Appendix no. 1A to the Rector's Order no. 11/2021 of 01.03.2021

**Criteria for periodic evaluation of academic teachers in a group of research-didactic employees**

**for 2021 and subsequent periods;**

1. The condition for obtaining a general positive assessment by the academic teacher employed in a group of research-didactic staff is obtaining at least a positive assessment in the scientific activity and a positive assessment in the teaching activity.
2. A negative assessment of the teacher in a particular scope of activity requires a written justification.
3. In order to achieve a positive assessment of the stage II in specific scopes, at least one positive partial assessment indicator must be met/documented, while there is no negative partial assessment indicator.

**I Teaching activity**

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|  | **Indicators for the partial evaluation** |
| **Positive partial evaluation I** | Acquisition from outside of the University, funds for teaching innovations/research/development/expansion, or as a result of implementations/commercialization *(applies to staff employed as an assistant professor, university professor or professor)*. |
| Publication of scientific/didactic works (journals/peer-reviewed materials from: conferences/patents/monographs/textbooks/scripts/etc.) |
| Issuing expert opinions and opinions on behalf of external bodies (e.g. MNiSW/MNiE/MZ/CK ds. SiT/RDN/ABM/NCN/NCBiR/KEJN/PAN/PKA/KAAUM/NAWA/FP and others). |
| Reviewing publications of a didactic nature. |
| Preparation/ update of the study programme. |
| Preparation/ update of syllabuses for subjects, including learning methods and educational content. |
| Preparation of teaching materials/ teaching classes, specified in the study programme. |
| Preparation of teaching materials/ teaching classes in a foreign language, specified in the study programme. |
| Preparation of teaching materials/ teaching classes at the doctoral studies/ Doctoral School. |
| Preparation of teaching materials/teaching classes in supplementary courses (e.g. preparing for entrance exams, postgraduate courses, specialization courses, etc.). |
| Conducting and crediting apprenticeships. |
| Development and implementation of innovative teaching methods. |
| Substantive supervision of teaching activities carried out by other teachers as part of the conducted subjects *(applies to staff employed as a university professor or professor).* |
| Conducting teaching consultations/ supervising a doctoral student's scientific development. |
| Conducting examinations, credits, tests and other forms of verification of expected learning outcomes (including doctoral studies/ Doctoral School). |
| Management/supervision over the preparation of diploma theses by students, including the verification of theses using the anti-plagiarism system. |
| Reviewing students' diploma theses. |
| Conducting internship/ postgraduate course/ specialization course/ continuing education. |
| Improvement of own professional qualifications in the scope of conducted teaching activities (e.g. participation in conferences/ teaching courses/ specialization courses/ continuing education, etc.). |
| Participation in the implementation of an educational project aimed at improving the quality of education and teaching processes at the University. |
| Grant application (in the education area) outside the University. |
| Participation in the preparation of applications for funds for improving the quality of education/ promotion/ expansion of the teaching unit. |
| Other activities of a didactic nature to improve the quality of education and teaching processes in the University. |
| Obtaining a teaching award. |
| **Negative** **partial evaluation I** | No teaching activity + justified, negative opinion of the supervisor. |
| Unexcused non-performance of the teaching load + justified, negative opinion of the superior. |
| Unexcused non-compliance with the MUB Work Regulations, in the scope of teaching activities + justified, negative opinion of the supervisor.  |
| Receiving negative assessments from the submitted student/doctoral student surveys on the basis of a representative number of completed surveys during the period covered by the periodic assessment |

**II Organizational activity**

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|  | **Indicators for the partial evaluation** |
| **Positive partial evaluation I** | Work in expert teams and other non-university groups, related to academic activity. |
| Holding position in the authorities of the University/ Faculty/ College / National or Regional Consultant/ Head of an organizational unit of MUB/ USK/ UDSK. |
| Work in collective bodies and committees, teams and other University groups. |
| Work in recruitment committees and examination committees in the process of student recruitment. |
| Work in doctoral/ habilitation committees. |
| Work in the editorial committees of journals/ textbooks of a scientific and didactic nature |
| Organization of scientific internships. |
| Organization of apprenticeships. |
| Acting as supervisor of doctoral students/ students (year tutor, supervisor of a scientific club, supervisor of apprenticeships, etc.). |
| Organization of congresses/ meetings/ scientific and didactic conferences/ workshops, etc., improving academic and professional competences. |
| Participation in providing healthcare at USK/ DSK/ MUB Specialist Dental Clinic. |
| Participation in events organized for the benefit of the public or in the University promotional activities. |
| Participation in other organizational works, commissioned by the head of the unit and the University authorities. |
| **Negative** **partial evaluation II** | No organizational activities + justified, negative opinion of the supervisor. |
| Unexcused failure to submit a survey within the deadline + justified, negative opinion of the supervisor. |
| Failure to comply with University regulations, including not undergoing periodic medical examinations. |
| Binding decision of the Disciplinary Committee for Academic Teachers, except for decisions on copyright infringement, the stance of the Dean/Rector on the basis of a protocol of the Faculty Committee for Counteracting Sexual Harassment, Mobbing and Discrimination against Students, stating the validity of the complaint lodged with the Committee, the stance of the MUB Anti-Mobbing Committee stating the validity of the complaint.  |

**III. Scientific activity**

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|  | **Indicators for the partial evaluation** |
| **Positive partial evaluation I** | The sum of points for publications in scientific journals/ reviewed materials from international conferences/ monographs/ patents/ projects/ commercialization >15 percentile of scoring in the discipline declared to the number N. |
| Obtaining funds for research/ development works through competitions. |
| Issuing expert opinions and opinions on behalf of entities outside of the higher education system. |
| Review of research projects/ scientific papers. |
| Supervision over the scientific development of doctoral students. |
| Conducting examinations/ other forms of verification of expected learning outcomes at the doctoral studies/ Doctoral School. |
| Supervising a doctoral dissertation. |
| Reviewing in the proceedings for the award of a title, scientific degree. |
| Participation in preparing applications for funding of research/ patent applications/ documentation on obtaining protection rights, participation in implementations. |
| Participation in congresses/ meetings/ scientific conferences/ workshops, etc.) in order to disseminate the results of R&D works, and to establish cooperation with representatives of the scientific and business sector to develop the research potential of the University. |
| Participation in the implementation of a research project. |
| Grant application outside the University.  |
| Improvement of professional qualifications in the development of one's own research potential (e.g. domestic/ international scientific internship, etc.). |
| Obtaining a scientific award. |
| Other activities related to the conduct of scientific activitiy. |
| **Negative** **partial evaluation I** | The sum of points for: publications in scientific journals/ reviewed materials from international conferences/ monographs/ patents/ projects/ commercialization is <15 percentile of scoring in the discipline declared to the number N + justified, negative opinion of the supervisor. |
| Binding decision of the Disciplinary Committee for Academic Teachers on copyright infringement, including copyright misappropriation, falsification of research/ research results or other scientific fraud. |