



## THE MOST TYPICAL CASES OF DISQUALIFICATION

The aim of disqualification rules is to promote the impartiality of decision-making and prevent the inappropriate influencing of decisions. All decisions must be based on objective and fair consideration. A disqualified individual cannot take part in the handling of a matter or be present when the matter is discussed. An individual is disqualified if they feel that their impartiality is compromised.

Individuals themselves are responsible for assessing the need for their disqualification and raising the issue. You will be disqualified in the following cases:

### 1. Close scientific collaboration

Co-publications or other close collaboration during the last three years

- Other close collaboration includes, for example, joint research projects or other similar research collaboration
- What does not constitute grounds for disqualification?
  - An article in an edited work if there has been no other research collaboration involved
  - A presentation/publication prepared for a conference with other authors, if there has been no other research collaboration involved
  - Other non-scholarly 'publications' do not constitute grounds for disqualification (e.g., a summary of committee work drawn up by a ministry)

Joint funding or a joint funding application during the last three years

- Receiving joint funding constitutes grounds for disqualification
- Moreover, a joint research funding application drafted during the last three years constitutes, as a rule, grounds for disqualification regardless of whether the application was successful or whether the research has been launched

Supervisory relationship

- Serving as a doctoral thesis supervisor constitutes grounds for disqualification for the next 10 years.
- What does not constitute grounds for disqualification?
  - Serving as a preliminary examiner or as an opponent for a doctoral thesis, unless research collaboration has been initiated after the public examination of the thesis

## **2. Other grounds for disqualification**

Close relations between the individuals concerned constitute grounds for disqualification. Such relations include the following:

- Immediate supervisor-employee relationship (the three-year rule is applied)
- Mentor-mentee relationship (the three-year rule is applied)
- Friendship
- Immediate family (family, spouse, child, etc.), immediate family members are listed in the [Administrative Procedure Act](#)

What does not, as a rule, constitute grounds for disqualification?

- An administratively superior position as such, if it does not involve close collaboration or a supervisory relationship
- Membership of the same editorial board, unless there is research collaboration involved
- A collegial relationship
- Routine professional contacts between colleagues and cooperation partners
- Membership of the same national or international collaboration group or network, unless there is close research collaboration involved

### **Supplementing the appointment committee**

The most ideal situation for the legal protection of applicants is that the composition of the appointment committee does not change during the process. However, disqualifications can pose challenges and hinder the progress of the recruitment process. Therefore, in an exceptional situation, which is always based on an overall consideration, it may be possible to supplement the appointment committee. For example, in a situation where an applicant who had previously formed a disqualification is no longer involved in recruitment.