

THE UNIVERSITY OF CYPRUS LAWS

Statutes under sections 22, 32 and 33

Statutes no. 36 of
1996
Statutes no.145 of
2001

The Council of the University of Cyprus, exercising its powers under sections 22, 32 and 33 of the University of Cyprus Laws of 1989 to 1995, makes, with the approval of the Council of Ministers, the following Statutes:

144 of 1989
137 of 1990
53(I) of 1994
77(I) of 1994
24(I) of 1995
59(I) of 1997
90(I) of 1998
127(I) of 1999
84(I) of 2000
44(I) of 2001
Short Title.

1. These Statutes may be cited as the University of Cyprus (Election, Evaluation and Upgrading of the Academic Staff) Statutes of 1996 to 2001.

2.(1) In these Statutes, unless a different meaning arises from the text – “Law” means the University of Cyprus Laws of 1989 to 2001 and includes any other law amending or substituting those laws.

Interpretation.

(2) Terms which are not interpreted by these Statutes, unless a different meaning arises from the text, have the meaning given by the Law.

PART I – ANNOUNCEMENT OF POSTS OF ACADEMIC STAFF

3. (a) The advertisement of the posts of the academic staff of all the ranks shall be done in the following occasions:

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- (I) Resignation
- (II) Retirement
- (III) Termination of the employment of a Lecturer or Assistant Professor
- (IV) Creation of new posts

The advertisement shall be done under the following conditions:

- (I) In case of a vacancy in the rank of Professor or Associate Professor, the advertisement shall be done either in the rank of Lecturer and Assistant Professor by a decision of the University or in the rank of Professor or Associate Professor by previously informing the Ministry of Education and Culture and

- the Ministry of Finance.
- (II) In case of a vacancy in the rank of Assistant Professor or Lecturer, the advertisement shall be done in one of these ranks.

(b) The announcement shall be made for the general field of study of the Department or Research Unit with specific reference to the requisite specializations.

PART II – APPOINTMENT IN THE RANKS OF PROFESSOR AND ASSOCIATE PROFESSOR

- 4(1)The Senate shall appoint a Special Committee for the appointment in the ranks of Professor and Associate Professor. Appointment of Special Committee.
- (2) The Committee shall consist of three external advisers of the same or related field of study, being university professors and coming from universities of at least two foreign countries, and of two internal advisers. One between those two shall be appointed by the Senate as Chairman of the Committee.
- (3) The selection of the members of the Committee shall be made of a list including the names of six professors or at least Professors Emeriti, coming from foreign universities, and the names of four members of the academic staff of the University of Cyprus. That list shall be submitted to the Senate by the Board of the relevant Department, through the Board of the relevant Faculty.
- 5(1)The Chairman of the Committee shall communicate to the members of the Committee all the documents proving the qualifications of the candidates, within two weeks from the closing date for the submission of applications. Procedure for the preparation of the report of the Committee.
- (2) The Chairman of the Committee shall, within six weeks from the closing date for the submission of applications, prepare the final list of the candidates who shall be called to an interview. The list shall include the names of the candidates nominated by two or more members of the Committee, the Chairman included.
- (3) Within twelve weeks from the closing date for the submission of applications, the Chairman of the Committee shall call the candidates included in the final list to an interview.
- (4) Within fifteen days from the conclusion of the interviews, the Committee shall send to the Board of the relevant Faculty a

sufficiently reasoned and documented report of confidential nature.

6. The appointment shall be decided taking into consideration the provisions of section 22 of the Law. Final election.

The Dean of the relevant Faculty shall call the Electoral Body for a meeting, within three weeks from the submission to the Board of the relevant Faculty of the documented report of the Committee.

After the conclusion of the procedure for the final appointment, each candidate shall be forwarded with a copy of that part of the report of the Committee which refers to him and to the candidate who has been appointed.

PART III – APPOINTMENT IN THE RANKS OF ASSISTANT PROFESSOR AND LECTURER

- 7(1) For the purposes of appointment in the ranks of Assistant Professor and Lecturer, the Senate shall appoint a Special Committee. Appointment of Special Committee.

(2) The Committee shall consist of two external advisers of the same or related field of study, being university professors and coming from universities of two foreign countries and of three internal advisers, one of whom shall be appointed as Chairman of the Committee.

(3) The selection of the members of the Committee shall be made of a list including the names of four professors coming from foreign universities and the names of six members of the academic staff of the University of Cyprus. That list shall be submitted to the Senate by the Board of the relevant Department through the Board of the relevant Faculty.

8. The procedure for the preparation of the report of the Committee and the final appointment shall be made according to the provisions of Rules 5 and 6 of these Statutes. Procedure for election.

PART IV – EVALUATION, UPGRADING AND TERMINATION OF EMPLOYMENT OF ACADEMIC STAFF

9.(1) After a Lecturer has completed three years of service in the University of Cyprus, the procedure for his evaluation shall be activated, by which it shall be decided the continuation or not of his employment or his upgrading to the rank of Assistant Professor. In case of continuation of his service without his upgrading, the Lecturer shall be obliged before the completion of Evaluation, Upgrading and Termination of Employment of Academic Staff

the sixth year of his service to ask for his upgrading, otherwise the procedure for his evaluation shall be activated by the University. In the case of a second failure on his behalf to be upgraded to the rank of Assistant Professor, his employment shall be terminated.

(2) After an Assistant Professor has completed four years of service in the University of Cyprus, the procedure for his evaluation shall be activated, by which it shall be decided the continuation or not of his employment or his upgrading to the rank of Associate Professor. In the case of continuation of his service without his upgrading, the Assistant Professor shall be obliged before the completion of the seventh year of his service to ask for his upgrading, otherwise the procedure of evaluation shall be activated by the University. In the case of a second failure on his behalf to be upgraded to the rank of Associate Professor, the employment shall be terminated.

(3) In the case of termination of employment of a Lecturer or Assistant Professor a one-year notice shall be given.

(4) After an Associate Professor has completed four years of service in the University of Cyprus, he may ask for his upgrading in the rank of Professor. In the case of failure on his behalf to be upgraded to that rank, he may ask again for his upgrading after the completion of four years from his previous evaluation. Despite his failure for upgrading, the services of the Associate Professor shall not be terminated.

(5) (a) The procedure for evaluation shall be activated by the appointment of a Special Committee of independent appraisers.

(b) For the composition of the Special Committee which shall evaluate for the upgrading to the post of Assistant Professor the provisions of Statutes 7 and 8 shall apply whereas for the composition of the Special Committee which shall evaluate for the upgrading to the post of Associate Professor or Professor the provisions of Statutes 4, 5 and 6 shall apply.

(c) Within a month after the appointment of the Special Committee, the latest, the candidate shall submit a dossier for evaluation.

(d) The content of the dossier, the way of submission and the participation of the Independent Judges in the procedure shall be defined by Rules made by the Senate and ratified by the Council.

(6) The Special Committee after having received the written evaluations of the independent appraisers, shall decide whether it will call the candidate to an open lecture and interview, for the

purpose to evaluate him for upgrading. Otherwise, and in the cases of Lecturer or Assistant Professor, the Special Committee shall decide for the continuation or termination of his employment. The procedures for taking the decisions, conduct of the open lecture and interview as well as the drafting of the report of the Special Committee shall be defined by Rules made by the Senate and ratified by the Council.

(7) The Chairman of the Special Committee shall deposit to the Dean of the relevant Faculty the documented proposition of the Committee, attaching the written evaluations of the independent appraisers. The Dean shall communicate the report of the Special Committee to the candidate. The evaluations of the independent appraisers as well as the reference letters shall not be communicated to the candidate. The candidate shall have the right to submit to the Electoral Body his remarks in writing, within fifteen days.

(8) The Electoral Body shall examine the report of the Special Committee and the remarks of the candidate, take the decision and submit to the Senate a documented report for ratification. Applying the provisions of section 22(i) of the Law, the Electoral Body shall firstly meet in a composition so as to evaluate the candidate for upgrading. In case of a negative decision, it shall meet in a composition so as to decide on the continuation or termination of his employment.

(9) The Senate shall examine the report of the Electoral Body and communicate its decision to the Council for ratification

(10) The final decision shall be communicated to the candidate by the Chairman of the Council together with the report of the Electoral Body.

(11) The application of the provisions of these Statutes shall be defined by Rules made by the Senate and ratified by the Council.

(12) Evaluations for candidates made before the beginning of enforcement of these Statutes shall not be taken into consideration at the time of their application.

(13) The contracts of employment of Lecturers and Assistant Professors being in force at the time of beginning of enforcement of these Statutes shall be suppressed and their employment shall be ruled by these Statutes. The procedure of evaluation according to which the continuation or not of their employment or their upgrading shall be decided, shall be activated after three and four years, respectively, from the beginning of enforcement of these Statutes.

The decisions of the Electoral Bodies for the renewal or not of contracts, which have already been taken, shall be in force and applied.

(14) The Lecturers and Assistant Professors, being in service, after the completion of three and four years of service in their rank, respectively, may ask for precipitation of the procedure of their evaluation and upgrading, in the way that procedure is defined in these Statutes. In that case, the continuation of their employment or not shall be governed by these Statutes, whereas they may ask their upgrading for once more.

PART V – TRANSITIONAL PROVISIONS

10.(1) Until the number of the professors appointed to the University of Cyprus shall be sufficient, so as the provisions of paragraphs (2) and (3) of Rules 4 and 7 and of paragraphs (1) and (2) of Rule 9 of these Statutes can be enforced, the Senate may appoint external advisers as Chairman and members of the Special Committees.

Transitional
Provision
Statutes no. 99 of
1996

(2) In the case where the number of the members of the Electoral Body is less than five, the election shall be made by the Professors of the Departments of the Faculty. In the case where their number is again less than five, the Senate shall complete the number of the members of the Electoral Body by Professors of the University, having as criterion the relevance of the field of study.