 of the Chairman of the Research Council of Lithuania of 29 January 2021 on the Approval of the Description of Minimum Qualification Requirements for the Positions of State Research Institutions of Science and Studies, the following results of activities may be held equivalent to a scientific article of the international level of a scientist who is candidates for the position of a research staff member: 1) the part of a scientific monograph, scientific study, synthetical research work or parts thereof published by an internationally recognised scientific publishing house (all of which volume not less than 4 aut. sheets); 2) prepared publications of scientific sources, publications of scientific translations, prepared or compiled scientific publications (complying with formal requirements) 3) prepared scientific data sets, publications of scientific resources (databases, systematic catalogues of sources, dictionaries, typological and thematic maps), scientific bibliography publications, drafts of the most important legal acts (the President of the Republic of Lithuania, the Seimas, Government, international), conclusions, comments and feedback on draft legal acts, etc. (complying with formal requirements); 4) co-ordination of a project of international research programmes in which research and experimental development (hereinafter referred to as R & D) is carried out. On the basis of this principle, other scientific results may be equated to no more than 3 scientific articles of international level.

- 47.1. Have published research results at international and national scientific conferences and in one of the following ways:
 - 47.1.1. In a non-dissertation-based scientific monograph published by internationally recognized publishing houses and in at least 2 scientific articles of international level;
 - 47.1.2. In a scientific monograph prepared on the basis of a dissertation and in at least 3 scientific articles of international level;
 - 47.1.3. In at least 7 scientific articles of international level;
- 47.2. Must have participated in carrying out international or national R & D or R & D & I projects or institutions' research programmes, or must have lead a doctoral student or post-doctoral trainee.
- 47.3. Research activities in the form of scientific publications within the last five years meet the attestation requirements for the post of senior researcher;
- 47.4. Have fulfilled at least 2 of the requirements specified in Clause 38 of the Procedure and at least 4 of the requirements specified in Clauses 39 to 40 of the Procedure during the last 5 years.

48. The position of a researcher is open to researchers who:

- 48.1. Must have published the results of their research in at least 2 scientific articles of international level.

49. The position of junior researcher is open to researchers with at least a Master's qualification degree or a higher education qualification equivalent to it.

II.5. Qualification requirements for art studies teachers

50. The positions of teachers (artists) are open to artists and doctors of art who:

50.1. Carries out artistic (creative) and pedagogical activities, consisting of:

- 50.1.1. Publication (performance) of a work of art or realization of a work for the client;
- 50.1.2. Publishing of a work of art in publishing houses, audio and video recording studios, etc.;
- 50.1.3. Evaluation of a work of art or its announcement by prestigious foreign and/or Lithuanian prizes or other prestigious awards;
- 50.1.4. Development of internationally recognized artists and/or successful supervision of an art doctors (or art licensors) art project (successfully defended project);
- 50.1.5. Publication of art research in a recognized foreign and/or Lithuanian publication.

50.2. Carry out art dissemination activities:

- 50.2.1. Prepare art projects and/or participate in them;
- 50.2.2. Present public lectures for popularizing art;
- 50.2.3. Publish articles and reviews in cultural, artistic and professional publications;
- 50.2.4. Create online sources of art dissemination, supervises them, regularly disseminates knowledge about art through the media, etc.;
- 50.2.5. Participate in creative union activities;
- 50.2.6. Participate in the work of art evaluation commissions, cultural and art expert groups;

- 50.2.7. Carry out other art dissemination activities.
- 50.3. **Carry out methodological activities:**
- 50.3.1. Participate in the process of art studies of any cycle (preparation and teaching of these subjects, supervision of an art project, review of an art project, supervision of students in preparation of final thesis, work in defence commissions);
- 50.3.2. Participate in the commission, defence council for the third cycle of studies or be a member of such commission or committee;
- 50.3.3. Participate in internships and exchange programmes for teachers;
- 50.3.4. Organize master classes, workshops, seminars, open lessons;
- 50.3.5. Participate in qualification improvement programmes;
- 50.3.6. Prepare study guides, textbooks or parts thereof, educational books, lecture notes for studies, anthologies, editorials of an artwork, other methodological tools used in the EHU study process. In addition to the criteria specified in Clause 45 of this Procedure, a person seeking to hold the position of a professor in the field of art must have performed all work in the field of art according to the relevant type (fine arts or design activities):
51. The position of **professor of arts – recognized artist** can be held by artists who have held the position of associate professor for at least 5 years, created works of importance for Lithuanian art and culture, or are distinguished performers of artistic works (recognized artists) who have at least 10 years of experience in creative activities and their creative activities have been recognized with prestigious international or national prizes and/or other awards and/or they have developed distinguished artists. The creative activity of a recognized artist must be demonstrated by bright, publicly recognizable works of art or/and events (musical, choreographic works, concerts, audio or video recordings, performances, films, art, architecture, design works, exhibitions, projects, etc.) presented or otherwise implemented in prestigious foreign or Lithuanian concert halls, theatres, art festivals or competitions, art galleries, museums, significant buildings, their exterior or interior, squares and other public places or installed in production, printed in prestigious publications or recorded in prestigious audio or video recording firms. Applicants must publicly present the results of their artistic activities (prepare a concert, performance, exhibition, show a film, present a portfolio of their works, etc.) or/and read a public lecture on their artistic activities, or organize an open lesson on the subject taught by them. The works of recognized artists applying for the position of professor must be positively evaluated by art specialists in Lithuania and/or foreign press.
- 51.1. In addition to the criteria specified in Clause 51 of this Procedure, a person seeking to take up the position of professor of art must have completed all activities in the field of art according to the appropriate art direction – they must have completed at least 10 activities in national and/or international contexts specified in Clauses 50.1., 50.2. and 50.3. of which at least 5 activities must be performed in international art spaces. In addition, such teacher must have completed at least 3 out of all activities specified in Clauses 50.1 and at least 5 of the activities specified in Clauses 50.2 and/or 50.3 over the last 5 years which that are of national and/or international significance.
52. In addition to the requirements specified in Clauses 50-51 of this Procedure, a person seeking to take up the position of professor of art must have recommendations from 3 recognized experts in the field of art.
53. The position of **associate professor of arts – recognized artist** can be held by artists with a Master's qualification degree or a higher education qualification equivalent to it, who work at higher education institution at least for 5 years, created works of importance or are distinguished performers of artistic works (recognized artists) who have at least 5 years of experience in creative activities and their creative activities have been recognized with prestigious international awards. The creative activity of a recognized artist must be demonstrated by sizable works of art or/and events (musical, choreographic works, concerts,

audio or video recordings, performances, films, films, art, architecture, design works, exhibitions, projects, etc.) presented or otherwise implemented in prestigious foreign or Lithuanian concert halls, theatres, art festivals or competitions, art galleries, museums, significant buildings, their exterior or interior, squares and other public places or installed in production, printed in publications or recorded in audio or video recording firms. The works of recognized artists applying for the position of associate professor must be positively evaluated by art specialists in Lithuania and/or foreign press.

- 53.1. In addition to the criteria specified in Clause 53 of this Procedure, a person seeking to take up the position of associate professor of art must have completed all works in the field of art according to an appropriate art field – they must have completed at least 7 activities in national and/or international contexts specified in Clauses 50.1., 50.2. and 50.3. of which at least 3 must be performed in international art spaces. In addition, such teacher must have completed at least 2 out all activities specified in Clause 50.1 and at least 4 of the activities specified in Clauses 50.2 and/or 50.3 over the last 5 years which are of national and/or international significance;
54. In addition to the requirements specified in Clauses 50-53 of this Procedure, a person seeking to hold the position of associate professor of art must have recommendations from 2 recognized experts in the field of art.
55. The prestige of the awards for performance of works of art or places of performance of the applicants for the position of **professor** or **associate professor** of art studies for is determined by the Lithuanian Academy of Music (music, theater, cinema, television, choreography) and Vilnius Academy of Arts (art, design, architecture, applied arts) Senate expert commissions, which include representatives of higher education institutions training artists in all specified fields / fields of art.
56. Artists with at least a Master's qualification degree or an equivalent higher education degree and a record of at least 2 years of artistic activity and a record of at least 1 years of pedagogical activity at a higher education institution may be a candidate for the position of **lecturer** in art studies. A person who has completed post-graduate studies in art and has acquired an appropriate qualification degree shall have priority to fill the position of a lecturer in the field of art.
57. Persons who have a Master's qualification degree in an appropriate field or an equivalent higher education degree may be candidates for the position of an **assistant lecturer** in art studies. A person who has completed post-graduate studies in art and has acquired an appropriate qualification degree shall have priority to hold the position of an assistant in the field of art..
58. All participants of the competition must be able to teach in Russian and English, unless in a specific case the teaching process is to be organized in other languages.
59. All persons participating in the competition must provide the facts supporting their declared activities (photos, electronic links, documents in pdf format, etc.) for a full assessment of their suitability for the position. Positions that do not meet this requirement shall not be counted as performance results.

III. ATTESTATION OF TEACHERS AND RESEARCHERS

III.1. Ordinary attestation

60. Persons with whom the open-ended employment contracts are signed for the positions of teachers or researchers shall be attested every 5 years (term of office). This 5-year period is calculated according to the teacher's or researcher's working year and starts from the first working day of the teacher or researcher under an open-ended employment contract; subsequent 5-year periods are calculated from the previous (last) attestation day. Period during which the employee has taken maternity leave, parental leave or child care leave is not included in the 5-year period.

61. The attestation procedure consists of two stages:
 - 61.1. Evaluation of the teacher's or researcher's activity at the meeting of the University department (recommendation conclusion and suggestions are provided);
 - 61.2. Attestation of a teacher or researcher in the Attestation commission (a decision is made on the attestation or non-attestation of a teacher or researcher).
62. The Finance and Personnel Unit shall, at least 3 months before the regular attestation of a teacher or researcher, inform the head of the University department where the teacher or researcher to be attested works. Upon receipt of this information, the Head of the University Department shall, within 3 calendar days, apply in writing to the Rector with a proposal to issue an order regarding the attestation of a teacher or researcher. Upon receipt of such submission, the Rector shall, within 3 calendar days, make a decision on the attestation of the teacher or researcher and form an *ad hoc* attestation commission (hereinafter - **Attestation Commission**). The Rector appoints its Chairperson and Secretary from among the members of the Attestation Commission.
63. The Attestation Commission may be formed both for the attestation of a specific teacher or researcher and for the attestation of several teachers or researchers (if attestations of several teachers or researchers should be performed at a similar time).
64. The Chairperson of the Attestation Commission shall appoint the date of the attestation meeting within 3 calendar days from the appointment to the Attestation Commission. On the same day, the Secretary of the Attestation Commission informs the attestee (s) about the date and time of the meeting by e-mail.
65. A teacher or researcher who due to important reasons (illness, business trip, etc.) will not be able to participate in the meeting of the Attestation Commission must immediately inform the Attestation Commission and the Rector thereof in writing. In this case, another date of the meeting of the Attestation Commission is set, about which the teacher or researcher is informed by e-mail. If an employee refuses to participate in the meeting or does not inform the Attestation Commission that he / she will not be able to participate in the meeting of the Attestation Commission for an important reason and does not attend this meeting, the Attestation Commission meeting on the certification of the respective teacher or researcher shall take place without him / her. The Rector has the right to postpone the term of employee certification, but not for more than one year, except in cases provided by law or determined by the specifics of academic activity (employee after maternity or parental leave, long - term internship at a foreign university or research center, etc.).
66. The teacher or researcher to be attested must submit the following documents to the Finance and Personnel Unit not later than 20 calendar days prior to the meeting scheduled by the Attestation Commission:
 - 66.1. Curriculum vitae;
 - 66.2. A completed attestation card in a form approved by the University;
 - 66.3. A list of his / her publications for the period for which he / she is attested;
 - 66.4. Copies of the acquired scientific degree, pedagogical title documents (with supplements), if the scientific degree or pedagogical title was acquired during the attestation period.
67. The Finance and Personnel Unit shall register the received documents of the person to be attested and inspect them immediately. After identifying the deficiencies in the documents, the Finance and Personnel Unit informs the attestee by e-mail on the same day and sets a deadline of 3 working days within which these deficiencies can be eliminated. If the deficiencies are not remedied within this period without good reason, the documents shall be deemed not to have been submitted and the teacher or researcher shall be recognized as non-attested.
68. At the end of the deadline for the submission of documents, the Finance and Personnel Unit shall forward the received and verified documents to the head of the department where the

person to be attested works. The head of the department organizes the assessment of the attestee's activities. Such an assessment is made at a meeting of teachers and researchers of the department. Only those employees of the department who have been working at the University for at least 2 years and at least 18 hours per week are invited to the meeting.

69. The meeting must take place no later than 14 calendar days from the date of receipt of the documents in the department. A meeting shall be deemed to have taken place if it is attended by at least ½ teachers and researchers of the department who work at least 18 hours per week for at least 2 years. The teachers and researchers of the department participating in the meeting have the right to give an opinion on the results and professional qualities of the attestee's work and professional qualities. After hearing the opinion of the employees participating in the meeting, the head of the department prepares a written summary of the expressed evaluations and formulates proposals to the Attestation Commission based on it.
70. Summary of evaluations with proposals and other documents of the attestee prepared by the head of the department, is submitted to the Attestation Commission (submitted within 2 working days from the day of the meeting). The prepared summary of evaluations with suggestions is of a recommendatory nature. When attesting the head of the department, the relevant documents are approved and prepared by the Attestation Commission itself.
71. The Attestation Commission assesses the attestee's compliance with the relevant position, the minimum qualification requirements specified in Section 3.3 of the Procedure, which had to be fulfilled during the 5-year term, as well as the results of applied artistic, scientific and scientific applied and educational activities achieved during the attestation period. The assessment takes into account the person's professional or work experience, compliance with the requirements of academic ethics and subject characteristics, student feedback, whether the attestee has been subject to disciplinary liability.
72. The attestee shall prepare an oral report for the attestation meeting, in which he / she summarizes the results of his / her activities during the attestation period. The duration of the oral report shall not exceed 20 minutes.
73. The decision regarding the attestation of a teacher or researcher in the Attestation Commission shall be made in accordance with the following procedure:
 - 73.1. A meeting of the Attestation Commission is valid if at least half of its members are present;
 - 73.2. Decisions of the Attestation Commission regarding the attestation / non-attestation of the attestees are made by open voting, by a simple majority of votes;
 - 73.3. Voting is organized using ballot papers (the voter confirms that he / she has received the ballot paper, signs the ballot list, one member can vote only once);
 - 73.4. The decision of the Attestation Commission shall be formalized in the minutes signed by the Chairperson and the Secretary of the Attestation Commission. The attestee has the right to get acquainted with these minutes. On the day of drawing up the minutes, the Secretary of the Attestation Commission shall return the documents of the attestee together with the minutes to the Finance and Personnel Unit;
 - 73.5. The employee who participated in the attestation shall be acquainted with the decision of the Attestation Commission by signing or by e-mail on the same day as the minutes of the decision of the Attestation Commission are drawn up. If decisions on the attestation of several employees are made in the minutes, then the attested employee is acquainted with the extract of the minutes (specifically the part of the minutes related to his / her evaluation).
74. An attestee who does not agree with the results of the voting of the Commission may submit an appeal to the Senate within 10 calendar days from the date of publication of the decision of the Attestation Commission. The appeal must set out the detailed arguments of the attestee on the basis of which he / she disagrees with the decision of the Attestation Commission. The

appeal must be lodged through the Finance and Personnel Unit. The Finance and Personnel Unit shall immediately forward the received appeal together with the minutes of the Commission and the attestation documents to the Chair of the Senate, who shall set the date of the Senate meeting at which the appeal will be considered.

75. The Senate shall consider the received appeal of the attestee not later than within 10 working days from the receipt of the appeal. If the appeal is upheld, the person must be re-attested. If the appeal is rejected, the decision made by the Attestation Commission shall be maintained. The attestee is informed about the decision of the University Senate by e-mail within one working day from the decision.
76. If the Attestation Commission makes a decision not to attest a teacher or researcher (and in the case of an appeal, if the Senate decides not to change the decision adopted by the Attestation Commission), the Rector shall make a decision on dismissal of the teacher or researcher. Such a decision may be made no earlier than 10 days after the decision of the Attestation Commission not to attest the teacher or researcher, and if an appeal is filed within this term, not earlier than after the announcement of the decision of the Senate to reject the appeal is made.

III.2. Extraordinary attestation

77. Extraordinary attestation may be appointed to teachers and researchers by the order of the Rector on any of the following grounds:
 - 77.1. If the teacher or researcher violates the norms and requirements of academic ethics;
 - 77.2. It turns out that the behavior of a teacher or researcher is incompatible with the concept of a member of the academic community;
 - 77.3. There are reasonable doubts as to whether the professional and / or personal qualities of a teacher or researcher are appropriate for the position he or she holds;
 - 77.4. If the Head of the University Department, having assessed that the activities of the teacher or researcher do not comply with the requirements established for his / her position, work norms, plans, applies to the Rector with a reasoned submission;
 - 77.5. Other sources indicate that the teacher or researcher may not meet the requirements for his / her position.
78. The Rector shall, on his own initiative or within 3 calendar days from the motivated submission of the Head of the Department, issue a decision on the extraordinary attestation of a teacher or researcher and form an *ad hoc* Attestation Commission. The Rector's order to appoint an extraordinary attestation of a teacher or researcher must specify the reasons and motives for appointing the extraordinary attestation.
79. Extraordinary attestation of a teacher or researcher may be announced not earlier than 1 year after the ordinary or extraordinary attestation of a teacher or researcher, or not earlier than 1 year after the competition in which the winning teacher or researcher has been appointed to the position in the University.
80. The Chairperson of the Attestation Commission shall, within 3 working days from the appointment to the Attestation Commission, appoint the date of the extraordinary attestation meeting. On the same day, the Secretary of the Attestation Commission informs the attestee about the date and time of the meeting by e-mail.
81. Extraordinary attestation meeting of the Attestation Commission must take place no later than within 1 month from the Rector's order to appoint an extraordinary attestation to a teacher or researcher. This term may be extended for another 1 month by the decision of the Rector.
82. A teacher or researcher who, due to important reasons (illness, business trip, etc.) is unable to participate in the meeting of the Attestation Commission, must immediately inform the Attestation Commission thereof in writing. In this case, another date of the meeting of the

Attestation Commission is set, about which the teacher or researcher is informed by e-mail. If an employee refuses to attend a meeting or does not inform the Attestation Commission that he or she will not be able to attend a meeting of the Attestation Commission for an important reason and does not attend this meeting, the meeting of the Attestation Commission regarding the attestation of the teacher or researcher is conducted without the attestee.

83. If the attestee is unable to attend the meeting due to temporary incapacity for work or due to the use of special leave, the date of the meeting shall be changed and the term specified in Clause 76 of this Procedure within which the extraordinary attestation meeting must take place shall not include temporary medical leave, special leave, temporary dismissal and other periods of absence from work.
84. Extraordinary attestation shall be performed in accordance with the procedure established in Clauses 63-67 of this Procedure.
85. After the extraordinary attestation in the department, the head of the department shall forward the documents of the attestee together with the submission for the extraordinary attestation, the conclusion of the department and the proposals of the head of the department written in the attestation card to the Chairperson of the Attestation Commission.
86. During the extraordinary attestation, the Attestation Commission, on the basis of the documents in the attestee's file, assesses the specific circumstances that form the basis of the extraordinary attestation. The compliance of the attestee with the minimum qualification requirements (Subsection 3.3. of this Procedure), the results of his / her artistic, scientific and applied and educational activities achieved during the period after the competition or previous ordinary or extraordinary attestation, subject characteristics of the person are also assessed. During the extraordinary attestation, the minimum qualification requirements set out in subsection 3.3 shall be assessed in proportion to the time worked before the extraordinary attestation. If certain skills are required for the position, these skills are also assessed.
87. For the extraordinary attestation meeting, the attestee shall prepare an oral report (up to 20 minutes) in which he or she submits a reasoned and substantiated opinion regarding the existence and assessment of the circumstances that form the basis of the extraordinary attestation. In this report, the person can also summarize the results of his / her activities during the attestation period.
88. The decision-making procedure of the Attestation Commission is described in Clause 68 of this Procedure.
89. An attestee who does not agree with the voting results of the Attestation Commission may file an appeal in accordance with the procedure and terms established in Clause 69 of this Procedure.
90. The Senate shall consider the received appeal of the attestee not later than within 10 calendar days from the receipt of the appeal. If the appeal is satisfied, the re-extraordinary attestation of the person shall be re-performed in accordance with the procedure established in Clauses 63-67 of this Procedure and a decision shall be made in accordance with the procedure established in Clause 68 of the Procedure. If the appeal is rejected, the decision made by the Attestation Commission shall be maintained. The attestee is informed about the decision of the Chairperson of the University Senate by e-mail on the day of the decision.
91. In case the Attestation Commission makes a decision to not attest a teacher or researcher (and in case of appeal, if the Senate decides not to change the decision adopted by the Attestation Commission), the Rector shall make a decision on dismissal of the teacher or researcher. Such a decision may be made no earlier than 10 days after the decision of the Attestation Commission not to attest the teacher or researcher, and if an appeal is filed within this term, not earlier than after the announcement of the decision of the Senate to reject the appeal.
92. The Rector has the right to reasonably revoke the extraordinary attestation of a teacher or researcher before the beginning of the meeting of the Attestation Commission, where it is planned to perform the extraordinary attestation of the teacher or researcher. The head of the

department where the teacher or researcher works, the Attestation Commission, the Finance and Personnel Unit and the teacher or researcher shall be informed about the revoked extraordinary attestation.

III.3. Qualification requirements for the attestation of teachers and researchers

93. This section of the Procedure sets out the minimal qualification requirements for teachers and researchers that a person wishing to be attested must meet during a term that does not include periods of temporary incapacity for work longer than 90 calendar days, as well as maternity leave, paternity leave and periods of parental leave.
94. **For attestation during the term of office, professor must have fulfilled the following minimum qualification requirements:**
- 94.1. Prepared scientists: supervise research work of doctoral students, lectured at the University's doctoral studies programme²;
 - 94.2. Participated in scientific and/or organizational committees of international and national conferences, chaired plenary meetings, moderated the work of sections of conferences or scientific fields;
 - 94.3. Presented slides, delivered lectures, presentations at plenary meetings of international or national scientific research or applied scientific conferences or at meetings of their sections;
 - 94.4. Implemented scientific, applied scientific, experimental work in international or national research or administrative projects of the humanities or social sciences;
 - 94.5. Were involved in educational activities of popularizing science: science popularization publications, public lectures, workshops and other science popularization events for students, graduating students, listeners, in-service training students;
 - 94.6. During the last five calendar years, at least one of the following minimum requirements has been fulfilled:
 - 94.6.1. Published at least 5 (five) scientific articles in peer-reviewed publications, of which at least 2 (two) articles must be published in foreign peer-reviewed scientific publications, of which at least 1 (one) article must be an international scientific article³;
 - 94.6.2. Published a scientific monograph in an internationally recognized publishing house (the researcher's contribution is at least 4 aut. sheets);
 - 94.6.3. Published a part or chapter(s) of scientific monograph (the researcher's contribution of at least 4 aut. sheets) in an internationally recognized publishing house and published at least 1 (one) international scientific article or at least 2 (two) articles in peer-reviewed scientific publications;
 - 94.6.4. Published a scientific monograph in another publishing house (the researcher's contribution of at least 8 aut. sheets) and at least 2 (two) scientific articles in peer-reviewed scientific publications of which at least 1 (one) article was published in a foreign peer-reviewed publication;
 - 94.6.5. Published a part or chapter(s) of scientific monograph in another publishing house (the researcher's contribution of at least 4 aut. sheets), scientific study, synthetic

² The requirement shall apply in the case when a doctoral study programme corresponding to the field of teaching is implemented at the University.

³ "Scientific article of international level" means an article published in the Lithuanian or foreign scientific publication, which has a citation index or whose editorial board consists of scientists from various countries, wherein research results of scientists of various countries are published and/or whose compilers or editors are recognised representatives of the field of science. For the purposes of this Procedure, in the case of social sciences, scientific articles published in scientific journals indexed in Claritive Analytics Web of Science or Scopus databases shall be considered as an international scientific article.

research work (at least 2 aut. sheets) and published at least 3 (three) scientific articles in peer-reviewed scientific publications, of which at least 2 (two) articles were published in a foreign peer reviewed publication or at least 1 (one) published scientific article was of international level;

94.6.6. Supervised successfully defended doctoral thesis and published at least 2 (two) scientific articles in peer-reviewed scientific publications, of which at least 1 (one) was a scientific article of international level.

95. For attestation during the term of office, associate professor must have fulfilled the following minimum qualification requirements:

95.1. Participated in scientific and/or organizational committees of international and national conferences, moderated the work of sections of scientific fields or conferences;

95.2. Presented slides, delivered lectures, presentations at plenary meetings of international or national scientific research or applied scientific conferences or meetings of their sections;

95.3. Implemented scientific, applied scientific, experimental work in international or national research or administrative projects of the humanities or social sciences;

95.4. Were involved in educational activities of popularizing science: science popularization publications, public lectures, workshops and other science popularization events for students, graduating students, listeners, in-service training students;

95.5. During the last five calendar years, at least one of the following minimum requirements has been fulfilled:

95.5.1. Published at least 4 (four) scientific articles in peer-reviewed publications, of which at least 2 (two) articles must be published in foreign peer-reviewed scientific publications, of which at least 1 (one) must be an international scientific article;

95.5.2. Published a part or chapter(s) of scientific monograph in an internationally recognized publishing house (the researcher's contribution of at least 4 aut. sheets) and published at least 2 (two) articles in the peer-reviewed publication;

95.5.3. Published a scientific monograph in another publishing house (the researcher's contribution of at least 8 aut. sheets) and at least 2 (two) scientific articles in peer-reviewed scientific publications;

95.5.4. Published a part or chapter(s) of scientific monograph in another publishing house (the researcher's contribution of at least 4 aut. sheets), scientific study, synthetic research work (at least 2 aut. sheets) and published at least 2 (two) scientific articles in peer-reviewed scientific publications, of which at least 1 (one) article – in a foreign peer-reviewed scientific journal or published no less than 1 (one) scientific article of international level;

95.5.5. Supervised successfully defended doctoral thesis and published at least 1 (one) international scientific article.

96. For attestation during the term of office, a lecturer must have fulfilled the following minimum qualification requirements:

96.1. During five years published at least 2 (two) scientific articles in peer-reviewed scientific publications as well as fulfilled at least one of the following requirements:

96.2. Presented and read at least one scientific report at an international or national scientific research or applied scientific conference;

96.3. Participated in the implementation of scientific, scientific practical and experimental works in international or national research or administrative projects of the humanities or social sciences;

96.4. Engaged in educational activities of popularizing science: science popularization publications, public lectures, workshops and other science popularization events for students, graduating students, schoolchildren, in-service training students;

97. For attestation during the term of office, an assistant must have fulfilled the following minimum qualification requirements:

97.1. Presented and read at least one scientific report at an international or national scientific research or applied scientific conference;

97.2. Participated in the implementation of scientific, scientific practical, experimental works in international or national research or administrative projects of the humanities or social sciences;

97.3. Were involved in educational activities of popularizing science: science popularization publications, public lectures, workshops;

97.4. Organized other science popularization events for students, graduating students, schoolchildren, in-service training course participants.

98. For attestation during the term of office, a chief researcher must have fulfilled the following minimum qualification requirements:

98.1. Participated in training of scientists (supervised doctoral students, prepared and taught doctoral studies subjects, supervised post-doctoral internships, reviewed doctoral dissertations, was a member of the doctoral committee or (and) the council for the defense of doctoral dissertation);

98.2. Delivered reports or plenary lectures at international and national scientific conferences;

98.3. Led or coordinated international projects of science or studies, EU structural funds, national research programmes or contracted research and experimental development works;

98.4. Engaged in educational and scientific dissemination activities;

98.5. During the last five calendar years, at least one of the following minimum requirements has been fulfilled:

98.5.1. Published at least 8 (eight) scientific articles in peer-reviewed publications, of which at least 4 (four) articles must be published in foreign peer-reviewed scientific publications, of which at least 2 (two) must be scientific articles of international level;

98.5.2. Published a scientific monograph in an internationally recognized publishing house (the researcher's contribution of at least 4 aut. sheets) or 3 (three) scientific articles of international level;

98.5.3. Published a part or chapter(s) of scientific monograph in an internationally recognized publishing house (researcher's contribution of at least 4 aut. sheets) and published at least 2 (two) international scientific articles or at least 4 (four) articles in peer-reviewed scientific publications;

98.5.4. Published scientific monographs in another publishing house (the researcher's contribution of at least 8 aut. sheets) and at least 3 (three) scientific articles in peer-reviewed scientific publications of which at least 2 (two) articles were published in foreign peer-reviewed publications;

98.5.5. Published a part or chapter(s) of scientific monograph in another publishing house (the researcher's contribution of at least 4 aut. sheets), scientific study, synthetic research work (at least 2 aut. sheets) and published at least 4 (four) scientific articles in peer-reviewed scientific publications, of which at least 2 (two) articles were published in a foreign peer-reviewed publication or published no less than 1 (one) scientific article of international level;

98.5.6. Supervised a successfully defended doctoral thesis and published at least 4 (four) scientific articles in peer-reviewed scientific publications, of which at least 1 (one) was an international scientific article.

99. For attestation during the term of office, a senior researcher must have fulfilled the following minimum qualification requirements:

99.1. Delivered reports or plenary lectures at international or national scientific conferences;

99.2. Led or co-ordinated international projects of science or studies, EU structural funds, national research programmes or on-demand research and experimental development works;

99.3. Engaged in educational and scientific dissemination activities;

99.4. During the last five calendar years, at least one of the following minimum requirements has been fulfilled:

99.4.1. Published at least 5 (five) scientific articles in peer-reviewed publications, of which at least 3 (three) articles must be published in foreign peer-reviewed scientific publications, of which at least 1 (one) must be an international scientific article;

99.4.2. Published a part or chapter(s) of scientific monograph in an internationally recognized publishing house (the researcher's contribution of at least 4 aut. sheets) and at least 3 (three) articles in a scientific peer reviewed publication;

99.4.3. Published scientific monograph in another publishing house (the researcher's contribution at least 8 aut. sheets) and at least 3 (three) scientific articles in peer-reviewed scientific publications, of which at least 1 (one) article was published in a foreign peer-reviewed publication;

99.4.4. Published a part or chapter(s) of scientific monograph in another publishing house (the researcher's contribution of at least 4 aut. sheets), scientific study, synthetic research work (at least 2 aut. sheets) and published at least 3 (three) scientific articles in peer-reviewed scientific publications, of which at least 1 (one) article – in a foreign peer-reviewed scientific journal or published at least 2 (two) scientific articles of international level;

99.4.5. Supervised successfully defended doctoral thesis and published at least 1 (one) international scientific article or published at least 3 (three) scientific articles in peer-reviewed scientific publications.

100. For attestation during the term of office, a researcher must have fulfilled the following minimum qualification requirements:

100.1. Delivered reports or plenary lectures at international or national scientific conferences;

100.2. Participated in carrying out national or international projects of science or studies, EU structural funds support or national research programmes or on-demand research and experimental development works;

100.3. Were involved in educational and scientific dissemination activities

100.4. During five years, published at least 3 (three) scientific articles in peer-reviewed scientific publications.

101. For attestation during the term of office, a junior researcher must have fulfilled the following minimum qualification requirements:

101.1. Presented and read at least one scientific report at an international or national scientific research or applied scientific conference;

- 101.2. Participated in carrying out national or international projects of science or studies, EU structural funds support or national research programmes or on-demand research and experimental development works;
- 101.3. Were involved in educational activities of popularizing science: science popularization publications, public lectures, workshops;
- 101.4. During five years published at least 1 (one) scientific article in peer-reviewed scientific publications.
102. At the time of the attestation of researchers, other results of scientific activities may be equated with other scientific results on the basis of the principles previously provided for in this document.
103. **Professor – recognized artist:**
- 103.1. Must have been engaged in pedagogical work and have developed the teaching methodology tools;
- 103.2. Must have prepared artists participating in public artistic activities;
- 103.3. Must confirm his creative activity by gaining recognition in Lithuania and/or abroad with significant works or other permanent creative activities;
- 103.4. Must have completed at least 3 activities out of Clause 50.1. and at least 5 of the activities specified in Clauses 50.2. and/or 50.3. during the last 5 years, that are of national and/or international significance.
104. **Associate professor - recognized artist:**
- 104.1. Must have been engaged in pedagogical work and have developed the teaching methodology tools;
- 104.2. Must have prepared artists participating in public artistic activities;
- 104.3. Must confirm his creative activity by gaining recognition in Lithuania and/or abroad with significant works or other permanent creative activities;
- 104.4. Must have completed at least 2 activities out of Clause 50.1 and at least 4 of the activities specified in Clauses 50.2. and/or 50.3. during the last 5 years, that are of national and/or international significance.
105. An employee who holds the position of **lecturer** in art studies during their term must teach students, engage in methodological activities, participate in creative activities and publicly publish their works.
106. During their term of office, an **assistant** in art studies must control the practical activities of students (practices, exercises, internships, etc.) that helped create or created separate artistic works.

IV. FINAL PROVISIONS

107. This Procedure shall be amended by the order of the Rector.
108. This Procedure and its amendments shall be published on the University website.