

Academic Evaluation Matrix

Table 1

Type of academic activity		1	2	3	4	5
Research and developmentⁱ	Threshold requirements for the position		× has published research papers corresponding in scope to one doctoral thesis	× has published research papers corresponding in scope to two doctoral theses and × research impact is characterised by an h-index of at least 6 in engineering and technology	× has published research papers corresponding in scope to at least three doctoral theses and × research impact is characterised by an h-index of at least 10 in engineering and technology	× continuous high-level publishing activity and × research impact is characterised by an h-index of at least 16 in engineering and technology
	Performance during the evaluation period	× has published research papers in the evaluation period	× has, in the evaluation period, published research papers corresponding in scope to one doctoral thesis, and the papers have been cited Alternatively × intellectual property or × contribution to the preparation of a commercial contract report	× has, in the evaluation period, published research papers corresponding in scope to one and a half doctoral theses, and the papers have been cited Alternatively × intellectual property or × commercial contract report <i>A teaching-track Associate Professor has produced, during the evaluation period, scientific publications corresponding in scope to one doctoral thesis, and the publications have been cited.</i>	× has, in the evaluation period, published research papers corresponding in scope to one and a half doctoral theses, and × the number of citations has shown an increasing trend during the evaluation period Alternatively × intellectual property or × commercial contract report	× has, in the evaluation period, published research papers corresponding in scope to one and a half doctoral theses, and × the number of citations has shown an increasing trend during the evaluation period Alternatively × intellectual property or × commercial contract report

Activity and success in securing fundingⁱⁱ	Threshold requirements for the position		<ul style="list-style-type: none"> × has participated in applying for funding or × has been involved in the execution of a project or contract 	<ul style="list-style-type: none"> × has received at least one grant awarded through competitive funding (e.g. a postdoctoral grant) or × has participated in securing contracts with a total value of at least EUR 30,000 	<ul style="list-style-type: none"> × has been the principal investigator or leading researcher in a project or contract 	<ul style="list-style-type: none"> × has been the principal investigator in a project/contract
	Performance during the evaluation period	<ul style="list-style-type: none"> × has contributed to the preparation of funding applications during the evaluation period or × has participated in research-related development activities 	<ul style="list-style-type: none"> × has successfully applied for mobility grants during the evaluation period or × has been involved in the execution of a project or contract 	<ul style="list-style-type: none"> × has participated in securing projects and contracts with a total value exceeding EUR 30,000 and × continuously applies for funding and is successful in securing funding and × participates in projects as a leading researcher 	<ul style="list-style-type: none"> × has participated in securing projects and contracts with a total value exceeding EUR 200,000 and × participates in large-scale projects as a leading researcher 	<ul style="list-style-type: none"> × has participated in securing projects and contracts with a total value exceeding EUR 400,000 and × participates in the management of large-scale projects
Supervision²	Threshold requirements for the position			<ul style="list-style-type: none"> × has supervised a total of 1,000 hours of Bachelor's, Master's and doctoral theses 	<ul style="list-style-type: none"> × supervision of at least one successfully defended doctoral thesis 	<ul style="list-style-type: none"> × supervision of at least three successfully defended doctoral theses
	Performance during the evaluation period	<ul style="list-style-type: none"> × supervision of Bachelor's and Master's theses is considered an advantage 	<ul style="list-style-type: none"> × has supervised a total of 600 hours of bachelor's, master's and doctoral theses 	<ul style="list-style-type: none"> × has supervised a total of 800 hours of Bachelor's, master's and doctoral theses or × has supervised one successfully defended doctoral thesis 	<ul style="list-style-type: none"> × has supervised a total of 800 hours of Bachelor's, master's and doctoral theses and × has supervised one successfully defended doctoral thesis 	<ul style="list-style-type: none"> × ensures high-quality supervision across all cycles of study and × has supervised one successfully defended doctoral thesis as the principal supervisor and × the number of supervised doctoral candidates increases steadily

Teaching and study programme development ³	Threshold requirements for the position			× at least five years of teaching experience in higher education	× at least five years of teaching experience at different cycles of higher education	× at least ten years of teaching experience at different cycles of higher education × author or compiler/editor of a university textbook
	Performance during the evaluation period	× participates in teaching at the first and second cycles under the supervision of a responsible teaching staff member and × has completed at least 6 ECTS credits of pedagogical training	× participates in teaching at the first and second cycles as the responsible lecturer and × develops the course taught and × has completed at least 6 ECTS credits of pedagogical training	× participates in teaching at the first and second cycles as the responsible lecturer and × has completed at least 6 ECTS credits of pedagogical training and × develops the course taught and participates in study programme development or didactic activities (e.g. as a member of a programme council, through mentoring colleagues, sharing teaching-methodology experience, or similar activities)	× participates in teaching at different higher education cycles as a responsible teaching staff member and × has completed at least 6 ECTS credits of pedagogical training and × develops the course taught and regularly participates in study programme development or didactic activities (e.g. as a member of a programme council, through mentoring colleagues, sharing teaching-methodology experience, or similar activities) or holds the position of Programme Director	× participates in teaching at different higher education cycles as a responsible teaching staff member and × has completed at least 6 ECTS credits of pedagogical training and × develops the course taught and takes the leading role in study programme development or didactic activities (e.g. as a member of a programme council, through mentoring colleagues, sharing teaching-methodology experience, or similar activities) or holds the position of Programme Director
Professional and public engagement activities	Performance during the evaluation period	× participation in the unit's working groups or × supporting student projects or × participation in research projects or	× participation in the university's working groups or × participation in academic support activities or	× publication of opinion pieces or popular science articles; or public appearances or interviews in national media Additionally, at least one of the following shall apply:	× publication of opinion pieces or popular science articles, or public appearances or interviews in national media Additionally, at least one of the following shall apply:	× participation in the decision-making or advisory bodies of professional, business or research organisations or networks and × participation in international conference committees and

		<p>× participation in professional, business or research organisations or networks</p>	<p>participation in professional, business or research organisations or networks</p>	<p>× participation in a conference organising committee or × participation in professional, business or research organisations or networks or × participation in the university's working groups or × participation in academic support activities or × holding a leadership position or × conducting of continuing education courses or × presentations at seminars, conferences or schools for the promotion of the field;</p>	<p>× participation in international conference committees or × being a member of the editorial board of an international scientific journal or × participation in professional, business or research organisations or networks or conducting of continuing education courses or × presentations at seminars, conferences or schools for the promotion of the field; or × holding leadership positions at the university or participating in university working groups</p>	<p>publication of opinion pieces or popular science articles and an active and recognised spokesperson in his/her field of expertise</p> <p>Additionally, at least one of the following shall apply: × holding leadership positions at the university or × editing an international scientific journal or × publication of opinion pieces or popular science articles by current or former supervisees, or appearances/interviews by them in national media</p>
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Academic Positions and Corresponding Levels by Type of Academic Activity

Table 2

Type of academic activity	Position/ corresponding level										
	Early Stage Researcher	Researcher	Lecturer	Senior Researcher	Senior Lecturer	Assistant Professor	Associate Professor on the teaching track	Associate Professor on the research track	Research Professor	Tenured Associate Professor	Tenured Full Professor
Publication and number of citations	1	2	1	3	2	3	3	4	5	4	5
Activity and success in securing funding	1	2	1	3	2	3	2	4	5	4	5
Supervision	1	1	2	2	3	2	4	4	4	4	5
Teaching and study programme development	1	1	2	2	3	2	5	2	-	4	4
Professional and public engagement activities	1	2	2	3	3	3	4	4	5	4	5

ⁱTo determine the citation index, the Web of Science, Scopus, and Google Scholar citation databases shall be used. Decisions shall be made taking into account sectoral (discipline-specific) characteristics, whereas the reference h-index values are based on engineering disciplines and reference universities. The SCOPUS SNIP normalization methodology may be used to compare citation indices across disciplines.

ⁱⁱ All projects and contracts funded from sources outside the university shall be regarded as competitive funding.