



THE OMBUDSMAN FOR ACADEMIC ETHICS AND PROCEDURES OF THE REPUBLIC OF LITHUANIA

DECISION

REGARDING SELECTION TO SECONDARY (NOT MAIN) OFFICE OF ASSISTANT IN THE DEPARTMENT OF MEDICAL HISTORY AND ETHICS OF THE INSTITUTE OF PUBLIC HEALTH OF THE FACULTY OF MEDICINE OF VILNIUS UNIVERSITY

09 October 2014 No. SP-13
Vilnius

The **Ombudsman for Academic Ethics and Procedures of the Republic of Lithuania** (hereinafter – Ombudsman), <...> examined the complaint of Irena Paukstyte (hereinafter – applicant) received in the Office of Ombudsman for Academic Ethics and Procedures of the Republic of Lithuania on 10 July 2014 and the submitted material, and **determined that:**

The applicant appeals the evaluation of Prof. Dr. Rimantas Stukas, Director of the Institute of Public Health of the Faculty of Medicine of Vilnius University (hereinafter – VSI) in selection of candidates to the secondary (not main) office of assistant in the branch unit of VSI – Department of Medical History and Ethics.

According to the applicant, on 05 June 2014 she submitted the application to the secondary (not main) office of assistant in the Department of Medical History and Ethics (0,25 work time) under time-limited employment contract from 01 September 2014. When the applicant asked VSI about her application on 26 June 2014, she was notified that the application had not been examined or given to the dean of the Faculty of Medicine, Prof. Dr. A. Utkus to sign. The application of VSI senior specialist N. D. was submitted for this office and it as “additionally countersigned by the senior lecturer of the Institute of Public Health, Assoc. Prof. Dr. Eugenijus Gefenas”, according to the applicant. <...>

The applicant asks the Ombudsman to evaluate whether VSI has organized the admission procedure to the secondary office of lecturers properly.

<...>

According to the clause 6 of the Rules of Internal Order of Vilnius University approved by the Order No. R-15 of the Rector of Vilnius University on 17 January 2011, “the appointment to primary office of lecturers and research workers shall be carried out according to the laws. The minimal qualification requirements for lecturers and research workers, except for trainees-researchers and invited foreign lecturers or researchers, as well as job requirements <...> are regulated in the Regulations of Organization of Competitions and Assessment of pedagogical and Research Staff at Vilnius University. Other employees are appointed to office upon objective evaluation of their preparation, skills and advantages by means of selection or competition.” Therefore when the employees to the secondary (not main) office of assistant were hired, the following characteristics of employees had to be evaluated objectively:

1. professional preparation of the candidate;
2. candidate’s skills;

3. candidate's advantages.

<...> the selection of candidates to the secondary office of VSI assistant was not formalized by the selection protocol or other document that would justify the organization and conduction of such selection while evaluating the professional preparation, skills or advantages of the candidates.

With regard to the above, the conclusion should be made that when the VSI Director Prof. Dr. R. Stukas was selecting candidates to the secondary office of assistant in VSI Department of Medical History and Ethics and did not evaluate the candidates' professional preparation, skills and advantages, he violated the clause 6 of the Rules of Internal Order of Vilnius University.

The Ombudsman decided:

To inform Vilnius University and the Ministry of Education and Science that Prof. Dr. Rimantas Stukas, Director of the Institute of Public Health of the Faculty of Medicine of Vilnius University violated the clause 6 of the Rules of Internal Order of Vilnius University while conducting the selection of the candidates to the secondary office of assistant in the Department of Medical History and Ethics of the Institute of Public Health without evaluation of the candidates' professional preparation, skills and advantages.
