

Principles of the Academic Career of Young PhDs

Taking into account the challenges of the academic career of young PhDs in Lithuania, the Young Academy of the Lithuanian Academy of Sciences proposes the following principles to research and higher education institutions (hereinafter, research centres) seeking a sustainable academic career for young PhDs:

Academic mobility:

- Promote JMD international mobility, including long-term internships;
- When and if necessary, prioritise young PhDs in allocating financial and technical assistance.

Academic ethics:

- Implement effective ethics tools in research and higher education;
- Ensure equality-based relationships between young PhDs and senior researchers.

Financial security:

- Ensure that the young PhDs choosing an academic career have a factual income that would not be lower than that of doctoral students, would indicate their acquired qualifications and motivate them.

International activity:

- Encourage experienced researchers to include young PhDs in international and national networks of research collaboration.

Career transparency:

- Develop clear academic career guidelines that allow young PhDs to follow them in practice.

Enhancing motivation:

- Introduce internal measures to enhance the motivation of young PhDs beyond traditional financial incentives.

Academic mentorship:

- Ensure that each young PhD has an individual mentor at the research centre. This would not necessarily be a formal position: young PhDs just need to know which senior colleague they could approach without hesitation for advice, assistance, or a consultation.

Ensuring the choice:

- Organise real competitions for research vacancies and promote inter-institutional cooperation of the young PhDs.

Academic openness:

- Create a collaborative academic environment in which young PhDs could learn and interact with experienced researchers;
- Avoid treating a young PhD as a competitor in a particular area.

Ensuring equality:

- Ensure non-discriminatory conditions for young PhDs, both for those who aspire to join researchers in a research centre and those already working there.

Balanced research:

- Seek balancing the financial situation of researchers working in individual fields of research: without undermining the sensible competition of research teams, to further encourage researchers working in necessary fields that have not received successful external funding at a particular time;
- To avoid a 'vicious circle' where, in the absence of project experience in a given field, a young PhD cannot effectively enhance this field or launch new research in this area without a strong institutional background.

Strengthening of new fields of research:

- Encourage young PhDs to pursue new research areas of global or regional relevance, even in the absence of significant institutional expertise in these areas.

Focus on research:

- Ensure that a young PhD devotes as much time as possible to research;
- Reduce the administrative burden on young PhDs within the institution and pursue a balanced schedule of research and teaching.