

Approved by Meeting No. 10 of the Board of Representatives, dated November 20, 2012  
Amended by Meeting No. 3 of the Board of Representatives, dated June 27, 2025

**Rules for the Remuneration of Academic Personnel Temporarily Involved in Scientific,  
Research, and/or Academic Activities Abroad at Ilia State University**

1. With the prior agreement of the relevant faculty, academic personnel of Ilia State University who are involved in scientific, research, and/or academic activities outside the territory of Georgia for a period exceeding one month may be entitled to retain up to 40% of the remuneration specified in their employment contract for the duration of their absence. To be considered for this arrangement, academic personnel must submit a formal representation, documentation evidencing their involvement in scientific, research, and/or academic activities, and comprehensive information regarding the terms of their invitation abroad.
2. Under the circumstances outlined in Paragraph 1 of this rule, the decision regarding the retention and the specific amount of remuneration, not exceeding 40 % of the contractual salary, shall be made by the Academic Council upon the Dean's recommendation. The Rector shall issue a formal order reflecting the Academic Council's decision.
3. Upon their return to Georgia, academic personnel who retained partial remuneration under this rule shall have their full contractual salary reinstated, corresponding to the amount to which they were entitled prior to their departure.
4. In cases where academic personnel temporarily return to Georgia during their period of absence – such as during examination sessions or university holiday periods – they shall continue to receive only the portion of the salary that was retained during their time abroad, as previously approved.
5. If the academic personnel return to Georgia during the examination and/or holiday periods and resume full-time duties before the commencement of the following academic semester, their full salary shall be reinstated as per the terms prior to their departure.
6. Academic personnel who received salary payments under this rule are required to submit a report to the faculty upon their return. The report must document the scientific, research, and/or academic work conducted during their time abroad in relation to the remuneration paid by the University.
7. The provisions of this rule shall not apply where different remuneration conditions have been expressly stipulated in the academic personnel's employment contract.