

Please note that the English translation of the present rules is for information purposes only and is not intended to have any legal effects. In the event that a dispute should arise about the interpretation of the rules contained herein and the rules contained in the original Greek document, the latter shall prevail.

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### 3.1.6 Rules for Researchers (Research Units), 2003 to 2025

1. The ranks of researchers and the corresponding salary scales shall be as follows:
  - Research Professor, Scale A15-A16
  - Research Associate Professor, Scale A14-A15
  - Research Assistant Professor, Scale A13-A14
  - Research Lecturer, Scale A12-A13.
2. These positions shall not be statutory and shall be funded exclusively from sources other than the state grant and the undergraduate tuition fees. They shall be filled either through an open recruitment process or through professional advancement under a fixed-term contract. The employment of Researchers in these positions may be full-time or part-time, with a corresponding proportional adjustment of remuneration. The detailed salary scales for Researchers are provided in detail in the Appendix to these Rules.
  - 2.1. Researchers shall serve temporary or transitional needs of the University and shall neither be employed on contracts of indefinite duration nor acquire tenure.
  - 2.2. Employment shall be on a fixed-term contract(s), which shall under no circumstances be converted into a contract of indefinite duration. The minimum initial period of employment in a Researcher position shall be three years. Subsequent contracts (regardless of rank) may have any duration exceeding one year.
3. The positions shall be announced by the Research Unit or by the Department/Faculty to which the Unit is assigned, or by the Centre of Excellence, following a decision of the Senate. The required qualifications are described in Rule 6 below, while the fields of specialisation shall be determined in the announcement of the position.
4. Announcement for Researcher Positions
  - 4.1 Appointment of a Special Committee
    - 4.1.1. Positions of Research Professor and Research Associate Professor
      - 4.1.1.1. The Senate shall appoint a Special Committee for the positions of Research Professor and Research Associate Professor.
      - 4.1.1.2. The Committee shall consist of three external rapporteurs in the same or a related field of study, who shall be university Professors from at least two different foreign countries, and two internal rapporteurs, one of whom shall be appointed by the Senate as Chairperson of the Committee.

4.1.1.3. The selection of the members of the Committee shall be made from a list containing the names of six active Professors or Professors Emeriti from foreign universities and the names of four members of the Academic Staff of the University of Cyprus. This list shall be submitted by the Council of the Research Unit, through the Department/Faculty to which the Unit is assigned, to the Senate through the Board of the relevant Faculty. In the case of a Centre of Excellence, the lists shall be submitted directly to the Senate by the Centre.

4.1.2. Positions of Research Assistant Professor and Research Lecturer

4.1.2.1. The Senate shall appoint a Special Committee for the positions of Research Assistant Professor and Research Lecturer.

4.1.2.2. The Committee shall consist of two external rapporteurs in the same or a related field of study, who shall be university Professors from at least two different foreign countries, and three internal rapporteurs, one of whom shall be appointed by the Senate as Chairperson of the Committee.

4.1.2.3. The selection of the members of the Committee shall be made from a list containing the names of four active Professors or Professors Emeriti from foreign universities and the names of six members of the Academic Staff of the University of Cyprus. This list shall be submitted by the Council of the Research Unit, through the Department/Faculty to which the Unit is assigned, to the Senate through the Board of the relevant Faculty. In the case of a Centre of Excellence, the lists shall be submitted directly to the Senate by the Centre.

4.2. Procedure for the Evaluation and Selection of Candidates

4.2.1. The Chairperson of the Special Committee shall forward all supporting documentation concerning the candidates' qualifications to the members of the Committee within two weeks of the deadline for the submission of applications.

4.2.2. Within six weeks of the deadline for the submission of applications, the Chairperson of the Committee shall prepare a final list of the candidates to be invited for an interview. The list shall include the names of the candidates who have been nominated by two or more members of the Committee, including the Chairperson.

4.2.3. Within twelve weeks of the deadline for the submission of applications, the Chairperson of the Committee shall invite the candidates on the final list to an interview.

4.2.4. Within fifteen days of the completion of the interviews, the Committee shall submit to the Dean of the relevant Faculty or to the Director of the

Centre of Excellence a duly reasoned and well-documented confidential report.

- 4.2.5. Provided that, the Dean of the relevant Faculty or the Director of the Centre of Excellence shall convene the Electoral Body within three weeks of the submission of the documented report of the Committee to the Board of the relevant Faculty or to the Director of the Centre of Excellence, and that, in case the Chairperson of the Committee is not a member of the Electoral Body, he or she shall be invited to present the report of the Committee.
- 4.2.6. The decision shall be taken by a vote of the Electoral Body, in which there shall participate the members of the Academic Staff of the Department or Faculty to which the Unit is assigned, and the members of the Board of the relevant Faculty who hold higher academic ranks. However, in the case of a Researcher position, only members of equal rank shall vote. In the case of a Centre of Excellence, the Electoral Body shall consist of the members of the Academic Staff of the Centre who hold higher academic ranks, while in the case of an election to a Research Professor position, the Electoral Body shall consist of members of equal rank. In all cases, the Electoral Body shall consist of at least five members. If the number of members is lower, the Senate shall fill the remaining positions with members of the Academic Staff in a relevant field of study.
- 4.2.7. A candidate shall be elected if he/she receives a number of votes equal to the next integer greater than half the total number of members of the Electoral Body.
- 4.2.8. The decision of the Electoral Body shall be forwarded to the Senate for approval and to the Council of the University or of the Bodies to which the Council has delegated this authority, for ratification.
- 4.2.9. Provided further that, upon completion of the procedure and once the final decision has been taken, each candidate shall be provided with a copy of the part of the report of the Committee that concerns him/her and the selected candidate.

## 5. Contract Renewal and Professional Advancement of Researchers

- 5.1. Contract renewal at the same rank shall be decided by the Electoral Body, following a duly substantiated recommendation either of the Research Unit, through the Department/Faculty to which the Unit is assigned, or of the Centre of Excellence.
- 5.2. Professional advancement from one rank to the next may take place upon the request of the Researcher and by a decision of the relevant Department/Faculty or Centre of Excellence, only in the event that the minimum time limits specified in the procedure for the professional advancement of Academic Staff are met.

- 5.3. The evaluation procedure for the professional advancement of Researchers shall be the same as that applicable to Academic Staff positions.

Provided that, the criteria relating to teaching duties shall not apply, and that the composition of the Electoral Body and the Advisory Bodies shall follow the procedure applicable to the election of Researchers, as described in Rule 4 above.

6. The required qualifications for each rank in the Researcher position shall correspond to the qualifications required for the equivalent ranks of Academic Staff, except for qualifications relating to teaching experience.
7. Researchers may contribute to the teaching work of the relevant Department/Faculty, or of a Department in a related field, by teaching one course per semester, if requested by the Faculty or Department and if the Researcher consents. For any teaching work provided, the Department shall compensate the Research Unit or the Centre of Excellence by transferring funds to the account of the Unit or Centre that are equivalent to the remuneration of a Special Scientist for the corresponding number of teaching hours.
8. Researchers may contribute to the research work of the Department/Faculty, provided that their employment contract with the University remains in force for the prescribed duration of the dissertation, including through the co-supervision of doctoral dissertations and/or the supervision/co-supervision of master's theses, subject to the researcher's consent and provided that the topic of the dissertation is relevant to his/her research interests and activities.
9. Research Units (through the Department and the Faculty) and Centres of Excellence may recommend to the Senate the appointment of Visiting Researchers with corresponding titles and qualifications. Visiting Researchers shall be funded from resources other than the state grant and the undergraduate tuition fees.

The present Rules were approved at Meeting No. 105 of the Council, dated 16.7.2003, were amended at Meeting No. 07/2017 of the Council, dated 29.5.2017, and at Meeting No. 2/2025 of the Regulations Committee, dated 13.10.2025.

#### **APPENDIX**

<b>Position</b>	<b>Salary Scale</b>	<b>Basic Annual Salary (€)</b>	<b>Basic Annual Salary *13/12 (€)</b>	<b>Basic Hourly Rate (including prop. of 13<sup>th</sup> salary) (€)</b>
<b>Research Professor</b>	A15/1	47.406,00	51356,50	30,57
	A15/2	49.325,00	53435,42	31,81
	A15/3	51.244,00	55514,33	33,04
	A16/1	52.026,00	56361,50	33,55

	A16/2	53.945,00	58440,42	34,79
	A16/3	55.864,00	60519,33	36,02
	A16/4	57.783,00	62598,25	37,26
	A16/5	59.702,00	64677,17	38,50
	A16/6	61.621,00	66756,08	39,74
<b>Research Associate Professor</b>	A14/1	41.810,00	45294,17	26,96
	A14/2	43.611,00	47245,25	28,12
	A14/3	45.412,00	49196,33	29,28
	A14/4	47.213,00	51147,42	30,44
	A15/1	47.406,00	51356,50	30,57
	A15/2	49.325,00	53435,42	31,81
	A15/3	51.244,00	55514,33	33,04
	A15/4	53.163,00	57593,25	34,28
	A15/5	55.082,00	59672,17	35,52
	A15/6	57.001,00	61751,08	36,76
<b>Research Assistant Professor</b>	A13/1	39.013,00	42264,08	25,16
	A13/2	40.553,00	43932,42	26,15
	A14/1	41.810,00	45294,17	26,96
	A14/2	43.611,00	47245,25	28,12
	A14/3	45.412,00	49196,33	29,28
	A14/4	47.213,00	51147,42	30,44
	A14/5	49.014,00	53098,50	31,61
	A14/6	50.815,00	55049,58	32,77
	A14/7	52.616,00	57000,67	33,93
<b>Research Lecturer</b>	A12/1	29.652,30	32123,33	19,12
	A12/2	31.038,30	33624,83	20,01
	A12/3	32.424,30	35126,33	20,91
	A12/4	33.810,30	36627,83	21,80
	A12/5	35.196,30	38129,33	22,70

	A12/6	36.582,30	39630,83	23,59
	A12/7	37.968,30	41132,33	24,48
	A13/1	39.013,00	42264,08	25,16
	A13/2	40.553,00	43932,42	26,15
	A13/3	42.093,00	45600,75	27,14
	A13/4	43.633,00	47269,08	28,14
	A13/5	45.173,00	48937,42	29,13
	A13/6	46.713,00	50605,75	30,12
	A13/7	48.253,00	52274,08	31,12

Notes:

- The basic hourly amounts include the 13<sup>th</sup> salary (calculated as [annual salary including 13<sup>th</sup>] / 12).
- In all cases, a Cost-of-Living Allowance (CoLA) is added to the above amounts based on the standard calculations applicable to corresponding statutory positions at the University of Cyprus at the given time.
- The gross monthly amount is calculated as follows:  
BS \* general increases \* CoLA  
where BS = Basic Salary \* 13/12  
% of general increases = 6,565%  
% of Cost-of-Living Allowance = 27,99%

e.g. For the position of Research Lecturer, placed at A12/1<sup>st</sup>→

€32.123,33 × 1,06565 × 1,2799 = €43.813,83

∴ gross monthly earnings = €43.813,83 / 12 = €3.651,15

(gross hourly amount = €3.651,15 / 140 = €26.08)

The above amounts and calculations are subject to revision based on the institutional framework and the public service contracts. Exceptions include employment under the programmes MARIE-CURIE, ERASMUS, Leventis, and other programmes, where the funding body specifies provisions that differ from the above.