



LITHUANIAN SPORTS UNIVERSITY

REVISED ACTION PLAN

2019-2021

2019, Kaunas

Action	GAP Principle(s)	Timing	Responsible Unit	Indicator(s) / Target(s)	Current Status	Remarks
1. To develop the procedures for the implementation of intellectual property and co-authorship principles	31. Intellectual Property Rights 32. Co-authorship	January, 2016	Vice-Rector for Research, Senior lawyer	Confirmed and implemented procedure of intellectual property and co-authorship principles	Completed	It was confirmed 25/05/2017 by University Senate
2. Periodically conduct public seminars related to intellectual property and data protection		At least once during the academic year	Vice-Rector for Research	At least 50 % of total research staff participated in seminars	Completed	Once a year, a seminar on intellectual property is held before the school year. The whole academic community is usually involved in this seminar
3. Periodically conduct seminars related to research ethics	2. Ethical principles 3. Professional responsibility 7. Good practice in research 10. Non discrimination	At least once during the academic year	Vice-Rector for Research	At least 50 % of total research staff participated in seminars	Completed	The University has ethics committees for biomedicine and social sciences that once a year introduce the ethics of research to the academic community.
4. Periodic meetings with implementing scientists to assess the progress of the project	5. Contractual and legal obligations 6. Accountability	Once a semester	Office of Project Management	At least 50 % of research staff participated in seminars	Completed	The Project Management Unit is responsible for assisting investigators in project implementation, so meetings are held on demand, and advice is provided. In order to ensure the most effective project management, each project has a administrator.
5. Various activities involving the public and introducing the research carried out (Third Age University, researchers night, open days, etc.)	8. Dissemination, exploitation of results 9. Public engagement	At least once a semester	Career and Competence Development Centre, Vice-Rector for Research	At least one activity per Quarter The minimum number of participants – 20	Completed	The public is introduced to university research through activities such as the Third Age University (over 100 active participants each year); "Saturday School" - more than 50 active participants each Saturday; FB accounts of scientists (for example, A. Skurvydas has more than 15 000 followers https://en.html.facebook.com/albertas.skurvydas.7)

6. Plan the positions for which international competitions are announced	12. Recruitment 13. Recruitment (Code) 14. Selection (Code) 15. Transparency (Code)	December 2016	Rector, Vice-Rector for Research, Vice-Rector for Studies	Number of internationally open positions each year	Completed	From the May of 2017 for all academic positions are announced international competitions in www.euraxes.com
7. Review the announcement for the academic staff about open positions	13. Recruitment (Code) 14. Selection (Code) 15. Transparency (Code) 24. Working conditions	December 2016	Office of Personnel and Law	To upgrade announcement template by including responsibilities, requirements and work conditions	Completed	The job ad has been adjusted to EURAXES Jobs
8. Improve researchers' motivational system	26. Funding and salaries 28. Career development 30. Access to career advice 38. Continuing Professional Development 39. Access to research training and continuous development 40. Supervision	December 2016	Vice-Rector for Research, Vice-Rector for Studies, Office of Personnel and Law		In progress	Currently, a research workload project for researchers has been prepared

9. Develop the procedures for the recognition of non-formal qualifications	14. Selection (Code) 16. Judging merit (Code) 19. Recognition of qualifications (Code)	March 2016	Teaching Staff and Research Staff Recruitment Commission	Number of hours of participation in non-formal education per year	Completed	One of the evaluation criteria for an open competition for open positions is participation in non-formal education - the acquisition of additional competences and qualifications.
10. Appoint the persons responsible for the researcher career counseling	28. Career development 30. Access to career advice 40. Supervision	September 2015	Rector	Number of appointed persons	Extended	This activity was not implemented during the reporting period. However, a working group is currently in place that is responsible for conducting a thorough analysis of investigator competencies and hiring the main directions of qualification upgrading.
11. Develop a researcher competency map	22. Recognition of the profession 28. Career development 30. Access to career advice 38. Continuing Professional Development 39. Access to research training and continuous development	January 2016	Competence Development Centre, Office of Personnel and Law	Number of researcher's competency maps		This activity was not implemented during the reporting period. However, a working group is currently in place that is responsible for conducting a thorough analysis of investigator competencies and hiring the main directions of qualification upgrading.
12. Regularly inform researchers about professional development opportunities in Lithuania and abroad	38. Continuing Professional Development 39. Access to research training and continuous development	At least once a semester	Career and Competence Development Centre	Number of information about development opportunities	Completed	The University Career and Competence Development Center is responsible for providing information on opportunities for professional development in Lithuania and abroad within the internal network. Likewise, the University itself organizes periodic reviews of pedagogical and scientific competencies every semester and organizes English language courses.
13. Carry out mentor training	37. Supervision and managerial duties 40. Supervision	At least once during the academic year	Career and Competence Development Centre	Number of trainings	Extended	This activity is currently not implemented.

14. Create a system recognizing students of the second and third cycle of studies as early-stage researchers	21. Postdoctoral appointments (Code) 22. Recognition of the profession	September 2016	Vice-Rector for Research, Vice-Rector for Studies	number of included students into scientific groups	Completed	There is a system created and implemented for students, then they together with researchers participate in research groups as a team members and carry out research.
15. To create a transparent and clear internal career system for researchers	11. Evaluation/ appraisal systems 12. Recruitment 25. Stability and permanence of employment 28. Career development 30. Access to career advice	2020	HR Department	Number of developed systems	New	
16. Induction Information for new researchers to increase awareness of their professional responsibilities	3. Professional responsibility 4. Professional attitude 6. Accountability	at the beginning of each year	vice-rectors for research and studies	at least one per year	New	
17. Enhance career support services for all researchers.	28. Career development 30. Access to career advice 36. Relation with supervisors 38. Continuing Professional Development 39. Access to research training and continuous development	2021	HR department and vice-rector for science	number of career support services	New	

18. To review and update Code of Professional and Academic Ethics	2. Ethical principles 3. Professional responsibility 10. Non discrimination 11. Evaluation/ appraisal systems 15. Transparency (Code) 16. Judging merit (Code) 31. Intellectual Property Rights 32. Co-authorship	2019	Academic and Professional Ethics Committee	number of updated Codes	New	
19. to improve the system of evaluation of researchers by combining the map of competences, qualification requirements and workload accounting	11. Evaluation/ appraisal systems 14. Selection (Code) 16. Judging merit (Code) 19. Recognition of qualifications (Code)	2020	Vice rector for science	number of improved systems	New	
20. To develop a research dissemination plan	3. Professional responsibility 6. Accountability 7. Good practice in research 8. Dissemination, exploitation of results 9. Public engagement	2019	Public Relations Unit	number of dissemination plans	New	

21. To organize periodic training on research dissemination and exploitation of results for researchers	6. Accountability 7. Good practice in research 8. Dissemination, exploitation of results 9. Public engagement 38. Continuing Professional Development 39. Access to research training and continuous development	2021	Career and Competence Development Center	At least 20% participants out researchers (at least one training per year)	New	
22. to develop IT tool that facilitates participation in international open competitions	12. Recruitment 13. Recruitment (Code) 14. Selection (Code) 15. Transparency (Code) 16. Judging merit (Code)	2019	Admissions Commission for Teachers and Researchers	Number of developed IT tools	New	
23. To develop an professional and social adaptation program for foreign researchers	10. Non discrimination 24. Working conditions	2020	Human Resources and Law Department	Number of developed adaptation programs	New	
24. To develop a detailed introductory material for the members of the Admissions Commission for Teachers and Researchers, ensuring	10. Non discrimination 13. Recruitment (Code) 14. Selection (Code) 15. Transparency (Code) 16. Judging merit (Code)	2020	Admissions Commission for Teachers and Researchers	Number of trained Admissions Commission for Teachers and Researchers members	New	

transparency in the recruitment procedure	18. Recognition of mobility experience (Code) 19. Recognition of qualifications (Code)					
25. to develop a systematic training plan, taking into account the map of researchers' competencies	11. Evaluation/ appraisal systems 24. Working conditions 28. Career development 30. Access to career advice 38. Continuing Professional Development 39. Access to research training and continuous development	2019	Human Resources and Law Department	Number of trained researchers	New	
26. to develop an informal procedure for scientific supervisors - to distribute the leading researchers' s mentors	28. Career development 36. Relation with supervisors 39. Access to research training and continuous development 40. Supervision	2021	Vice rector for science	Number of scientific supervisors - mentors	New	