



APPROVED

By UL Senate resolution No. 2-3/75 of

28.09.2023

UNIVERSITY OF LATVIA REGULATION ON PROFESSORSHIP TENURE

Issued following Section 15.¹(5) of
the Law on Higher Education Institutions

I. General Provisions

1. The regulation hereby prescribes qualification requirements for an applicant for a tenured professorship (hereinafter also: tenured professor position), the procedures for the establishment of a tenured professorship position, the course of the competition, establishment of employment relationship with a tenured professor, the evaluation of the performance of their work, restrictions to perform adjacent work, remuneration and the conditions for the liquidation of a tenured professorship position at the University of Latvia (hereinafter - UL).
2. Within the meaning of the Regulation hereby, a tenured professor is an academic title obtained by a person elected to the position of a professor or associate professor and meeting increased qualification and performance requirements in the strategic development areas of UL.
3. The aim of tenured professorship is to provide for excellence in the strategic development directions of UL, in the priority areas of research and academic studies as well as in the transfer of knowledge and technology.
4. The issues regarding tenured professorship not prescribed by the Regulation shall be decided by the Rector or a person authorised by the Rector.

II. Qualification Requirements for Tenured Professorship

5. In addition to the requirements and assessment criteria set by the Law on Higher Education Institutions and Regulations of the Cabinet of Ministers for the applicant for the position of associate professor and professor, a person applying for the tenured professorship must conform to at least the following requirements:
 - 5.1. be an internationally recognised specialist of the field who performs scientific research, conducts knowledge or technology transfer commensurate with modern standards
 - 5.2. possess experience of organizational work and team management within recent six years

5.3. have the fluency of the Latvian and English languages at level C1, for foreign applicants – a document certifying the fluency of the official language, if the study courses in the provision of which the tenured professor will be involved are implemented in the official language or knowledge of the official language is necessary for the performance of other work duties in accordance with the Official Language Law

5.4. general competencies – leadership, cooperation and persuasion skills, ability to create and implement strategies and concepts

6. In addition to these requirements, other qualification requirements for each tenured professorship position shall be provided in the regulation on competition (Section 8.1.2).

III. Establishment of Tenured Professor Position

7. The tenured professorship position shall be established in accordance with the UL development strategy and funding possibilities.

8. The application for the establishment of a tenured professorship position shall be prepared by the Vice Rector in consultation with the relevant academic institutions. The content of the application shall consist of:

8.1. the regulation on the competition for a tenured professor position, which specifies

8.1.1. the sector or sub-sector of the tenured professorship

8.1.2. special qualification requirements and their assessment criteria

8.1.3. the main terms of reference in the position and performance indicators to be achieved

8.1.4. the course of the competition insofar as it has not been regulated in this Regulation and other regulatory enactments

8.2. proposed list of members of the selection commission.

9. The selection commission shall consist of at least five members, not more than half of whom shall be academic staff of the UL in the relevant field, the rest of whom shall be representatives of the relevant academic or professional field outside UL. The work of the selection commission shall be provided for by the administration of UL.

10. The Rector may specify the Vice Rector's application. After approving the Vice Rector's application, the Rector shall submit it to the Senate.

11. The Senate shall decide on the establishment of the relevant tenured professor position and shall approve the regulation on the competition and the composition of the selection commission.

IV. Competition and elections for tenured professorship positions

12. The call for applications for the tenured professorship position shall be announced internationally.

13. The applicant for the tenured professor position shall submit the documents indicated in the UL call for applications within the deadline specified in the call.
14. Within five working days after the deadline stipulated in the call, UL shall verify the administrative compliance of the documents with the requirements set in the call and submit them to the selection commission.
15. The initial evaluation of the applicants for tenured professor positions shall be performed by the selection commission in accordance with the procedures laid down in the regulations on competition. The selection commission shall:
 - 15.1. evaluate the professional and academic qualification of the applicant in accordance with the general and special requirements referred to in this regulation
 - 15.2. compile the results of the evaluation and provide an opinion regarding the conformity of the applicant with the relevant tenured professor position
 - 15.3. submit a recommendation to the Professors Council for the election of the most appropriate applicant
16. The selection commission shall send the documents submitted by applicants and the results of the evaluation to the Professors Council of the relevant sector. The applicant for the tenured professor position shall be elected by the Professors Council of the relevant sector in accordance with the procedures specified in regulatory enactments of the Republic of Latvia and UL.

V. Establishment of employment relationships, evaluation of performance, restrictions to perform adjacent work, remuneration and liquidation of the tenured professor's position

17. UL shall establish employment relations with the candidate elected to the position, determining the requirements of the planned performance, the time for commencement of work, restrictions or tasks to the adjacent work, the conditions necessary for the performance of work and other conditions the parties shall agree on.
18. The Rector shall sign the contract of employment with the tenured professor elected in accordance with the procedures specified in this regulation for the time period prescribed by law.
19. The performance of the work of an associate professor or professor elected to the tenure position shall be evaluated in accordance with the procedures specified in regulatory enactments by a commission formed by the Rector in accordance with the evaluation criteria approved by UL. If their performance has received negative assessment, the commission shall, in accordance with the procedures laid down in the Law on Higher Education Institutions, invite the Council of Professors to decide whether the professor or associate professor's

research and pedagogical qualifications or the results of artistic creation work conform to the requirements laid down in legislation.

20. A tenured professor must not take up other academic positions or provide services equivalent to the duties of office in the UL, except if the tenured professor co-ordinates it with the Rector:
 - 20.1. develops their qualifications in accordance with the procedures specified in regulatory enactments
 - 20.2. implements research projects won in international tenders
 - 20.3. implements knowledge or technology transfer projects
 - 20.4. holds a position in professional sectoral institutions (non-governmental organisations, councils, associations, other collegiate authorities).
21. The remuneration of a tenured professor shall be determined by the Rector. The minimum remuneration rate of a tenured professor shall conform to triple the minimum wage rate specified by the Cabinet of Ministers for the relevant academic position. In addition, a tenured professor may receive remuneration for meeting the performance indicators in accordance with the procedures specified by UL.
22. The decision to liquidate a tenured professor's position shall be adopted by the UL Senate.