4. ACADEMIC STAFF


R.A.A. 153/90
R.A.A. 325/99
R.A.A. 559/2003
R.A.A. 505/2005
R.A.A. 457/2015
R.A.A. 206/2018


THE UNIVERSITY OF CYPRUS LAW

The Council of the University of Cyprus, in the exercise of the powers vested in it by articles 21 and 32 of the University of Cyprus Laws 1989 to (Art.2) 2018, hereby issues, with the approval of the Council of Ministers, the following Regulations.
1. These Regulations may be cited as the University of Cyprus (Academic Staff) (Amending) Regulations of 2018 and shall be read together with the University of Cyprus (Academic Staff) Regulations of 1990 to 2015 (hereinafter referred to as “the Basic Regulations”), and the basic regulations along with the present Regulations may be cited as the University of Cyprus (Academic Staff) Regulations of 1990 to 2018.

2. (1) A permanent or temporary position may be announced by the Council, on the recommendation of the Senate, and based on the needs of the University at the time.

(2) The number of permanent and temporary positions, as well as the salary scales, shall be determined in the University’s Budget.

(3) The duties, responsibilities and conditions of each position shall be drawn up by the Senate and approved by the Council.

(4) Subject to the provisions of the Law, the qualifications required for appointment shall be determined by the Senate and approved by the Council based on the needs of the University.

(5) The Interim Governing Board may refuse appointment to persons who:

(a) have been convicted of an offence involving dishonesty; or

(b) have been dismissed from an academic or other position for a serious offence.

(6) A permanent position may be filled by a Visiting Faculty member for one year, with the possibility of renewal for a maximum of one more year.

(7) A member of the academic staff may resign with effect from 31 August by submitting their resignation in writing to the Council no later than 1 April of the same year, and with effect from 31 December by submitting their resignation in writing to the Council no later than 1 October of the same year.

(8) Members of the academic staff shall retire at the end of the academic year in which they reach the age of 67.

3. (1) All academic staff positions which are to be filled by the Electoral Bodies shall be announced.
(2) Announcements shall be published in the Official Gazette of the Republic, in at least four national newspapers, and in foreign publications determined by the Interim Governing Board.

(3) The information and supporting documents of candidates shall be specified in the Rules which are to be approved by the Interim Governing Board.

(4) Prior to the Election, the Electoral Body may invite candidates for an interview.

(5) The required information and supporting documents, together with a covering letter, shall be submitted within three months from the date of publication of the vacancy announcement in the Official Gazette of the Republic.

(6) The members of the Interim Governing Body, the Electoral Body, and the Secretariat may not be candidates for the positions which are to be filled by the Electoral Bodies.

4. (1) (a) The Dean of the Faculty shall be the Chair of the Electoral Body. In the event that the Dean of the Faculty holds the position of Associate Professor and the election or advancement concerns an Associate Professor or Professor position, the Dean of the Faculty may be substituted by the Deputy Dean.

(b) In the event that both the Dean of the Faculty and the Deputy Dean hold the position of Associate Professor and the election or advancement concerns an Associate Professor or Professor position, the Dean shall convene a meeting of the Electoral Body. At the beginning of the meeting, by a simple majority of the members present, the Chair of the Body shall be appointed.

(2) The Electoral Body shall be quorate when the number of members present equals the next whole number of half the total number of the members of the Body.

(3) A quorum of the Electoral Body is required for the Election.

(4) A number of votes equal to the next whole number of half the total number of the members of the Body is required for the election or advancement of a candidate.

(5) The Electoral Body shall submit to the Senate a confidential, reasoned report on each election.

(6) The Senate may refer the election for reconsideration.

5. (1) The Council may appoint Visiting Faculty (Visiting Professors, Associate Professors, Visiting Assistant Professors and Visiting Lecturers) on a contract for a maximum of one academic year, following the advice of the competent Electoral Body, according to the needs that arise. The Council may renew the contract of Visiting Faculty for a maximum of one more year.
(2) Visiting Faculty shall be employed on a full-time basis and their leaves of absence shall be subject to the conditions applicable to the respective academic staff of the University.

(3) The Council may appoint Short-Term Visiting Faculty for two to four weeks, by contract, for the presentation of a series of lectures at the graduate level. The conditions of employment of said professors shall be specified in the relevant contract of appointment.

6. No students shall be accepted by any department of the University unless there is at least one permanent Professor or permanent Associate Professor.

7. (1) The remuneration of academic staff members shall include salary and any other benefits determined by the Council.

(2) On the recommendation of the Senate, the Council may place an appointee at any point of the salary scale.

(3) Members of the academic staff shall be granted a cost-of-living allowance, as determined by the Council in the Budgets.

(4) An ordinary leave of absence, a sick leave, a maternity leave, as well as a leave of absence for participating in conferences or meetings of international organisations, for conducting scientific experiments or research, or for other scientific activities shall be governed by rules adopted by the Senate and approved by the Council.

(5) Each academic staff member shall be granted a "Sabbatical Leave" for a period of one semester per three accrued years, or of one year per six accrued years, as provided for in the rules adopted by the Senate and approved by the Council.

(6) On the recommendation of the Senate and in accordance with the rules made by the Senate and approved by the Council, members of the academic staff may be granted a leave of absence without pay for a period of up to one year to work at another University or conduct research.

(7) In exceptional cases, on the recommendation of the Senate and with the approval of the Council, a member of the academic staff may accept or retain a position at another university abroad, provided that they teach exclusively and continuously at one of the two universities throughout the academic year.

(8) In accordance with the provisions of Regulation 8, a permit for employment outside the University may be granted by the Council, pursuant to the rules made by the Senate and approved by the Council, provided that said employment is not incompatible with the academic profession and does not affect the interests of the University.

(9) In accordance with the provisions of the Law, Rules, and Regulations, academic staff shall perform such duties as may be determined by the Senate from time to time.
Every member of the academic staff has an obligation:

I. To promote knowledge in their field of studies through research and publications, to teach students of the University, to conduct and supervise examinations, and, in general, to promote the objectives of the University as a centre for teaching and learning;

II. To undertake such educational and administrative duties as may be assigned to them by the Chairperson of the relevant Department; and

III. To attend meetings of the Collective Bodies of the University, in which they have been elected or of which they are ex-officio members.

The assignment of courses, teaching periods and other academic activities shall be determined according to the needs of the University.

Within the framework of the declarations of the United Nations and the European Human Rights Act, the Senate shall draw up rules on the conduct and behaviour of the members of the academic staff on the University premises, which are to be approved by the Council.

No member of the University shall be discriminated against on any ground such as race, colour, religion, language, sex, political or other beliefs, national or social origin, birth, wealth, or social class. No member of the academic staff or other University official shall be considered unqualified or to be at a disadvantage because of the views they hold or promote on any subject.

Upon obtaining the relevant approval by the Council, in accordance with the rules established by the Senate, ratified by the Council and, exceptionally, approved by the Council of Ministers, members of the academic and research staff of the University may participate in the following, with or without remuneration, provided that such participation is not incompatible with the profession of academic staff, is not contrary to the interests or mission of the University, and does not give rise to a conflict of interest or unfair competition:

(a) the provision of consultancy services, but not to companies established under subsection (b) below, in which a Member holds a share capital:

  Provided that, the provision of consulting services shall not be unlawful or unfairly competitive with the private sector;

(b) companies, for the exploitation of evaluated intellectual property rights related to inventive activity, without assuming any executive role and without remuneration, while holding, at the formation of the company, an initial share capital which does not exceed the share capital held by the University, and for a period of not less than two (2) years; in any case, the percentage of share capital held by members of the academic staff may not exceed 24%. 

Participation of academic and research staff members in companies for exploiting evaluated intellectual property rights.
Provided that, in the event that the acquisition of shares by the University involves the payment of a sum of money, then the acquisition of shares by the Member shall also involve the payment of a sum of money in proportion to the percentage of their own shares. Any such sums of money may not come from the public funds of the University;

Provided further that, the time required for the involvement of an academic staff member in a company shall be submitted to the Council for approval, and in the event that said time, along with other extra-university activities of the member concerned, exceeds one working day per week during the academic year, then the Council shall decide whether such involvement shall take place during a sabbatical leave, or whether full or partial leave, without pay, shall be granted along with a relevant reduction in duties;

Provided further that, in the event of a substantial deviation from the above, appropriate action shall be taken by the Council, not excluding the possibility of revoking the permit for employment in a company.

(2) All such activities of academic and research staff members shall be carried out exclusively and without exception through the University; the remuneration of members shall be administered through their payroll, while an overhead fee shall be charged by the University for each activity receiving remuneration.

(3) Members shall inform the University of any dividend received from companies that have been established for the purpose of exploiting intellectual property rights.

(4) Exceptionally, rules governing the participation of academic staff in companies shall be submitted to the Ministry of Education and Culture by the University and shall be approved by the Council of Ministers.

(5) For the purposes of transparency, the Council shall publish, within a reasonable time period, any approval for the provision of consultancy services or the participation in companies.

(6) The Internal Audit Service shall ensure compliance with the provisions of the Framework of Principles for the Conversion of Scientific Know-how and Inventions into Marketable Products or Services, which is to be approved by the Council of Ministers, as well as with the provisions of the Law and Regulations, and shall inform the Council of the way said provisions shall be implemented and complied with through an annual report. A copy of this report shall be communicated by the University to the Ministry of Education and Culture, the Ministry of Finance, the Parliamentary Committee on Education and Culture, and the Auditor General of the Republic.