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16.2.1996  
6.4.2001  
6.3.2015.

**THE UNIVERSITY OF CYPRUS**  
**(ELECTION, EVALUATION AND PROFESSIONAL ADVANCEMENT OF THE ACADEMIC STAFF)**  
**REGULATIONS 1996 TO 2015**  
*(English translation and consolidation)*

**Office of the Law Commissioner**  
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## **NOTE FOR THE READER**

The publication at hand by the Office of the Law Commissioner is an English translation and consolidation of the University of Cyprus (Election, Evaluation and Professional Advancement of the Academic Staff) Regulations, 1996 to 2015 (Official Gazette, Supplement III(I): 16.2.1996, 6.4.2001, 6.3.2015.) The corrigendum published in the Official Gazette of the Republic, Suppl. III (I), No. 3048 of the 22<sup>nd</sup> March, 1996, has also been included in the text.

However useful the English translation of the consolidated Regulations is in practice, it does not replace the original texts of the Regulations since only the texts published in the Official Gazette of the Republic of Cyprus are authentic.

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# THE UNIVERSITY OF CYPRUS LAW

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## Regulations made under sections 22, 32 and 33

The Council of the University of Cyprus, in the exercise of the powers vested in it by sections 22, 32 and 33 of the University of Cyprus Laws, 1989 to 2013, hereby makes, with the approval of the Council of Ministers, the following Regulations.

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  
90(I) of 2002  
151(I) of 2002  
44(I) of 2003  
199(I) of 2003  
46(I) of 2006  
152(I) of 2006  
83(I) of 2007  
89(I) of 2011  
56(I) of 2012  
116(I) of 2013.

1. These Regulations may be cited as the University of Cyprus (Election, Evaluation and Professional Advancement of the Academic Staff) Regulations, 1996 to 2015.

Short title.  
Official Gazette,  
Suppl. III(I):  
16.2.1996  
6.4.2001  
6.3.2015.  
Official Gazette,  
Suppl. III(I):  
6.4.2001.

2.-(1) In these Regulations, unless the context otherwise requires – “Law” means the University of Cyprus Laws, 1989 to 2013 and includes any Law amending or substituted for the same.

Interpretation.

(2) Terms not defined by these Regulations, unless the context otherwise requires, shall have the meaning assigned to them by the Law.

## **PART I – ANNOUNCEMENT OF VACANCIES OF ACADEMIC STAFF**

3. (a) The announcement of vacancies of the academic staff in all the ranks shall be made only in the following cases:
- Announcement of vacancies.  
Official Gazette, Suppl. III(I)  
6.4.2001.
- (i) Resignation;
  - (ii) retirement;
  - (iii) termination of the employment of a Lecturer or Assistant Professor;
  - (iv) creation of new posts.

The announcement of vacancies shall be made under the following conditions:

- (i) In case of a vacancy in the rank of Professor or Associate Professor, the announcement of vacancy may be made either in the rank of Lecturer and Assistant Professor by a decision of the University, or in the rank of Professor and Associate Professor after previously notifying 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 announcement of vacancy shall be made 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 – ELECTION IN THE RANKS OF PROFESSOR  
AND ASSOCIATE PROFESSOR**

Official Gazette,  
Suppl. III(I):  
6.4.2001.

**4. - (1)** The Senate shall appoint a Special Committee for every election in the ranks of Professor and Associate Professor.

Appointment of  
Special Committee.  
Official Gazette,  
Suppl. III(I):  
6.4.2001.

(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 of whom shall be designated 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 being in service or at least of Professors Emeriti, coming from foreign universities and the names of four members of the academic staff of the University of Cyprus, 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 documents proving the qualifications of the candidates, within two weeks from the

Procedure for the  
preparation of the  
report of the  
Committee.

closing date for the submission of applications.

(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 invited for 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 invite the candidates included in the final list for 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 election shall be decided under the provisions of section 22 of the Law: Final election.

Provided that, the Dean of the relevant Faculty shall invite 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, and, that, in case the Chairman of the Committee is not a member of the Electoral Body, he shall be invited to present the Committee's report.

Official Gazette,  
Suppl. III(I):  
6.3.2015.

Provided further that, 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 selected.

**PART III – ELECTION IN THE RANKS OF ASSISTANT  
PROFESSOR AND LECTURER**

Official Gazette,  
Suppl. III(I):  
6.4.2001.

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

Appointment of  
Special Committee.  
Official Gazette,  
Suppl. III(I):  
6.4.2001.

(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 designated 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, 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 by the Committee and the final election shall be made in accordance with the provisions of Regulations 5 and 6 of these Regulations.

Procedure for election.

**PART IV – EVALUATION, PROFESSIONAL  
ADVANCEMENT AND TERMINATION OF EMPLOYMENT  
OF ACADEMIC STAFF**

Official Gazette,  
Suppl. III(I):  
6.4.2001.

9. - (1) Upon completion of three years of service by a Lecturer at the University of Cyprus, the procedure of his evaluation shall be activated, by which the continuation or not of his employment or his professional advancement to the rank of Assistant Professor, shall be decided. In case of continuation of his employment without being advanced the Lecturer shall, before the completion of the sixth year of his service, be obliged to request for professional advancement, otherwise the procedure of his evaluation shall be activated by the University. In case of a second failure to be advanced to the rank of Assistant Professor, his employment shall be terminated.

Evaluation,  
professional  
advancement and  
termination of  
employment of  
academic staff.  
Official Gazette,  
Suppl. III(I):  
6.4.2001.

(2) Upon completion of four years of service by an Assistant Professor, at the University of Cyprus, the procedure of his evaluation shall be activated, by which the continuation or not of his employment or professional advancement to the rank of Associate Professor shall be decided. In case of continuation of his employment without being advanced, the Assistant Professor shall, before the completion of the seventh year of his service, be obliged to request for professional advancement, otherwise the

procedure of evaluation shall be activated by the University. In case of a second failure to be advanced to the rank of Associate Professor, his employment shall be terminated.

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

(4) An Associate Professor may, after completion of four years in that rank at the University of Cyprus, request for professional advancement to the rank of Professor. In case of failure to be advanced to that rank, he may request again for professional advancement after the completion of four years from the previous decision. Despite his failure for professional advancement, the services of the Associate Professor shall not be terminated.

(5) (a) The procedure of evaluation shall be activated by the designation of a Special Committee and of Independent Appraisers.

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

(c) The candidate shall, at least one month after the designation of the Special Committee, submit a dossier for evaluation.

(d) The content of the dossier, the manner of designation and the participation of the Independent Appraisers in the procedure shall be prescribed by Rules made by the Senate and approved by the Council.

(6) The Special Committee shall, after having received the written evaluations of the Independent Appraisers, decide whether it will invite the candidate for an open lecture and interview, for the purpose of evaluating him for professional advancement. Otherwise, and as regards a Lecturer or an Assistant Professor, the Special Committee shall decide for the continuation or termination of his employment. The procedures of taking decisions, conducting of open lecture and interview as well as of the preparation of the report of the Special Committee shall be prescribed by Rules made by the Senate and approved by the Council.

(7) The Chairman of the Special Committee shall deposit to the Dean of the relevant Faculty the substantiated proposal of the Committee, attaching thereto 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 and the reference letters shall not be communicated to the candidate. The candidate shall, within fifteen days, have

the right to submit to the Electoral Body his remarks in writing.

(8) The Electoral Body shall examine the report of the Special Committee and any remarks of the candidate, take a decision and submit to the Senate a documented report for approval. In the application of the provisions of section 22(1) of the Law, the Electoral Body shall firstly meet in a composition so as to evaluate the candidate for professional advancement. In case of a negative decision, it shall meet in a composition so as to decide on the continuation or termination of the employment of the candidate.

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

(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 Regulations shall be prescribed by Rules made by the Senate and approved by the Council.

(12) Evaluations of candidates made before the date of the entry into force of these Regulations shall not be taken into consideration at the time of their application.

(13) The contracts of employment of Lecturers and Assistant Professors being valid on the date of the entry into force of these Regulations shall be terminated and their employment shall be governed by these Regulations. The procedure of evaluation according to which the continuation or not of their employment or professional advancement shall be decided, is activated after the lapse of three and four years, respectively, from the date of the entry into force of these Regulations:

Provided that, the decisions of the Electoral Bodies for the renewal or not of contracts, already taken, shall be valid and effective.

(14) The Lecturers and Assistant Professors, being in service, may, after the completion of three and four years, respectively, in their rank at the University of Cyprus, request for precipitation of the procedure of their evaluation and professional advancement, as is specified in these Regulations. In that case, the continuation of their employment or not shall be governed by these Regulations, whereas they may request for their professional advancement for once more.

## **PART V – TRANSITIONAL PROVISIONS**

**10.** - (1) Until the number of the professors appointed at the University of Cyprus becomes sufficient, so as for the provisions of paragraphs (2) and (3) of Regulations 4 and 7 and of paragraphs (1) and (2) of Regulation 9 of these

Transitional  
Provision.  
Official  
Gazette, No.3048,  
Suppl. III(I):  
22.3.96

Regulations to be observed, the Senate may appoint the Chairman and the members of the Special Committees from external advisers.

(2) In case the number of the members of the Electoral Body is less than five, the election shall be made with first rank Professors of the Departments of the Faculty. In case the number is still less than five, then the Senate shall fill the number of the members of the Electoral Body with first rank Professors of the University, having as criterion the relevance of the field of study.

Official Gazette,  
Suppl. III(I):  
6.4.2001.