

Academic Evaluation Matrix

Table 1

Type of academic activity		1	2	3	4	5
Publication and number of citations¹ <i>Ownership of an object of industrial property can compensate for publication²</i>	Threshold for the post		·has published research papers in the volume of one doctoral thesis	· has published research papers in the volume of two doctoral theses and · h-index for papers in engineering sciences ≥ 6	· has published research papers in the volume of at least three doctoral theses and · h-index for papers in engineering sciences ≥ 10	· continuous high-level publication and · h-index for papers in engineering sciences ≥ 16
	Performance in the evaluation period	·has published research papers in the evaluation period	·has published research papers in the evaluation period in the volume of one doctoral thesis and the papers have been cited	· has published research papers in the evaluation period in the volume of one and a half doctoral thesis and the papers have been cited <i>A teaching track Associate Professor has published research papers in the evaluation period in the volume of one doctoral thesis and the papers have been cited.</i>	· has published research papers in the evaluation period in the volume of one and a half doctoral theses and · the number of citations shows an increasing trend in the period	· has published research papers in the evaluation period in the volume of one and a half doctoral theses and · the number of citations shows an increasing trend in the period
Activity and successfulness in applying for³ funding	Threshold for the post		·has participated in application for funding or ·has been an executor of a project or contract	· has received at least 1 grant from competition-based funding (e.g. a postdoctoral grant) or	· has been the PI or primary executor of a project/contract	· has been the PI of a project/contract

¹ To determine the citation index, the referencing and citation databases Web of Science, Scopus and Google Scholar are used. Decisions are made taking into account sectoral (discipline-related) specificities, whereas the typical h-index values have been taken from engineering and are based on reference universities. The SNIP normalization methodology can be used to compare citation indices across disciplines.

² Objects of industrial property determined based on the Principles of Legal Regulation of Industrial Property Act (a patent, patent application, utility model, layout-design of integrated circuits, trademarks and service marks, industrial designs, etc.) and professional software licences

³ All projects and contracts financed from outside the university are considered competition-based funding.

				<ul style="list-style-type: none"> with the participation of the employee, contracts have been concluded in the amount of ≥ 10 thousand euros 		
	Performance in the evaluation period	<ul style="list-style-type: none"> has contributed to preparation of applications for funding in the evaluation period. or has participated in research-related development activities 	<ul style="list-style-type: none"> has been successful in applying for mobility grants in the evaluation period or has been an executor of a project or contract 	<ul style="list-style-type: none"> the total volume of projects received and contracts concluded with his or her participation is over 10 thousand euros and applies continuously for funding and is successful in applying for funding and participates in projects as primary executor 	<ul style="list-style-type: none"> the total volume of projects received and contracts concluded with his or her participation is over 200 thousand euros and participates in large-scale projects as primary executor 	<ul style="list-style-type: none"> the total volume of projects received and contracts concluded with his or her participation is over 400 thousand euros and participates in the management of large-scale projects
Supervision⁴	Threshold for the post			<ul style="list-style-type: none"> 1000 hours of successful supervision of I and II level graduation theses in total 	<ul style="list-style-type: none"> at least one defended doctoral thesis and to assume the post of a teaching track Associate Professor, 1500 hours of successful supervision of I and II level graduation theses in total 	<ul style="list-style-type: none"> at least three defended doctoral theses
	Performance in the evaluation period	<ul style="list-style-type: none"> supervision of I and II level graduation theses is an additional asset 	<ul style="list-style-type: none"> 800 hours of successful supervision of I and II level graduation theses in total 	<ul style="list-style-type: none"> 800 hours of successful supervision of I and II level graduation theses in total or one defended doctoral thesis 	<ul style="list-style-type: none"> 600 hours of successful supervision of I and II level graduation theses total and one defended doctoral thesis <p><i>The requirement regarding supervision of I and II level</i></p>	<ul style="list-style-type: none"> ensures the quality of supervision at all levels and one defended doctoral thesis and

⁴ The workload for successful supervision of a graduation thesis is 20 hours at the bachelor's level and 50 hours at the master's level.

⁴ The workload for successful supervision of a graduation thesis is 30 hours at the bachelor's level and 50 hours at the master's level. [entry into force 01.09.2022]

					<i>graduation theses does not apply to the post of Leading Researcher.</i>	• the number of supervised PhD students increases constantly.
Teaching and development of studies⁵	Threshold for the post			<ul style="list-style-type: none"> • at least 5 years of experience in higher education teaching and • has completed pedagogical training in the volume of at least 12 ECTS credits 	<ul style="list-style-type: none"> • at least 5 years of experience in teaching at different levels of higher education and • has completed pedagogical training in the volume of at least 18 ECTS credits 	<ul style="list-style-type: none"> • at least 10 years of experience in teaching at different levels of higher education the author or compiler-editor of a textbook for higher education institutions or an equivalent teaching aid; and • during the last 5 years, has been a nominee for the Lecturer of the Year award or has received an equivalent evaluation of the quality of his/her teaching and • has completed pedagogical training in the volume of at least 24 ECTS credits
	Performance in the evaluation period	<ul style="list-style-type: none"> • participates in conducting I and II level studies under the supervision of a responsible academic staff member and • has received feedback on the quality of teaching and 	<ul style="list-style-type: none"> • participates in conducting I and II level studies as the responsible lecturer and • regularly updates the study materials and 	<ul style="list-style-type: none"> • participates in conducting I and II level studies as the responsible lecturer and • regularly updates the study materials and 	<ul style="list-style-type: none"> • participates as a responsible academic staff member in conducting studies at different levels of higher education and • participates in or chairs graduation theses defence 	<ul style="list-style-type: none"> • participates as a responsible academic staff member in conducting studies at different levels of higher education and • participates in or chairs graduation theses defence

⁵“Pedagogical training” means completion of the forms of degree studies, continuing education studies in and outside the university and independent studies.

		<ul style="list-style-type: none"> has adjusted his/her activities accordingly and · has completed pedagogical training in the volume of at least 6 ECTS credits 	<ul style="list-style-type: none"> · the score given in feedback on teaching is at least 4 and · has completed pedagogical training in the volume of at least 6 ECTS credits and · didactic activities, incl. supporting colleagues, sharing experience in applying teaching methods <p><i>The requirement regarding the responsible academic staff member does not apply to the post of Leading Researcher.</i></p>	<ul style="list-style-type: none"> · the score given in feedback on teaching is at least 4 and · has completed pedagogical training in the volume of at least 6 ECTS credits and · didactic activities, incl. mentoring a colleague, sharing experience in applying teaching methods and · participates in graduation theses defence committees or · manages a study programme 	<ul style="list-style-type: none"> committees, including at universities abroad and · delivers guest lectures at other universities and · the score given in feedback on teaching is at least 4 and · has completed pedagogical training in the volume of at least 6 ECTS credits and · didactic activities, incl. mentoring a colleague, sharing experience in applying teaching methods or · participates in programme advisory boards or manages a study programme 	<ul style="list-style-type: none"> committees, including at universities abroad and · delivers guest lectures at other universities and · the score given in feedback on teaching is at least 4 and · has completed pedagogical training in the volume of at least 6 ECTS credits and · didactic activities, incl. mentoring a colleague, provides training to colleagues or · participates in programme advisory boards or manages a study programme or fulfils educational administrative responsibilities at least at the school level
Vocational, professional activities and organisation of research and education⁶	Threshold for the post		<ul style="list-style-type: none"> · participation in the activities of professional and research organizations and networks or · professional work experience (incl. in business) or 	<ul style="list-style-type: none"> · participation in the activities of professional or research organizations and networks and · participation in the unit's working groups or 	<ul style="list-style-type: none"> · participation in the activities of international professional or research organizations and networks (incl. in business) or 	<ul style="list-style-type: none"> · participation in the activities of international professional or research organizations and networks or

⁶ “Professional activities and work experience” means also participation in entrepreneurial activities (incl. licence agreements, establishment of a spin-off or other start-up company, membership in the management or supervisory board of a company).

			<ul style="list-style-type: none"> · participation in the work of the unit's working groups 	<ul style="list-style-type: none"> · professional work experience (incl. in business) 	<ul style="list-style-type: none"> · participation in the university's strategic working groups, or · filling a management post at the university 	<ul style="list-style-type: none"> · participation in the university's strategic working groups, or · filling a management post at the university
Performance in the evaluation period	<ul style="list-style-type: none"> · participation in the work of the unit's working groups or · supporting student projects or · participation in research projects or · participation in the activities of professional and research organizations and networks 	<ul style="list-style-type: none"> · participation in the work of the university's working groups or · participation in academic support activities or · participation in the activities of professional or research organizations and networks (incl. in business) 	<ul style="list-style-type: none"> · participation in the work of the university's working groups or · participation in academic support activities or filling a management post or · participation in the activities of the working groups or management bodies of professional and research organizations and networks or · participation in a local conference management team or · participation in professional cooperation with private and public sector organizations (incl. in business) 	<ul style="list-style-type: none"> · ensuring academic continuity and · filling a management post at the university/participation in the strategic working groups of the university and · participation in international conference committees or · initiating and developing international cooperation or · participation in professional cooperation with private and public sector organizations (incl. in business) or · an editor or member of the editorial board of an international scientific journal 	<ul style="list-style-type: none"> · ensuring academic continuity and · participation in a steering committee of an international network/filling a management post at the university/managing of the university's strategic working groups and · participation in international conference committees or · participation in professional cooperation with private and public sector organizations or · an editor or member of the editorial board of an international scientific journal 	
Public engagement and recognitions	Threshold for the post			<ul style="list-style-type: none"> · publication of opinion pieces or popular science articles or 	<ul style="list-style-type: none"> · publication of opinion pieces or popular science articles and 	<ul style="list-style-type: none"> · publication of opinion pieces or popular science articles and

				<ul style="list-style-type: none"> · performing at events of scientific or other organizations or · professional activity on social media or · conducting of continuing education courses or subject competitions or supporting teaching and research in upper secondary schools 	<ul style="list-style-type: none"> · an active and well-known spokesman in his/her field of expertise, and · conducting of continuing education courses and · recognitions granted in the fields of science, education, culture and innovation received outside the university or invited to perform at the events of scientific or other organisations 	<ul style="list-style-type: none"> · influential and outstanding activity at international level, incl. an active and well-known spokesman in the field and · invited to perform at international events of scientific or other organisations or · international recognitions granted in the field of science, education, culture or innovation
	Performance in the evaluation period	<ul style="list-style-type: none"> · participation in activities aimed at raising the next generation of students and development of experts in the field 	<ul style="list-style-type: none"> · publication of at least 1 opinion piece or popular science article or · professional blogging or publishing professional posts on social media or · recognitions granted by the unit or · conducting of continuing education courses or subject competitions or supporting teaching and research in upper secondary schools 	<ul style="list-style-type: none"> · publication of opinion pieces or popular science articles or · performing at events of scientific or other organizations or · recognitions granted by the university or · conducting of continuing education courses or subject competitions or supporting teaching and research in upper secondary schools 	<ul style="list-style-type: none"> · publication of opinion pieces or popular science articles, and · an active and well-known spokesman in his/her field of expertise and · conducting of continuing education courses or subject competitions or supporting teaching and research in upper secondary schools or invited to perform at the events of scientific or other organisations 	<ul style="list-style-type: none"> · publication of opinion pieces or popular science articles, and · continuing influential and outstanding activity at international level, incl. an active and well-known spokesman in the field