

HR Excellence in Research

Action Plan

Action Plan

Case number 2025LT320077

Name Organisation under review

Lietuvos muzikos ir teatro akademija

Organisation's contact details

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No.	Action	GAP Principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicator(s) / Target(s)
1.	Implementation of an Open Science policy. Development of a policy covering open access, FAIR principles, research data management, and digital infrastructure.	(+/-) 3. OPEN SCIENCE (-/+) 16. DISSEMINATION AND EXPLOITATION OF RESULTS	Q2 2026 – Q4 2027	Vice-Rector for Art and Science; Research Centre; Study Quality and Development Division; Technology Division.	Policy approved; data management tools implemented/updated; at least 2 training sessions delivered to researchers.
2.	Development of a Research Sustainability policy. Strategic planning, infrastructure renewal cycle, and ensuring stability of research careers.	(-/+) 8. SUSTAINABILITY OF RESEARCH	Q3 2026 – Q2 2027	Vice-Rector for Art and Science; Finance and Accounting Department.	Approved Research Sustainability strategy/policy integrated into LMTA strategic documents.

3.	Formal adoption of a comprehensive OTM-R policy (LT/EN). Harmonisation of procedures and ensuring transparency in line with EU standards.	(+/-) 10. RECRUITMENT (+/-) 11. SELECTION	Q2–Q4 2026	Human Resources and Legal Division; Communication Division.	OTM-R policy published on LMTA website in LT and EN; 100% of recruitments conducted in line with OTM-R.
4.	Development of an internal OTM-R guide and methodology. Clear guidelines for selection committee members and candidates (process, impartiality).	(+/-) 11. SELECTION	Q4 2026	Human Resources and Legal Division; Study Quality and Development Division.	Internal methodological toolkit published; increased candidate satisfaction.
5.	Capacity building for selection committee members. Regular training on impartiality, gender equality, and merit-based evaluation.	(++) 4. GENDER EQUALITY	Q1 2027	Human Resources and Legal Division; Career and Competence Centre.	At least 2 training cycles organised.
6.	Improvement of the researcher evaluation system. Development of transparent, career-stage-based (R1–R4) criteria, including indicators for artistic research.	(+/-) 9. RESEARCHERS' ASSESSMENT (+/-) 17. VALUING DIVERSE RESEARCH CAREERS	Q3 2026 – Q4 2027	Human Resources and Legal Division; Vice-Rector for Art and Science.	Approved and publicly available evaluation criteria; presentation delivered to research community.
7.	Development of LMTA researcher career	(+/-) 12. CAREER PROGRESSION	Q4 2026 – Q2 2027	Vice-Rector for Art and Science;	Approved career model; clear and

	development guidelines. Definition of career stages, evaluation cycles, and competence development opportunities.	(+/-) 17. VALUING DIVERSE RESEARCH CAREERS		Research Centre; Human Resources and Legal Division.	visible career pathways.
8.	Implementation of a formal mentoring system. Support for early-career researchers (R1, R2), including career guidance and information resources.	(+/-) 18. CAREER DEVELOPMENT AND ADVICE (-/+) 20. SUPERVISION AND MENTORING	Q1–Q4 2027	Human Resources and Legal Division; Research Centre; Vice-Rector for Art and Science.	Guidelines approved; mentoring programme launched; researcher participation ensured.
9.	Annual researcher competence development plan. Training catalogue (proposal writing, project management, data analysis, leadership, public speaking).	(+/-) 19. CONTINUOUS PROFESSIONAL DEVELOPMENT	Ongoing (from Q4 2026)	Research Centre; Human Resources and Legal Division; Career and Competence Centre; Community Welfare Centre.	Training catalogue developed; at least 4 trainings per year; positive participant feedback.
10.	Centralisation of information for researchers. Creation of a unified platform (intranet/webpage) on rights, obligations, working conditions, and social guarantees.	(+/-) 13. WORKING CONDITIONS, FUNDING AND SALARIES (-/+) 15. CONTRACTUAL AND LEGAL OBLIGATIONS	Q4 2026 – Q2 2027	Human Resources and Legal Division; Communication Division; Technology Division.	Platform operational; “Researchers’ Rights and Obligations Guide” published; 90% of researchers report easy access to information.

11.	Improvement of employment stability and salary competitiveness. Promotion of long-term contracts and integration of performance-based incentives.	(+/-) 13. WORKING CONDITIONS, FUNDING AND SALARIES (+/-) 14. STABILITY OF EMPLOYMENT	Q1 2027 – Q1 2028	Vice-Rector for Art and Science; Human Resources and Legal Division; Finance and Accounting Department.	Stability guidelines published; updated remuneration policy; reduced share of fixed-term contracts.
12.	Development of a research dissemination and exploitation system. Centralised mechanism for dissemination and partnerships, including documentation of artistic research.	(-/+) 16. DISSEMINATION AND EXPLOITATION OF RESULTS	Q1 2027 – Q1 2028	Research Centre; Project Management Division.	Dissemination guidelines developed; 30% increase in research visibility.
13.	Establishment of a feedback mechanism. Enabling researchers to provide feedback after evaluations and monitoring OTM-R processes.	(+/-) 9. RESEARCHERS' ASSESSMENT	Ongoing (from Q1 2027)	Human Resources and Legal Division; Study Quality and Development Division.	Survey tool implemented; first annual OTM-R monitoring report prepared (2028).