

ANNEX 1

Criteria and Requirements for Election of Applicants to the Position of a Tenured Professor and Evaluation of Performance Thereof

(expressed in the version approved at the Senate meeting on December 19, 2022)

Compliance of the candidates for the position of a tenured professor with the requirements is assessed considering their performance during the previous 6 (six) years. Exceptions are mentioned in the parentheses in the following table. These criteria and their indicators should be further used to set performance targets for the tenured professor and to regularly evaluate their performance.

The assessment in points (5 – excellent, 4 – very good, 3 – good, 2 – satisfactory, 1 – unsatisfactory and 0 – cannot be evaluated) and a short justification of the assessment shall be given in the assessment table.

SCIENTIFIC ACTIVITY Criterion 1: Publications and citation index

	Criterion	Minimum requirement	Candidate's performance in the previous 6 (six) years	Assessment (0 – 5)
1.	Important publications, their quality and impact, number and dynamics; the most important works in humanities and arts, their quality and impact. Prerequisite: publications in the world's leading journals (Scimago Journal Rank (SJR) Q1) or in the full-text proceedings of the world's leading conferences (with the SJR index, which ranks the publication among the SJR Q1 journals in the relevant research field)	At least 3		
2.	The h-index (SCOPUS or WoS, excluding selfcitation of all authors) (throughout the entire researcher's career)	Minimum 12; (minimum 10 for young scientists (here and below - PhD degree obtained during the last 10 years)).		

		The minimal hindex in social sciences is 7, in humanities and arts – minimum 1.		
Justification of the assessment: [enter]				

Criterion 2: Attraction of funding within scientific projects, contracted research work and valorization process; scientific project management

	Criterion	Minimum requirement	Candidate's performance in the previous 6 years	Assessment (0 – 5)
1.	Ability to attract funding in international and national project competitions, as well as performing contracted research and valorization activities	At least 1.5 m EUR (<i>during the interim assessment period at RTU, it is necessary to attract the amount equivalent to the remuneration received</i>)		
2.	Management or substantial involvement of scientific projects (principal performer)	At least 3 international projects		
Justification of the assessment: [enter]				

Criterion 3: Supervision of PhD students

	Criterion	Minimum requirement	Candidate's performance in the previous 6 years	Assessment (0 - 5)
1.	Supervision of PhD students	At least 3; (at least 2 for the young scientists)		
2.	Publicly presented PhD Theses (supervision of PhD students that resulted in their obtaining of a PhD degree)	At least 2 (at least 1 for the young scientists). In social sciences, humanities and arts – in accordance with Cabinet regulations		
Justification of the assessment: [enter]				

Criterion 4: Research schedule for the next 6 (six) years

	Indicator	Assessment (0 – 5)
1.	Research schedule for the next 6 (six) years	
Justification of the assessment: [enter]		

Criterion 5: Other criteria for assessment of research activity

	Criterion	Minimum requirement	Candidate's performance in the previous 6 years	Assessment (0 – 5)
1.	Reports at international scientific / academic conferences, invitations to deliver plenary reports and opening speeches			
2.	Publications published together with foreign coauthors, research work / visits abroad, leading role in international scientific committees, etc.			
Justification of the assessment: [enter]				

PEDAGOGICAL ACTIVITY Criterion 6: Academic activity

	Criterion	Minimum requirement	Candidate's performance in the previous 6 years	Assessment (0 – 5)
1.	Delivery of the study courses	At least 1		
2.	Supervision of the graduation (Master) papers	At least 1 (one) successfully supervised Master Thesis		
3.	Delivery of a study course or a module abroad, guest lectures abroad (incl. research guest lectures), participation in the development of international Internet-based study courses, classes for foreign students	At least 1 item implemented		
Justification of the assessment: [enter]				

Criterion 7: Improvement of the teaching/learning process

	Criterion	Minimum requirement	Candidate's performance in the previous 6 years	Assessment (0 – 5)
1.	Plan of pedagogical activities. Application of the latest teaching methods and introduction of innovations in the study process			
2.	Development of teaching and methodological aids			
Justification of the assessment: [enter]				

Criterion 8: Other criteria for assessment of pedagogical activity

	Criterion	Minimum requirement	Candidate's performance in the previous 6 years	Assessment (0 – 5)
1.	Development, improvement or administration of the study programs or study courses			
2.	Quality of study course administration (the results of student surveys and other evidence are examined)			
Justification of the assessment: [enter]				

VALORIZATION Criterion 9: Valorization

	Criterion	Minimum requirement	Candidate's performance in the previous 6 years	Assessment (0 – 5)
1.	Cooperation with enterprises or the public sector, considering the volume of contracted work			
2.	Obtained patents, concluded agreements on the licensing or sale of intellectual property			
3.	Innovation and commercialization of products, participation in			
	the establishment and operation of start-ups			

Justification of the assessment: [enter]

ORGANIZATIONAL WORK AND MANAGEMENT Criterion 10: Organizational work and management

	Criterion	Minimum requirement	Candidate's performance in the previous 6 years	Assessment (0 – 5)
1.	Membership in organization committees of scientific conferences and chairing of conference sections			
2.	Work in the capacity of a reviewer in scientific journals and proceedings; revision of PhD theses; participation in the work of editorial boards of scientific publications			
3.	Establishment and management of a new laboratory or a research team. Participation in university governance (leading a faculty, institute, professor's group, department, laboratory, and other types of administrative work). Membership in university councils, working groups and committees			
4.	Involvement in the operation and representation of the university, including: - active involvement in cooperation networks and similar activities, their organization (development of research and innovation networks, think tanks, alumni associations, change management, etc.);			

	<ul style="list-style-type: none"> - counseling and mentoring; - taking part in university promotion and student attraction activities; - organization of promotional activities popularizing the represented industry 			
5.	<p>Expert and advisory services: membership in professional and industry associations, societies, and committees;</p> <ul style="list-style-type: none"> - expert and advisory services rendered outside the university (participation in expert working groups, juries, conference committees, initiatives, etc.) - representation of the university in scientific organizations, international organizations 			
6.	<p>Personal advancement:</p> <ul style="list-style-type: none"> - academic staff mobility; - experience exchange activities, internships; - professional advancement and training seminars, courses, conferences; - self-development activities 			
7.	Public visibility (media space, forums, etc.), opinion leadership			
8.	Awards and recognition			
Justification of the assessment: [enter]				