

Evaluation system of academic staff - development plans

Faculty of Finance and Accounting (FFA)

FFA staff are continuously evaluated by department heads (every year performance and quality in the area of publications and grants are evaluated for each employee) - Publication (research) plan and its evaluation. Every four years, a comprehensive evaluation of all academic staff and all senior workers is conducted, covering also the area of R&D (quality and quantity of R&D performance). Each year, the WoS and Scopus publications are evaluated by peer review with the selection of the best FFA publications.

Faculty of International Relations (FIR)

Evaluation of academic and research staff is based on annual interviews with direct supervisors. The content of the interview is an evaluation of the fulfilment of long-term goals in the career growth of each employee, possible modification and updating of partial goals for the following period. The interview is based on detailed evaluation of the employee using a standardised form according to a set of criteria in the core areas of FIR academic activities. The performance score is subject to further analysis within and to comparison of individual workplaces.

Faculty of Business Administration (FBA)

A performance evaluation system is applied at FBA on an annual basis. In the area of evaluation of scientific performance, the following outputs are taken into account: success in publishing articles in top foreign journals (graded categories 1) AIS > 1,5, 2) AIS > 1,0, 3) AIS > 0,5, 4) AIS > 0,25 or SJR > 0.7 or ABS Journal Quality Guide level 2, 5) another journal in WoS or Scopus), published scholarly books in top foreign publishing houses (e.g. Springer, Routledge), and submitted and obtained research grants, with an emphasis on international grants and contract research.

Faculty of Informatics and Statistics (FIS)

At faculty level regular performance assessments are carried out with all staff (from departmental staff to vice-deans). The evaluation is based on tasks set for a certain period, usually one year, which were set during their last performance assessment. On the basis of evaluation by their superiors, the level of their performance bonus is set. The performance assessment also includes specifying tasks for the next period. The programme "**PhD Student 4.0**" is aimed at supporting excellent doctoral students. Under this programme specific obligations in each semester is specified and their fulfilment is discussed with doctoral students after each semester. There is no specialised research institute at FIS (therefore, there are no senior positions exclusively related to R&D).

Faculty of Economics (FoEcon)

At FoEcon, academic and scientific staff are evaluated in line with the rules of internal evaluation of departments, which take into account both the type of workload and working hours. FoEcon employees' remuneration for publication outputs reflect the upcoming 17+ Methodology, i.e. the

amount of remuneration for publication outputs depends on the quality of the journal, i.e. its ranking in the given FORD according to AIS.

Faculty of Management (FM)

As part of regular assessment of personal development plans, FM assesses the results of creative activities with respect to the achievement of publication standards (the minimum requirements are defined in terms of publishing activities of each worker in a three-year period). The system of the distribution of institutional financial support for the long-term conceptual development is established in a publicly available internal regulation which sets priorities in the creative activity and the remuneration to be received by staff for their achievements. FM also underlines the importance of the ethical dimension of creative activity and strongly opposes unethical practices (e.g. predatory journals, vanity press). The attitude of FM towards the so-called predatory publishers and journals takes the form of a guide, which serves to educate among less experienced staff and doctoral students.