

## Criteria for Determining Suitability of Teachers

Suitability is calculated by a weighted average of partial criteria fulfilment:

Criteria	Weight
a. Publishing Activities	0,35
b. Academic Rank	0,32
c. Research Activities	0,15
d. Fulfilment of General Competencies	0,15
e. Experience from Practice	0,02
f. Project Activities	0,01

The calculation is based on:

$$\frac{U_a * V_a + U_b * V_b + U_c * V_c + U_d * V_d + U_e * V_e + U_f * V_f}{V_a + V_b + V_c + V_d + V_e + V_f} = VV_p$$

where:

- $U_{a/./f}$  = fulfilment of the a/./f partial criteria
- $V_{a/./f}$  = weights of the a/./f partial criteria
- $VV_p$  = resulting employee suitability

1. For the purpose of determining the fulfilment of accreditation requirements for the Academic Staff in the area of publishing and other creative activities, publications or intellectual property results are structured into the following groups:
  - I. group – a professional book, a chapter in a professional book, an article in a professional periodical with IF, a patent
  - II. group – an article in a professional periodical included in the SCOPUS database or the ERIH database, software, results with legal protection
  - III. group – other publications

When determining publishing and other creative activities, the following conditions apply to the Academic Staff:

- a) Members of the Academic Staff (MAS) are obliged to have five publications completed for each group of subjects over the past five years.
- b) Each of the following MAS – a lecturer / an associate professor / a professor – is obliged to fulfil the I. group or the II. group every two years. (the I. group is related to this condition only if the given output does not apply to c).
- c) Each of the following MAS – an associate professor / a professor – is obliged to fulfil the I. group every three years.

In order to calculate fulfilment of the requirements for creative activities, a table considering weights of the above conditions has been developed:

Academic Rank	Weight of Condition a)	Weight of Condition b)	Weight of Condition c)
MAS – Lecturers	1	0	0

MAS – Assistant Lecturers	0,7	0,3	0
MAS – Associate Professors, Professors	0,4	0,4	0,2

The actual calculation of the Publishing Activities criterion is expressed as a weighted average of the percentage fulfilment of individual conditions with respect to an employee's academic rank:

The calculation is based on:

$$\frac{p_a * v_a + p_b * v_b + p_c * v_c}{v_a + v_b + v_c} = P_{p\check{c}}$$

where:

- $p_{a/b/c}$  = fulfilment of the a/b/c conditions
- $v_{a/b/c}$  = weights of the a/b/c conditions given the employee's academic rank
- $P_{p\check{c}}$  = resulting fulfilment of publishing activities

2. To determine the Academic Rank criterion, each rank is expressed in terms of the following weights:

<b>Academic Rank</b>	<b>Criteria Fulfilment</b>
Lecturer	0,1
Assistant Lecturer	0,3
Associate Professor	0,85
Professor	1

3. The Research Activities criterion is evaluated as a percentage, when involvement of the respective MAS in two research projects or grants in the previous five years is considered as the full fulfilment.
4. The Fulfilment of General Competencies criterion is evaluated as an average rate of fulfilment of the required competencies.
5. The Experience from Practice criterion is evaluated as a percentage, when participation of the respective MAS in professional practice or internship in the course of 100 days in the previous five years is considered as the full fulfilment.
6. The Project Activities criterion is evaluated as a percentage, when involvement of the respective MAS in two projects from the structural funds in the previous five years is considered as the full fulfilment.