

## **Unofficial translation**

### **RESOLUTION OF THE CABINET OF MINISTERS OF THE REPUBLIC OF UZBEKISTAN**

#### **ON APPROVAL OF THE REGULATIONS ON THE PROCEDURE FOR RECRUITING ACADEMIC STAFF TO HIGHER EDUCATION INSTITUTIONS THROUGH COMPETITIVE SELECTION**

« In accordance with Article 5 of the Law of the Republic of Uzbekistan “On Education,” and with the aim of selecting individuals for higher education institutions who possess the necessary knowledge, professional training, and high moral qualities, the Cabinet of Ministers resolves:

1. To approve the Regulations on the Procedure for Recruiting Academic Staff to Higher Education Institutions through Competitive Selection, as per the attached annex.
2. To assign responsibility for monitoring the implementation of this resolution to the Deputy Prime Minister of the Republic of Uzbekistan, R.S. Qosimov.

**Sh. MIRZIYOYEV, Prime Minister of the Republic of Uzbekistan**

Tashkent city,  
February 10, 2006  
Resolution No. 20

**ANNEX**  
to the Resolution of the Cabinet of Ministers  
No. 20 dated February 10, 2006

#### **On the Procedure for Recruiting Academic Staff to Higher Education Institutions through Competitive Selection**

#### **REFERENCE**

##### **I. General Provisions**

1. This Regulation, in accordance with Article 44 of the Law of the Republic of Uzbekistan “On Education,” establishes the procedure for recruiting academic staff (faculty members) to higher education institutions through competitive selection.

The purpose of the competition is to create and maintain a competitive environment for selecting the most qualified academic staff—those possessing deep professional knowledge and scientific

achievements, creative and research potential, high intellectual abilities, and moral qualities—capable of training specialists in accordance with the requirements of the National Personnel Training Program.

## **II. Positions of Academic Staff Filled Through Competitive Selection and Qualification Requirements for Candidates**

. The category of academic staff includes persons holding the positions of department head, professor, associate professor, senior lecturer, lecturer (assistant), and trainee lecturer.

**3.** The positions of department head, professor, associate professor, senior lecturer, lecturer (assistant), and trainee lecturer at higher education institutions are filled through competitive selection for a term of five years.

After the completion of the five-year term, these positions shall again be filled on a competitive basis in accordance with this Regulation.

Competitive selection shall not be conducted simultaneously for two or more equivalent positions.

During the five-year term of holding academic positions, the activities of academic staff shall be comprehensively reviewed at the end of each academic year by a commission of the higher education institution established by order of the rector, based on the criteria stipulated in the annex to this Regulation.

The procedure for reviewing the activities of academic staff shall be approved by the academic council of the higher education institution. The results of such review shall be considered by the academic council.

**4.** To participate in the competition for the position of department head, candidates must hold the academic title of professor or associate professor, or possess the academic degree of Candidate of Sciences, Doctor of Philosophy (PhD), Doctor of Science, or equivalent foreign academic degrees in the relevant specialty.

An associate professor (Candidate of Sciences, PhD, or equivalent foreign academic degree) may be appointed to the position of department head for one five-year term.

After the completion of the term, if the associate professor (Candidate of Sciences, PhD, or equivalent) serving as department head has not obtained the Doctor of Science degree, he/she may participate again in the competition for the position of department head only in exceptional cases, based on a submission by the rector of the higher education institution and with the permission of the relevant ministry or authority.

A person holding the academic degree of Candidate of Sciences, PhD, or equivalent foreign academic degree, or holding the academic title of associate professor, shall not be allowed to participate in the competition for the position of department head for a third consecutive term.

For departments in the fields of languages, physical education and sports, graphics and drawing, culture and arts, candidates who do not hold the academic title of associate professor (Candidate of Sciences, PhD, or equivalent) but who have at least five years of methodological, scientific-pedagogical, creative and organizational experience may be permitted to participate in the competition.

**5.** To participate in the competition for the position of professor, candidates must, as a rule, hold the academic title of professor or the academic degree of Doctor of Science (including Doctor of Science in the foreign system), or equivalent foreign academic degrees in the relevant specialty.

A candidate holding the degree of Candidate of Sciences, PhD, or equivalent foreign academic degree, or the title of associate professor, may participate once in the competition for the position of professor provided that he/she has at least five years of scientific-pedagogical work experience and is the author of textbooks and teaching manuals in the educational fields of the respective department.

**6.** To participate in the competition for the position of associate professor, candidates must, as a rule, hold the academic title of associate professor, or the degree of senior researcher, Candidate of Sciences, PhD, Doctor of Science, or equivalent foreign academic degrees in the relevant specialty.

A highly qualified specialist who does not hold the relevant academic degree or title but has at least three years of practical work experience in the specialty, and who is the author of textbooks and teaching manuals in the educational fields of the respective department, may also participate for one term.

**7.** To participate in the competition for the position of senior lecturer, a person must have higher education (master's degree or specialist diploma). Candidates with or without academic degrees (including Candidate of Sciences, PhD, or equivalent foreign degrees) and academic titles may participate, provided they have teaching, research, or industrial experience.

**8.** To participate in the competition for the position of lecturer (assistant) or trainee lecturer, a candidate must have higher education in the relevant specialty (master's degree or specialist diploma).

**8.1.** As an exception, individuals in the field of visual and applied arts who do not have higher education but who have gained national recognition for their unique talent and skills, and who hold honorary titles such as "Honored Artist of the Republic of Uzbekistan," "People's Painter of Uzbekistan," "People's Master of Uzbekistan," as well as academicians of the Academy of Arts of Uzbekistan, may participate in the competition for positions of professor, associate professor, senior lecturer, lecturer (assistant), or trainee lecturer.

**9.** Competitive selection shall not be announced for positions held by pregnant women or women with children under three years of age.

**10.** Persons being hired as lecturers on an hourly-paid basis at higher education institutions shall be appointed without competition by order of the rector in accordance with established procedures.

At Tashkent State University of Law, academic staff are recruited in accordance with procedures established for justice bodies and institutions.

**11.** In the year of graduation, a master's degree graduate of a higher education institution shall be appointed, without competition and according to distribution, to a teaching position for a period of three years, provided that a vacancy exists. This rule applies only to graduates who completed their master's program on a state grant basis.

**11.1.** At Tashkent State University of Law, candidates for lecturer and senior lecturer positions may include persons with higher education (as a rule, master's degree or specialist diploma), persons holding academic titles or degrees (including PhD or equivalent foreign degrees), as well as persons without academic degrees or titles but with teaching, research, or practical work experience.

### **III. Procedure for Conducting the Competitions**

**12.** A higher education institution shall announce a competition for filling the positions of heads of departments, professors, associate professors, senior lecturers, lecturers (assistants), and trainee lecturers whose terms of election expire in the current academic year, as well as for vacant positions.

**13.** Elections based on competition shall be held at the Academic Council of the higher education institution or at the academic councils of faculties. The right to determine which positions shall be elected at the Academic Council of the higher education institution or at the faculty's academic council belongs to the rector of the institution.

Heads of departments and professors shall participate in the competition at the Academic Council of the higher education institution.

For competitions held by higher education institutions to fill the position of teacher (department head) in the field of physical education and sports, the participation of a representative of the Ministry of Sports of the Republic of Uzbekistan at the meeting of the Academic Council is required.

**14.** Competitions shall be announced in the periodical press or other mass media, including the multi-copy institutional newspaper. Applications to participate in the competition must be submitted no later than one month from the date of publication.

**15.** Those wishing to participate in the competition shall submit an application addressed to the rector of the higher education institution. A personal data form and copies of diplomas on higher education shall be attached to the application.

If participants hold a scientific degree (including Candidate of Sciences, or the Doctor of Philosophy (Ph.D.) degree in the relevant specialty awarded by foreign countries, or other scientific degrees recognized as equivalent), an academic title, as well as scientific works and inventions, they must submit copies of the relevant diplomas, certificates, a list of scientific works, and certificates of professional development.

**16.** All documents submitted for the competition shall first be reviewed at a department meeting. Before reviewing the documents of persons who have not previously worked at the department, they shall deliver trial lectures (for existing instructors of the institution — open classes). The

topics of the trial lectures and open classes must comply with the requirements of the curriculum for the department's subjects. Participants may also be tested.

The meeting for discussing candidates for the position of department head shall be conducted by the dean of the faculty (in general departments of higher education institutions — by the vice-rector).

Persons participating in the competition for the position they previously held shall present a report at the department meeting on their scientific-pedagogical, methodological, educational, and other activities carried out during the previous term.

Based on the review of each candidate's materials, the department shall adopt, by open or secret ballot, a recommendation by a simple majority vote of the department's full-time teaching staff (including part-time staff) and academic personnel, and shall submit it together with the candidate's report to the Academic Council of the institution (or faculty).

A dean (vice-rector) who is not a member of the department shall not participate in voting on recommendations for candidates for department head. A person currently occupying the position announced for competition shall not participate in voting during the review of the materials.

**17.** Before secret voting at the meeting of the Academic Council, the department's recommendation shall be read out.

**18.** The surnames of all persons participating in the competition for the position shall be included on a single ballot for secret voting.

Voting shall be carried out by marking the box next to the surname of the chosen candidate. Only one candidate may be voted for.

If no mark is made on the ballot or if marks are made next to two or more surnames, the ballot shall be considered invalid and shall not be counted.

**19.** Before voting begins, the Academic Council shall elect a counting commission consisting of at least three members of the Council. The counting commission shall announce the voting results for each candidate.

The protocol of the counting commission shall be approved by the Academic Council and added to the competition materials.

**20.** The decision of the Academic Council is considered valid if at least two-thirds of the officially approved (registered) members of the Council participate in the voting. A candidate is considered to have passed the competition if they receive a majority of votes cast by the participating Council members, but not less than 50 percent of the votes.

If none of the candidates receives the required number of votes and there are more than two candidates, a repeat vote shall be held at the same meeting between the two leading candidates. In competitions where only two candidates participate, and if the votes are equal, the vote of the chairperson shall be decisive. The decision of the Academic Council shall be approved by an order of the rector of the higher education institution.

If there are no applications submitted to participate in the competition, the competition shall be considered not held.

**21.** Meetings of the department and the Academic Council held for selecting lecturers to fill the positions shall be conducted openly. Participants in the competition have the right to attend the meetings at which their candidacies are discussed or, at their request, to review the decision of the department or the Academic Council.

**22.** The secretary of the Academic Council shall notify in writing the persons who participated in the competition about the results within ten days.

**23.** The decision of the Academic Council of the higher education institution (or faculty) shall be considered final if adopted in compliance with the requirements of this Regulation.

#### **IV. Conclusion, Amendment and Termination of the Employment Contract**

**24.** Employment contracts shall be concluded, in accordance with the prescribed procedure, with persons who do not work at the given higher education institution but have successfully passed the competition for pedagogical positions. Based on the employment contracts, an order shall be issued to hire them for a period of 5 years.

Employment contracts shall specify that the employer shall conduct a competition for the position held by the employee every 5 years, and the employee has the right to participate in such competition.

The period within which the employee must commence work after the conclusion of the employment contract shall be determined by mutual agreement of the parties, but this period may not exceed one month. The summer vacation (holiday) period of pedagogical staff shall not be included in this period.

**25.** Amendments shall be made to the employment contracts of persons who work at this higher education institution and have been elected through the competition, as follows:

a) for positions previously held — information on the extension of employment relations for a new term shall be recorded and the corresponding order shall be issued;

b) for other positions — amendments reflecting the results of the competition, including the protocol of the academic council, shall be entered, and an order shall be issued transferring the employee to the new position.

If pedagogical staff undergo attestation in accordance with a decision of the state administration body, issues concerning labor relations between the employer and employees shall be resolved in accordance with legislation based on the results of the attestation, regardless of the period during which the person holds a position requiring competition.

**26.** Employment contracts with persons who did not pass the competition for their previously held positions, or who did not submit an application to participate in the competition, shall be terminated according to labor legislation within the timeframes established by the rector of the higher education institution (as a rule, after the completion of the academic semester or year), due to failure to pass the competition or refusal to participate.

**27.** When departments are merged or divided, early competitions for pedagogical positions shall not be held.

If departments are merged, the issue of appointing the head of the newly established department shall be decided by the academic council of the higher education institution through secret voting without announcing a competition.

If a department is divided, until the end of the term of the currently elected department head, the

rector shall appoint that person as the head of one of the newly formed departments. The head of the other department shall be appointed through a competition.

**28.** The rector of the higher education institution is permitted, until the competition is held, to assign the duties of the vacant department head position to one of the senior teachers of the department or to the dean.

If the employment contract of a teacher is terminated due to their election to an elective position in representative bodies, after their term of office ends, they shall be appointed—until the expiration of the term for which they were previously elected based on competition—to the pedagogical position they previously held or an equivalent position, according to the results of the competition.

**29.** The rector of the higher education institution has the right to submit to the academic council (faculty academic council) the issue of compliance of pedagogical staff with their held positions. Before considering the issue of a pedagogical employee's compliance with the position, their activities must be reviewed by a commission approved by the rector's order. Based on the decision of the academic council, a pedagogical worker may be dismissed from the position due to insufficient qualification, low quality of scientific-methodical and educational work, or inadequate performance of lectures and seminars.

If, according to the decision of the academic council, the department head, professor, associate professor, senior teacher, or trainee teacher is deemed not to correspond to the position they hold, their employment contract shall be terminated in accordance with the prescribed procedure. The employment contract with a department head may also be terminated, based on the decision of the academic council, due to failure to perform or inadequate performance of functional duties related to managing the department.

**30.** Labor disputes concerning the termination of employment contracts concluded with pedagogical staff of higher education institutions shall be resolved in accordance with the procedure established by law.

#### ANNEX

to the Regulation on the procedure for recruiting pedagogical staff to higher education institutions on a competitive basis

#### Evaluating the Activities of Pedagogical Staff of Higher Education Institutions

##### CRITERIA

No.	Indicators	Score
<b>Educational and Methodological Activity (40 points)</b>		
1.	<b>Teaching Activity (20 points):</b>	
1.1.	Level of mastery of theoretical knowledge, practical skills, and modern trends in the taught subject (based on results of open lessons).	
1.2.	Quality of teaching (based on student surveys).	
1.3.	Participation of students under the teacher's guidance in Olympiads, various competitions, and scientific grants.	
2.	<b>Methodological Work (20 points):</b>	
2.1.	Number of textbooks and teaching manuals published by the higher education institution teacher during the year.	

2.2.	Level of use of computer and information technologies in teaching, including development of courses and instructional/presentation materials.	
2.3.	Use of modern educational technologies and advanced methods for assessing students' knowledge in the learning process.	
<b>Educational/Extracurricular Activity (20 points):</b>		
3.	Participation in educational and extracurricular events with students: moral and educational activities, sports clubs, scientific and creative circles, cultural events, etc.	
4.	Supervision of academic groups (curatorship).	
5.	Participation in organizing students' meaningful leisure activities.	
6.	Involvement in community work within the institution or region and in extracurricular educational activities.	
<b>Scientific Activity (30 points):</b>		
7.	Participation in scientific conferences.	
8.	Publication of materials in scientific journals (including foreign journals) and monographs.	
9.	Leadership or participation in international and scientific projects, or economic contracts.	
10.	Number of patents and inventions.	
11.	Scientific supervision of PhD students and doctoral dissertation research.	
12.	Conducting scientific research within the framework of doctoral dissertations.	
<b>Contribution to the Development of the Higher Education Institution (10 points)</b>		
13.	Participation in strengthening cooperation with other educational institutions: universities, academic lyceums, and vocational colleges (organizing training for teachers and enhancing their knowledge).	
14.	Participation in and organization of exchange programs with foreign higher education institutions.	
15.	Participation in establishing new directions, departments, laboratories, and updating the electronic database of the Information Resource Center.	
<b>Personal Qualities (10 points):</b>		
16.	Academic degree and scientific title.	
17.	Completion of professional development courses.	
18.	Knowledge of foreign languages and practical use in preparing materials and teaching the subject.	
19.	Internship experience at foreign educational and scientific institutions.	
<b>TOTAL: Maximum 110 points</b>		

**Note:** Depending on the specifics of the higher education institution, the distribution of points within the indicators according to the relevant criteria is determined by the higher education institution itself.

*(Collection of Legislation of the Republic of Uzbekistan) 2006, Nos. 6–7, Article 36; 2015, No. 34, Article 455; 2017, No. 23, Article 472; National Database of Legal Acts, 09.11.2017, No. 09/17/898/0234; 28.02.2019, No. 09/19/181/2689; 10.06.2019, No. 09/19/473/3258; 08.04.2021, No. 09/21/189/0303; National Database of Legislation, 04.06.2021, No. 09/21/345/0522; 05.04.2022, No. 09/22/153/0266; 10.05.2024, No. 09/24/272/0337.*