

Regulations concerning promotion in higher education

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Croatian Rectors' Conference

October 2015: the use of Open Access data in evaluating research output, grant funding and academic promotions. – not just WoS, but also SCOPUS (including SJR – SCImago Journal & Country Rank) and DOAJ (Directory of Open Access Journals)

February 2016: the use of Google Scholar (also includes CROSBİ, HRČAK and other Croatian open repositories) for assessing the visibility of research publications

General regulations (law)

Public tender: Bilten Hrvatskog zavoda za zapošljavanje, Narodne novine, daily press, web site, EURAXESS (30 days)

Selection Committee (30 days report deadline) – 3 members, at least 1 external

Election criteria: law + Rectors' Conference + University/School (additional)

Re-elections: every 5 years (retirement at 65y)

UNIZG: elections confirmed by Field Councils and Senate (full professor only)

Full Professor (tenure-track): only permanent title (others just job/position descriptions!)

Position types (simplified)

- Assistant / doctoral student
- Senior assistant / postdoc
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- RESEARCH & TEACHING:
- Assistant Professor (Docent)
- Associate Professor (extraordinarius)
- Professor (ordinarius)
- Professor ord. (tenure-track)

RESEARCH ONLY:

- Research associate
- „Higher“ research associate
- Senior researcher
- Senior researcher (tenure-track)

TEACHING ONLY:

Lecturer / Lector

Senior Lecturer / Senior Lector

General conditions (School of Medicine Zagreb)

- M.D. & Ph.D/D.Sc.
- Publications (CC, SCI Expanded, Scopus, Medline): number, citations, IF, Q1-Q4, h-indeks
- Research experience (P.I.; collaborator; domestic – international grants)
- Teaching experience (including mentorship for PhD theses, diploma theses)
- Positive evaluations (students, Election committee, Department head)
- International experience (study visits, invited lectures, conference presentations, grant & paper reviews, etc.)

Assistant Professor

PhD/D.Sc. + research associate (first step)

- 8 publications (2 CC + 1 SCI + 5 Scopus)
- active researcher (usually on senior researcher/mentor's grant)
- a) at least 3 papers at int. meetings or b) at least 3 months study visit abroad
- at least 90 hours of teaching experience (over the last 5 years)
- habilitation lecture (plus positive evaluation by students & Dept. head)
- completed Course on communication skills
- completed residency + 3 years experience (for clinicians)

Associate Professor (basic)

- at least 5 years of employment as Assistant professor (300 teaching hours per year!)
- 16 publications (4 CC + 2 SCI + 10 Scopus)
- active researcher
- positively evaluated teaching activity (students + committee + Dept. head)

Associate Professor (additional)

AT LEAST 3 OF THE FOLLOWING 5:

- co-authored at least 1 university textbook/handbook (or e-book)
- introduced new (and approved) course
- supervised at least 7 diploma theses (with at least 2 papers published in co-authorship with student)
- at least 1 year study visit abroad after PhD
- at least 5 conference papers (2 int.)
- supervised at least 1 PhD student and published paper with him

Professor (basic)

- at least 5 years as Associate Professor
- 24 publications (8 CC + 4 SCI + 12 Scopus)
- P.I. of at least one project, or collaborator on international project
- publication record showing „significant impact on the field“ (IF, h-index, Q1-Q2 articles, citations)
- new university textbooks/handbooks (e-courses)
- PhD Study / CME Courses: head of at least 1 course; lecturer on at least 2 courses
- supervised at least 2 PhD students (and co-authored papers with them)

Professor (additional)

AT LEAST 4 OF THE FOLLOWING 8:

- 1) co-authored at least 2 university textbooks/handbooks
- 2) supervised at least 10 diploma theses (published with student at least 4 papers)
- 3) at least 2 papers published with PhD students
- 4) at least 7 conference papers
- 5) at least 4 years member of journal Editorial board (or 2 years Editor)
- 6) reviewed at least 10 submitted papers of other researchers
- 7) P.I. of at least 1 domestic grant, or member of at least 1 int. grant
- 8) spent 2 years as visiting professor/researcher abroad + invited lectures.

Professor (tenure-track)

- At least 5 years as Professor (first appointment)
- Active research & teaching continued after the first appointment (ne specified no. of publications or grants)
- ADDITIONAL:
- At least 6 of the 12 - 8 are the same as for the first appointment, but 4 more added for tenure-track:
 - 1) invited lecturer at at least 2 international meetings
 - 2) reviewer of at least 2 study programmes, 2 textbooks or monographs
 - 3) leading position (Dept. head, dean, vice-dean, rector, vice-rector, society president)
 - 4) important domestic or international award for research/teaching excellence.

Conclusions

- 1) No. of publications to be increased (but strongly depends of general funding conditions)
- 2) Focus on real impact: citations (excluding self-citations), h-index, no. of articles in Q1 and Q2 journals
- 3) No. of competitive research grants (esp. international) & patents/applications (added value)
- 4) No. of **successful** PhD students (e.g. now developing career abroad)
- 5) Taking into account publications other than original articles (e.g. chapters in leading international textbooks/handbooks).