

Annex No. 1: Criteria for the Evaluation of Academics (Pursuant to Article 4 Section 1)

No	Indicator Name	Indicator Group	Indicator description (method of adding values)	Remark
1	Number of teaching hours of lectures and blocks according to schedule	<i>Pedagogy</i>	Subjects for which the person being evaluated is registered as a lecturer shall be included in the calculation. Includes only teaching hours registered in the Faculty Summary of teaching hours. Every commenced teaching hour is included in the calculation. e.g. if the employee teaches from 7:40 to 9:15, 2 teaching hours are included in the calculation. The employee shall register only once for one teaching hour even if he/she is teaching in two auditoriums concurrently.	Rem.: If a specific teacher is registered for a specific lesson, the particular lesson shall be calculated only for him/he even though there are more teachers registered for the subject.
2	Number of bachelor's and diploma theses supervised	<i>Pedagogy</i>	It includes bachelor's/diploma theses for which the employee is registered as a supervisor. The theses are included from topic registration in the specification agenda until submission of theses.	The "Specification" shall include type of thesis (bachelor's and diploma) and status of thesis
3	Number of doctoral students	<i>Pedagogy</i>	It includes doctoral students that the employee led (registered as a trainer) within the observed period for at least one day. Each student shall be calculated only once in the observed period.	
4	Number of external examiner's reports on bachelor's/diploma/dissertation/ rigorosum/habilitation/theses	<i>Pedagogy</i>	Number of bachelor's / diploma / dissertation / rigorosum / habilitation / theses for which the employee is registered as an external examiner. Report shall be included only in the case that a file with the external examiner's report was created in the observed period of which the employee is an author.	"Specification" shall include type of external examiner's report (Bc., Mgr., hab., etc.).
5	Memberships in committees for SZZ and defense of final theses	<i>Pedagogy</i>	Number of specialized committees on which the employee is registered in the observed period as a chairman or member. The employee is counted in the council /committee only once in the whole observed period. It includes committees for state examinations in bachelor's, master's and doctoral studies; committees for the defense of bachelor's, diploma, dissertation theses.	"Specification" shall include specific information about membership: -SSZ – faculty, field, time period, chairman/member -Committees for defense of Bc., Mgr., Ph.D. - faculty, field, time period, chairman/member
6	Quality of teaching	<i>Pedagogy</i>	Unable to generate from IS. Describe what students appreciate most about your teaching (e.g. content, form, etc.). Alternatively, indicate where you see room for improvement.	
7	Most significant scientific result	<i>Science</i>	Unable to generate from IS. Provide citations of scientific results that have been published or accepted for publication in the past year and meet at least one of the criteria below for: - journal articles in journals indexed in WoS - articles in journals indexed in AJG - monographs or chapters in monographs in foreign publishers	
8	Number of implemented projects	<i>Science</i>	Number of projects for which the employee was registered in the observed period as a solver, other solver or member of the implementation team. It includes only external projects for which MU is not the investor. Project shall be counted for each calendar year of implementation within the observed period.	"Specification" shall show information about a specific investor of the project (e.g. EU, Ministry of Edu, etc.)
9	Number of newly prepared draft projects	<i>Science</i>	Number of draft projects for which the employee was registered in the particular years of the observed period as a proponent,	"Specification" shall show information about a specific

			<p>solver or additional solver. The draft project shall count if it is in ISEP in the observed period with the "pending approval" or "approved at MU and sent to investor for approval" status. The project shall be counted once for the whole observed period.</p>	<p>investor of the project (e.g. EU, Ministry of Edu, etc.)</p>
10	Membership on special boards	<i>Organizational</i>	<p>Number of specialized boards on which the employee is registered in the observed period as a chairman or member. The employee is counted in the council /committee only once in the whole observed period. Namely the following specialized boards count: field council; field committee; MR Scientific Board; Faculty Scientific Board; MU Academic Senate of the Faculty; MU Habilitation Committee; Committee for Nominating Proceedings at MU.</p>	<p>"Specification" shall include specific information about membership: -Field council/committee- faculty, field of study, chairman/member -MU Scientific Board – MU Scientific Board, chairman/member -Scientific Board of the Faculty – specify MU faculty, chairman/member -MU Academic Senate – MU Academic Senate, chairman/member -Academic Senate Faculty – specify MU faculty, chairman/member -Committee for habilitation and nominating proceedings – type of proceedings, faculty, field, time period, name of candidate, chairman/member</p>
11	Active social role	<i>Organizational</i>	<p>It includes all employee's activities fulfilling the social role of the faculty, i.e. active presentation of academic community in the fields of their specialization, e.g.:</p> <ol style="list-style-type: none"> 1. Events promoting study (e.g. DOD, promotion at secondary schools, etc.) 2. Events promoting science and research (e.g. Night of Scientists) 3. Presentation in media (e.g. appearance on TV, interview in a newspaper/magazine, article in a magazine) 	
12	Sources of job satisfaction	<i>Personal</i>	<p>Unable to generate from IS. Describe what most increased your job satisfaction.</p>	
13	Sources of job dissatisfaction	<i>Personal</i>	<p>Unable to generate from IS. Describe what has contributed most to your job dissatisfaction.</p>	