



UNIVERSITY OF PRISHTINA

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Based on the competencies defined in Article 20, as well as in implementation of Article 147, paragraph 5, and Articles 148, 150, 152, 153, and 161 of the Statute of the University of Prishtina, and in accordance with the provisions of the Law on Higher Education No. 04/L-037, at the meeting held on April 30, 2025, the Senate approved the following:

REGULATION ON SELECTION PROCEDURES RELATED TO THE APPOINTMENT, PROMOTION, AND REAPPOINTMENT OF ACADEMIC STAFF AT THE FACULTY OF ARTS OF THE UNIVERSITY OF PRISHTINA

Article 1 The Purpose

1. This Regulation aims to regulate and define the procedures and criteria for the appointment, promotion, and reappointment of academic staff to the ranks of Full Professor, Associate Professor, Assistant Professor, Assistant, Lecturer, and Repetiteur at the Faculty of Arts. For positions pertaining to the field of arts, the criteria for artistic activity, attached as Annex IA, shall apply, whereas for theoretical fields, the provisions of the Regulation on Selection Procedures Related to the Appointment, Promotion, and Reappointment of Academic Staff at the University of Prishtina shall be applicable.
2. Issues defined in the Statute of the University of Prishtina (UP) especially those not detailed in the statute related to the evaluation procedures for appointment, promotion, and reappointment of academic staff, are regulated by the provisions of this Regulation.

Article 2

Academic Staff

1. In accordance with Article 147, paragraph 3, of the Statute, the academic staff of the University consists of: Full Professors, Associate Professors, Assistant Professors, University Assistants, Lecturers of Foreign Languages, Repetiteurs, and University Researchers. The same paragraph of the Statute also defines as part of the academic staff the categories of Visiting Professors, Visiting Researchers, and Visiting Scholars, as well as Engaged Professors and Assistants, whose engagement is defined by a separate regulation.
2. Academic staff have responsibilities, which are determined by contracts and other accompanying acts for the duties of the staff, such as:
 - 2.1. Teaching and evaluation;
 - 2.2. Scientific research;
 - 2.3. Artistic education;
 - 2.4. Services to the development of the institution such as functions in committees, working groups, mentoring and project management;
 - 2.5. Services to the university and the academic community;
 - 2.6. Services to the university community.
3. The official abbreviations for academic staff are:
 - 3.1. Full professor – Prof.
 - 3.2. Associate professor – Prof. assoc.
 - 3.3. Assistant professor – Prof. asst.
 - 3.4. University assistant – Asst.
 - 3.5. Researcher.

Article 3

Academic Title

The basic, or equivalent, ranks of academic staff in the Faculty of Arts, for appointment to academic positions, are as follows:

1. For the appointment to the title of full professor, associate professor or assistant professor, the degree of Doctor of Sciences.
2. Except from paragraph 1. of this article, for artistic purposes, for the appointment to the title of full professor, associate professor or assistant professor, the degree of magister or master of arts.
3. For the appointment to the title of university assistant, the degree of magister or master of arts.
4. For the title of lecturer, the general provisions of the Statute of the University of Prishtina shall apply.
5. For the title of associate professor, the general provisions of the Statute of the University of Prishtina shall apply.

Article 4 Principles of Appointment, Promotion, and Selection of Academic Staff

The process of appointment, promotion, and selection of academic staff at the University of Prishtina is based on the respect and implementation of the principles defined in the Statute of the University of Prishtina, and in line with the following:

1. **Principle of Respect for University Autonomy:** *The decision-making process related to the appointment, promotion, and selection of academic staff reflects the autonomy of the University, as guaranteed by the Law on Higher Education and the Statute, regardless of opinions or influences from individuals or groups inside or outside the University that contradict these provisions.*
2. **Principle of Respect for Academic Integrity, Ethical Standards, and the University's Reputation:** *All decision-making bodies of the University must ensure an objective process in the appointment, promotion, and selection of academic staff, protecting the credibility and reputation of the University in accordance with the Code of Ethics and the Statute. In any case of violation of procedures related to appointment, promotion, or selection, the University shall take measures to ensure respect for the Code of Ethics and address the responsibility of evaluation committee members who fail to uphold academic integrity, ethical standards, or other normative provisions in force.*
3. **Principle of Transparency and Competitive Process:** *The process of appointment, promotion, and selection of academic staff must be transparent. This includes public announcement of competitions (for appointments for the first time to the corresponding academic call) and publication of the evaluation commission's report, which must be accessible without restriction. The first appointment to an academic call, following a public competition, must be based on a fair and competitive process that values candidates' academic, scientific, and professional achievements while also taking into account ethical standards applicable at the University.*
4. **Principle of Meritocracy:** *Appointment, promotion, and selection of academic staff for each academic call must be based on merit, respecting formal, academic, professional, and ethical criteria established by this Regulation, the Statute, and other normative acts in force. The assessment of merit must be reflected in the reasoning of the proposal and the decision for appointment, promotion, or selection.*
5. **Principle of Respect for Academic Freedom:** *The process of evaluation and decision-making regarding academic staff must respect academic freedom, which includes the freedom of scientific research, teaching, and collaboration of each member of the academic community, as guaranteed by the Statute and other applicable legislation.*
6. **Principle of Non-Discrimination and Gender Equality:** *The University provides equal opportunities for all, without discrimination on the basis of gender, race, sexual orientation, marital status, age, religion, political belief, national, ethnic or social origin, economic status, or disability. The finding that criteria are not fully met, or that ethical and academic integrity standards are not upheld as set forth by the Statute, the Code of Ethics, and the legislation in force, shall not be considered discrimination. The University affirms gender equality in accordance with the Statute and applicable legislation, respecting academic standards and criteria.*
7. **Principle of Prevention of Conflict of Interest:** *All University bodies must ensure that, in the process of appointment, promotion, and selection of academic staff, the highest*

standards of integrity are respected, avoiding any form of conflict of interest, favoritism, or nepotism in decision-making. Concrete cases shall be regulated in accordance with the laws in force, the Statute, and this Regulation.

8. **Principle of Incompatibility with Function:** *The process of promotion and selection of academic staff must respect the legal requirement to avoid any incompatibility with mandates, contractual relations, or engagements outside the University of Prishtina. Specific cases shall be defined in accordance with the laws in force, the Statute, and this Regulation.*

Article 5

General conditions for appointment, promotion and re-election

1. The conditions for appointment and promotion to any academic title of academic staff are the relevant qualifications and experience required for the job position. The decisive component in evaluating qualifications in artistic fields is artistic activity, which is assessed based on documentation related to artistic achievements.
2. For the appointment of candidates to the respective academic title, as well as for promotion and election, it is required to fulfill the criteria set out in the Statute of the University of Prishtina (UP) and in this regulation, including its respective annexes.
3. Academic staff are appointed by the Rector, based on the decision of the Senate, which in turn is based on the proposal of the academic unit council, and, in exceptional cases, on the proposal of a commission appointed by the Senate as the highest academic body, for cases defined in this regulation.
4. If the Senate rejects the proposal, it is returned to the academic unit council for reconsideration. If, after reconsideration, the council submits the same proposal, the Senate makes the final decision.
5. No one may be appointed without having received a positive evaluation from the evaluation commission or its members, based on the Statute and this regulation.
6. The qualifications and all of the candidate's publications or artistic activities, monographs, as well as participation in scientific conferences or artistic presentations, must be relevant to the field for which the appointment, reappointment, or promotion of academic staff is being considered.
7. In the context of field interpretation, interdisciplinary qualifications, publications/artistic activities, and contributions relevant to the respective field may also be taken into account, provided that they are justified by the evaluation commission.
8. For the appointment of candidates to the respective title, it is required to meet all the criteria set forth in the UP Statute. When there is more than one candidate for an announced position, the evaluation commission shall recommend the candidate who has achieved higher results and accumulated more points, according to comparable and measurable criteria, duly justified in line with the Statute and this regulation.
9. During the evaluation process, works or artistic activities for which, at the time of application, the candidate has submitted confirmation from relevant artistic institutions that they have been accepted for publication or presentation (according to the official schedule) may also be considered. In each case, the final decision shall depend on the status of the work or artistic activity, but within the time limits of the evaluation procedures.

10. The entry-level academic title in the professorial track is Assistant Professor. Academic titles must respect the duration periods defined by the Statute and cannot be exceeded.
11. The process of re-election and advancement is managed at the level of the academic unit, without the need for a public competition. The final decision is taken by the Senate.
12. The criteria and procedure for the transfer of academic staff, the implementation of the “brain gain” program and extraordinary cases are determined by separate regulations, based on the statute.

Article 6

Criteria for appointment in academic calls for new positions for which public competition is announced

1. The evaluation procedure for appointment to academic titles for the first *time* (*Assistant Professor, University Assistant, University Researcher, Foreign Language Lecturer, and Accompanist*) is based on the assessment of the necessary criteria and the assessment of additional contributions, as follows for the respective position:

1.1. Assistant Professor¹

1.1.1. Necessary criteria

- (1) Doctoral studies or equivalent in artistic subjects to Mr./MA
- (2) Scientific publications/artistic activity
- (3) Teaching skills

1.1.2. Additional Contribution for Evaluation and justification of the commission’s proposal (see Annex IV).

1.2. University Assistant

1.2.1. Required criteria:

- (1) Master’s studies
- (2) Average grade from bachelor (or integrated) and master’s studies
- (3) Age
- (4) Doctoral studies (in accordance with Article 154, points 1.3 and 1.5)

1.2.2. Additional contributions for evaluation and justification of the commission’s proposal (see Annex V.a).

1.3. University Researcher

1.3.1. Required criteria:

- (1) Master’s degree in the relevant field
- (2) Doctoral studies
- (3) Age
- (4) Scientific publications

1.3.2. Additional contributions for evaluation and justification of the commission’s proposal (see Annex VI).

1.4. Foreign Language Lecturer and Accompanist

¹ The quantitative evaluation of candidates for the title of assistant professor is based on Appendix IV, which is an integral part of the regulation.

- 1.4.1. Required criteria:
 - (1) Master's degree in the relevant field (for Lecturer); Master's degree in Piano (for Accompanist)
 - (2) Average grade from bachelor and master's studies
 - (3) Appropriate language proficiency (for Lecturer)
 - 1.4.2. Additional contributions for evaluation and justification of the commission's proposal (see Annex V.b).
2. Annexes I, II, III, IV, V, VI, and VII are an integral part of this regulation.

Article 7

Appointment to the position of assistant professor

1. In accordance with Article 155 of the Statute of the University of Prishtina, for the title of Assistant Professor, the candidate must meet the following requirements:
 - 1.1. Hold the degree of Doctor of Science.
 - 1.2. Have a number of publications reviewed in international scientific or literary journals with at least two (2) published or reviewed papers in international journals, as first or corresponding author, where at least one must be a co-author;
 - 1.3. Demonstrate teaching ability by presenting a portfolio of professional work that includes a statement of teaching philosophy. The candidate recommended for the position by the evaluation committee gives public lectures to the academic unit council and a group of students, before the decision is made by the academic unit council². In special cases, the academic unit council may also invite other candidates with justified reasons.
2. Re-election to the same title may only be made if the candidate has at least one additional work as first author or correspondent published after the appointment to the current title and has a positive evaluation according to the performance evaluation system, including the student evaluation, based on the applicable system at UP.
3. All appointments to titles, as well as the duration of employment, are for four (4) years.

Article 8

The Appointment of a University Assistant

1. In accordance with Article 154 of the Statute of the University of Prishtina, for the title of university assistant, the candidate must meet the following conditions:
 - 1.1. To have successfully completed master's studies in the relevant field.
 - 1.2. Be no older than thirty-five (35) years³ when appointed for the first time. Exceptionally, the candidate may be elected as a university assistant at the age of forty (40) years⁴ if he/she holds a doctorate degree.

² The request shall not apply in cases where the competition procedure falls under the competence of the Senate according to paragraph 20, article 14 of this Law.

³ "Not older than 35 years" is considered the period until the day the candidate turns 35 years old,

⁴ "Not older than 40 years" is considered the period until the day the candidate turns 40 years old.

- 1.3. Be registered in doctoral studies at the time of re-election.
 - 1.4. Have an average grade in bachelor (or integrated) and master studies of no less than eight (8), in each of these fields of study, regardless of whether he/she holds a doctorate degree.
 - 1.5. In the case of the second choice, the candidate must have completed his/her doctoral studies, except at the Faculty of Arts. This requirement applies to calls obtained after the entry into force of this statute.
 - 1.6. If the candidate, at the time of the first re-election, is not registered for doctoral studies, or, in the case of the second re-election, has not completed his/her doctoral studies and/or in the case of the third re-election has a positive performance assessment, then his/her position is announced for public competition, with the exception of the second re-election, before which point 6 of article 212 of the statute applies, respectively for the call obtained before the entry into force of the current statute.
2. All appointments, as well as the duration of employment, are for four (4) years.
 3. The re-election process for the same position is managed at the level of the academic unit, without the need for a public competition, if there is a positive assessment according to the performance evaluation system, including the evaluation of students. This evaluation is based on the system applicable at UP. The final decision is made by the Senate.
 4. The assistants hold the hours of exercises in bachelor and master studies. Exceptionally, the assistant who has been selected, in the absence of the professor for the position, may be authorized to hold lectures in bachelor's studies with the authorization of the academic unit council and under the supervision of a lecturer from the department.

Article 9

University Researcher

1. In accordance with Article 159 of the Statute of the University of Prishtina, for the title of university researcher, the candidate must meet the following conditions:
 - 1.1. To have successfully completed master's studies in the relevant field or to have completed doctoral studies in a relevant scientific discipline;
 - 1.2. To be no older than 35 years when first appointed;
 - 1.3. To have at least three (3) scientific papers published in international journals of the Web of Science and/or Scopus category, of which at least two (2) as first author.
2. All appointments, as well as the duration of employment, are for three (3) years, with the possibility of extension.
3. University researchers shall conduct research activities and shall publish no less than two (2) international scientific papers within one year according to the standards for the selection, reappointment and advancement of academic personnel. Scientific publications shall be affiliated with the University of Prishtina.
4. According to the instructions of the Dean of the academic unit and with the approval of the academic unit council, researchers shall assist or be engaged in holding lectures and exercises at the level of basic studies.
5. The primary task of the researcher is to engage in research groups, implement research projects and assist and engage directly in the drafting and management of research projects.

Article 10
Appointment to the Title of Foreign Language Lecturer and Accompanist

1. For the title of Foreign Language Lecturer, the candidate must meet the following conditions:
 - 1.1. Have successfully completed master's studies in the selected language;
 - 1.2. Possess excellent proficiency in the selected language;
 - 1.3. Have an average grade in bachelor's and master's studies of not less than eight (8) in each of these studies.
2. For the title of Accompanist, the candidate must meet the following conditions:
 - 2.1. Have successfully completed master's studies in the field of Piano;
 - 2.2. Have an average grade of not less than eight (8) in each of these study levels.
3. All appointments to titles, as well as the duration of employment, are for three (3) years.

Article 11
Criteria for Promotion and Reappointment to Positions Without Public Competition

1. The evaluation procedure for promotion to the academic title of Full Professor and Associate Professor is based on the criteria defined in the Statute and this Regulation according to the respective positions.
2. The evaluation procedure for reappointment to the academic title of University Assistant, Accompanist, Foreign Language Lecturer, University Researcher, Assistant Professor, and Associate Professor is based on the criteria defined in the Statute and this Regulation, grounded on the justified report of the evaluation commission.
3. If the candidate has not published or presented at least one (1) additional scientific or artistic work as the first or corresponding author after being appointed to the current title of Assistant Professor or Associate Professor, and does not meet the criteria for reappointment to the same title, they shall return to the previous academic title or, if not employed before receiving the last title at UP, a public competition⁵ shall be announced.
4. In the case of reappointment to the title of Assistant Professor or Associate Professor, or during the next promotion process of academic staff to the following title, scientific or artistic publications/presentations and new achievements of the candidate are evaluated from the moment of their first appointment to the respective title, not from the moment of their last election to that position.
5. In the report of the evaluation commission proposing appointment to the title of Full or Associate Professor, in addition to the mandatory criteria evaluated from the last election, previous achievements of the candidate may also be reflected.

⁵ The return to the previous position or the announcement of a public competition in cases where the candidate has been employed by the UP before receiving the last call, does not apply in the case of re-election of the candidate after the entry into force of the current statute, based on paragraph 6 of article 212 of the Law, which determines that: "The current academic positions held by the academic staff in connection with the new employment relationship are not affected by the provisions of this statute."

Article 12
Appointment to the Title of Full Professor

1. In accordance with Article 157 of the Statute of the University of Prishtina, for the title of Full Professor of an academic unit, the candidate must meet the following qualifications:
 - 1.1. The candidate must hold a doctoral degree (PhD).
 - 1.2. The candidate must demonstrate a high level of academic competence and scientific experience in the relevant field, proven by;
 - 1.2.1. Have at least one (1) selected chapter published in a textbook issued by a credible international publishing house after the last appointment, or one (1) book intended for student use, or a monograph, which cannot be the doctoral dissertation or a patent, completed after the last appointment.
 - 1.2.2. The candidate must have at least four (4) papers published in international scientific or artistic journals after being appointed to the previous title, as first or corresponding author, of which at least two (2) must be as first author.
 - 1.2.3. The candidate must have regular or periodic participation in national and international conferences.
 - 1.2.4. The candidate must have experience in leadership or membership in projects that result in officially published and accessible outcomes, or serving as a leader or member of a research group in academic/scientific projects, or as a manager of an externally funded project for the university or faculty⁶
 - 1.2.5. Demonstrate teaching skills according to the performance management and assessment system, including student assessment based on the system applicable at UP.
 - 1.2.6. Successful mentoring of at least three (3) master's or comparable level of study topics;
 - 1.2.7. Be in the process of mentoring or co-mentoring at least one doctorate. Five years after the entry into force of the statute, respectively after July 2029, this requirement is replaced by successful mentoring or co-mentoring of at least one doctorate;
 - 1.2.8. These have proven leadership skills at the university, such as exercising managerial functions or leading permanent or temporary committees at the university or faculty level, including evaluation committees for academic papers.
2. All appointments to this title, as well as the term of employment, are for an indefinite period.
3. A lecturer with the title of tenured professor must publish at least one (1) additional paper as first author or correspondent in every four (4) years. Fulfillment of this criterion is assessed through the academic staff performance evaluation and management system, based on the system applied at UP.

Article 13
Appointment to the Title of Associate Professor

⁶ The position of leader or member in research projects or groups includes local and international research projects. While the manager in externally funded projects means the managerial position or the position of representative of UP or the faculty (management position or academic responsibility or equivalent) in a project supported by external funds.

1. In accordance with Article 156 of the Statute of the University of Prishtina, for the title of Associate Professor, the candidate must meet the following conditions:
 - 1.1 To have the degree of Doctor of Science.
 - 1.2 The candidate must have at least one (1) selected chapter published in a textbook issued by a credible international publishing house, or one (1) book intended for student use, or a monograph, which cannot be the doctoral dissertation.
 - 1.3 The candidate must have at least three (3) papers published in international scientific or artistic journals after being appointed to the current title, as first or corresponding author, of which at least one (1) must be as first author.
 - 1.4 The candidate must demonstrate teaching skills according to the academic performance evaluation and management system, including evaluation by students.
2. Reappointment to the same title can only occur if the candidate has published at least one (1) additional work as first or corresponding author after appointment to the current title and has received a positive evaluation under the performance evaluation system, including student evaluation based on the system applied at UP.
3. All appointments to titles, as well as the duration of employment, are for four (4) years.

Article 14

Duration and Limitations of the Appointment

1. All appointments to titles, as well as the duration of employment, are made in accordance with the relevant provisions of the Statute and this Regulation.
2. Promotion is not an automatic process but is transparent and merit-based for all positions.
3. Appointments to professorial titles are made in the following order: Assistant Professor, Associate Professor, Full Professor. Early appointment or exceeding the term is not allowed.
4. The age criterion, as determined in Article 154 of the Statute, applies to candidates applying for the establishment of a fixed-term employment relationship as University Assistant and is calculated up to the closing date of the application for the competition.
If a (1) candidate has been employed at the University of Prishtina in part-time external contracts or for honoraria before reaching the age specified in Article 154 of the Statute, this does not imply that the age criterion is not applied at the moment of establishing a regular employment relationship.
5. At the University of Prishtina, according to Article 153, paragraphs 3 and 4 of the Statute, candidates who have been employed in the relevant academic unit by persons in a family relationship cannot be elected (appointed). Family relationships and for the purpose of preventing conflicts of interest and nepotism are considered to be: *spouse or cohabiting person, relative in the direct line of blood without limitation*⁷, *relative in the indirect line up to the fourth degree*⁸, *adoptive, adopted and in the family of the spouse up to the second degree*⁹.

⁷ The right of blood: unlimited – grandfather-grandfather-son-grandson/granddaughter-stepdaughter

⁸ The e blood relation is in the fourth degree: the first degree: the father-in-law; the second degree: the mother-in-law; the third degree: the uncle and the nephew/niece or the uncle and the nephew/niece aunt and the nephew/niece; the fourth degree is the children of the brother and the sister. The same applies to adoption.

⁹ The gender of the in-law (the other spouse's relative) is in the fourth degree: the first degree: the daughter-in-law and the father-in-law, the mother-in-law and the father-in-law; second degree: bride and sister-in-law/brother-in-law; son-in-law and wife's brother; stepmother and stepson (husband's son), stepfather and stepson (husband's daughter)

6. The restriction under paragraph 5, as above, applies to the appointment for the term of office of university assistant, lecturer, university researcher and assistant professor. This restriction does not apply to academic personnel who have failed to enter into a permanent employment relationship and have acquired an academic title at UP before the entry into force of the statute (2024).
7. Applicants must submit a sworn declaration regarding conflicts of interest together with the application documentation.
8. The Senate reserves the right at any time to revoke the specific appointment if it is established that during the recruitment/competition the conflict of interest was not identified, at the moment of appointment, or that there was a false declaration by the candidate.
9. Academic personnel who are in a permanent employment relationship outside UP, have other commitments or are working at UP in the capacity of an external collaborator or with secondary pay cannot be subject to the academic advancement process. For advancement to a higher academic position, academic personnel, according to this paragraph, can only be promoted after a period of one (1) year has passed since the end of their term, employment outside UP or other commitments.
10. The duration of the academic call¹⁰ cannot be consumed during the time that the academic staff member has suspended their employment relationship with UP.
11. Foreign citizens and stateless persons in the Republic of Kosovo shall establish employment contracts in accordance with the Labor Law, under the conditions and categories specified in the legislation in force for the employment of foreign citizens and in accordance with the provisions of the statute.

Article 15 **Procedures for the Public Competition**

1. The procedure for first-time appointment to the title of Assistant Professor, University Assistant, Lecturer, and University Researcher is conducted in a transparent manner through the announcement of a public competition for the respective position.
2. The competition for appointment is announced by decision of the Senate after approval of: (1) the proposal of the council of the academic unit, or (2) the proposal of the dean of the academic unit, supported by a justified report on the assessment of needs prepared by the Dean's Office, after consultation with the department, institute, or center within the academic unit, in cases when new positions are not approved by the council of the academic unit despite the program needs and the existence of the teaching norm for the respective position, or (3) a justified proposal from the rector.
3. Proposals must be based on real needs, specifically on a sufficient number of teaching hours within accredited programs that correspond to the required workload for the position of Assistant Professor, Assistant, University Researcher, or Lecturer.
4. Proposals for new full-time positions may be considered if evidence is provided that within one academic year there is a sufficient number of teaching hours¹¹ available for that position.

¹⁰ According to the statute, the duration of the professorship (Assistant Professor or Associate Professor) is 4 years, while for the university assistantship, the duration is 3 years.

¹¹ The proposal for the announcement of new positions takes into account the aspects related to the workload, which is determined by the regulation on the income of academic staff and compensations, as well as the assessment of needs and budgetary aspects/framework.

The required teaching hours for announcing a competition for new positions, as mentioned in the above paragraph, cannot be fulfilled by using lecture or exercise hours from the teaching load of academic staff who are already appointed.

5. The Rector, with a justified explanation, may propose to the Senate the announcement of a competition to fill certain academic staff positions even if the position was not included in the proposal of the council of the academic unit or the proposal of the dean, according to paragraph 2 of this article.
6. The competition is published on the university's official website. The duration of the competition is fifteen (15) calendar days.
7. Applicants must submit the required documents electronically through the University of Prishtina's online platform, administered by the Office for Academic Affairs in cooperation with the IT Service.
8. The submission of documentation and other specific requirements are defined in the announcement of the competition.

Article 16

Evaluation Commissions for New Positions Announced in the Public Competition

1. The faculty is obliged to appoint an evaluation commission for each position announced in the public competition.
2. Within ten days¹² after the opening of the competition, the Dean of the faculty holds a meeting of the Faculty Council, during which the decision is made to appoint the evaluation commissions and the appeals commission, each composed of three (3) members.
3. The academic unit appoints a special evaluation commission of three (3) members for each position announced in the public competition. The same commission may be appointed to evaluate more than one position within the same field.
4. Depending on needs and specific circumstances, and with proper justification, the academic unit may appoint a commission of five (5) members, which may evaluate more than one position announced in the same field.
5. Members of the evaluation commission cannot be academic staff holding managerial positions such as Rector, Vice-Rector, Dean, or Vice-Dean.
6. The evaluation commission is appointed by the Faculty Council, based on the Dean's proposal, in consultation with departments, branches, or divisions of the respective academic unit.
7. Participation of academic staff in evaluation commissions is part of their work duties and therefore mandatory, except in cases of conflict of interest or health reasons that make participation impossible, proven by a medical report.
8. Members of the evaluation commission must hold a higher or at least equal academic title to the position for which the competition is announced.
9. The member of the evaluation commission with the highest academic title automatically serves as Chair of the commission. In cases where more than one member holds the highest title, or all members hold the same title, the Chairman shall be the oldest member by age or the one agreed upon by consensus.
10. The evaluation commission must include at least one member from the specific (narrow) field of the position announced in the competition. If there are no members from that narrow field,

¹² All terms in this document mean calendar days unless otherwise specified.

members from the corresponding study program may be appointed. For multidisciplinary subjects, at least one member must represent one of the relevant fields.

11. In the absence of sufficient regular staff, members of the evaluation commission may also include retired academic staff engaged at the University of Prishtina who hold the required or similar academic title. Retired staff members cannot serve as Chairman. If there is no available staff within the faculty, the Chairman may be appointed from academic personnel of another unit of the university.
12. In the absence of a sufficient number of members as referred to in the preceding paragraphs of this article, members from other accredited universities abroad may be appointed to the evaluation committee, provided that they are from the relevant field for the position for which the competition has been announced, and have a call to the academic field or at least the same as the position for which the competition has been announced. In this case, at least one (1) member of the committee must be in a permanent employment relationship with the University of Peace and the same shall automatically be the chairman of the committee.
13. In cases of identified conflict of interest or health reasons that prevent participation, proven by a medical report, a commission member may withdraw in writing within five (5) days of receiving the appointment decision. In such a case, the Dean convene the Faculty Council within ten (10) days to propose a replacement member or a new commission.
14. The Chairman of the evaluation commission is obliged to convene commission meetings and, in cooperation with the members, prepare the evaluation report.
15. The evaluation commission must submit the report on the candidates for the announced position within thirty (30) days from the date of appointment. Failure to submit the report within this period the relevant members of the evaluation committee are sent to the Ethics Council by the dean of the academic unit.
16. Upon a reasoned proposal from the dean, the faculty council approves the change in the composition of the evaluation committee, namely the name of the new committee, if it is found that the committee has not respected the aforementioned deadline with negligence, according to paragraph 15 of this article.
17. After changing the composition of the evaluation committee, the faculty council gives the committee an additional fifteen (15) days, from the date of the decision on the application, to draft and submit the report on the candidates presented in the competition.
18. If, even after the formation of the evaluation committee as in the previous paragraphs, the same fails to make the appropriate evaluation according to this procedure or if the Faculty Council fails to implement the procedures foreseen for the realization of the competition, respectively fails to implement the decisions of the Senate regarding the position announced in the competition, after the issuance of the appropriate finding by the Senate, the responsibility for reopening the competition for the position or positions in question passes to the Senate, as the highest academic authority.
19. If the evaluation committee deems it necessary, it may invite to an interview all candidates who are appointed for the first time at the University of Prishtina for the positions of university assistant, university researcher, lecturer and assistant professor.
20. Members of the evaluation committees for the positions of assistant, lecturer/co-repeater and researcher must have at least the title of assistant professor.

Article 17

Justification of the report by the evaluation committee for the positions announced by the competition

1. The evaluation committee drafts the report based on the unique form prepared by the UP, which includes the proposal for the appointment of candidates for the positions foreseen by the competition.
2. The evaluations of the commission's work are made in accordance with the criteria and requirements set out in the statute and detailed in this regulation.
3. The evaluation committee report must include a recommendation with justification based on the activities, areas for which the evaluation is carried out according to the regulation, respectively the quantitative evaluation criteria for the respective positions, as defined in the annexes to this regulation.
4. The summary justification of the recommendation in the report by the evaluation committee must include at least: *the finding that the proposed candidate meets all formal requirements according to the statute, regulation, respectively the quantitative evaluation criteria, defined in the annexes to the regulation according to the relevant components, justifying each component separately, as well as the finding that the proposed candidate has the highest evaluation, namely more points in relation to other candidates, based on, but not limited to, scientific and artistic achievements, the field of publications/presentations of the candidate, the relevant field of studies or specialization, academic or professional experience.*
5. The evaluation committee is obliged to give priority to candidates who meet the necessary requirements and who, based on the overall assessment in the unique form on their scientific/artistic, professional and academic activity, are the best in comparison to other candidates.
6. The evaluation committee is obliged to write a report also for candidates who meet the minimum requirements, but who have not been proposed for appointment. For candidates who do not meet the minimum requirements, it is sufficient to state the requirements that have been met.
7. If the members of the evaluation committee have different opinions regarding the proposal for appointment, the members are obliged to submit a "separate proposal" to the relevant faculty council. In such cases, the faculty council discusses the proposals and submits to the UP Academic Affairs Office the proposal that has been approved by the council, including information on the dissenting opinions. In the case of a commission consisting of 5 members, there must be a dissenting opinion from at least 2 members, which the faculty council can vote on and propose to the senate for approval. If there is only one (1) member who has opposed the "dissent proposal", the faculty council reviews the same and this information is sent to the senate.
8. The members of the evaluation committee bear legal, disciplinary and ethical responsibility for the authenticity and completeness of the data recorded in the evaluation report and for the recommendations that will be sanctioned according to the code of ethics and other legal provisions in force, if the same clearly conflict with the Statute of the University of Pristina and this regulation.

Article 18

Procedure after the submission of the report by the evaluation committee for positions announced by public competition

1. The Faculty Council, after the submission of the report by the evaluation committee, is obliged to review the report at its next meeting, no later than 10 days after its submission.
2. After the Faculty Council verifies that the evaluation reports have been prepared in accordance with this regulation and are signed by all members of the evaluation committee, the reports shall be sent, within 7 days, in electronic form to the Office for Academic Affairs of the University.
3. If the Office for Academic Affairs finds that any of the reports submitted by the respective Faculty Council is incomplete or not in accordance with the relevant forms prescribed by this regulation, it shall notify the respective faculty through the Vice-Rector responsible for that area, so that the documentation can be completed before publication in the bulletin.
4. The Office for Academic Affairs of the University is obliged, within 10 days after receiving the evaluation reports from the Faculty Councils, to prepare the bulletins and publish them on the University's website.
5. The bulletins must remain published on the University's website for a period of 15 calendar days from the date of publication.
6. During the publication phase of the evaluation committee reports in the bulletin, dissatisfied candidates have the right to file a complaint with the Appeals Committee of the respective academic unit.
7. The Appeals Committee is appointed by the Council of the academic unit, upon the proposal of the Dean, and consists of three members from the academic staff of that academic unit. This committee must be established within the period that the bulletins remain published on the University's website. Members of the Appeals Committee cannot be the Rector, Vice-Rectors, Dean, Vice-Deans, or members of the evaluation committee.
8. The Appeals Committee of the academic unit, no later than seven (7) days after the end of the appeal period, shall review claims of complaints against the report of the evaluation committee and present a report with its findings, recommending to the Faculty Council the approval, modification, or supplementation of the evaluation committee's report.
9. The Faculty Council is obliged that, after the expiry of the bulletin publication period, within 15 days, to review the evaluation committee reports and decide on their approval or rejection, as well as on the report of the Appeals Committee. Within 7 days, the faculty shall notify the appellant in writing of the decision.
10. The Faculty Council is obliged that, after reviewing and approving or not the reports of the evaluation committees, to submit the respective decision and other details regarding the review of appeals to the Office for Academic Affairs of the University within 10 days.
11. If the Office for Academic Affairs finds any irregularities (technical or procedural) related to the approval or rejection of evaluation committee reports by the respective faculties, it is obliged to inform the Vice-Rector responsible for the area, who shall request the respective faculty to complete the documentation.
12. In the case of transferring the competence to the Senate for the realization of the competition based on the principle of hierarchy (according to paragraph 18 of Article 15), the procedure is as follows:
 - 12.1. The evaluation committee, composed as defined by this regulation, is proposed by the Rector and approved by the Senate.
 - 12.2. The evaluation committee conducts its work based on this regulation, the provisions of the Statute, and other applicable normative acts.

- 12.3. The evaluation committee is obliged to submit its evaluation report to the Office for Academic Affairs within 15 days after its appointment by the Senate.
- 12.4. If the Office for Academic Affairs finds that any of the reports submitted by the respective committee is incomplete or not in accordance with the relevant forms under this regulation, it shall notify the respective committee through the responsible Vice-Rector so that the documentation is completed
- 12.5. The Office for Academic Affairs is obliged that, within 10 days after receiving the report from the evaluation committee, to prepare the bulletin and publish it on the University's website. The bulletin must remain published on the University's website for a period of 15 calendar days from the date of publication.
- 12.6. During the period that the evaluation committee report is published in the bulletin, candidates have the right to submit a complaint to a special Appeals Committee, which is appointed by the Senate upon the proposal of the Rector and consists of three members from among the full-time professors of the University of Prishtina.
- 12.7. According to Article 149 of the Statute, in special cases, the Rector may establish an *ad hoc* appeal committee, which shall be competent to assess all appeal claims of unsuccessful candidates. The appeal committee shall consist of at least three (3) members, who must be international professors regularly employed at universities ranked among the top four hundred (400) in the world according to the *Times Higher Education World University Rankings* or *QS World University Rankings*.
- 12.7.1. The appeal committee shall review the procedural and substantive regularity of the selection of candidates and report its findings on each appeal to the Rector and the Senate.
- 12.7.2. If the appeal committee reports that it has found serious procedural violations in the selection process and strongly recommends a different outcome from that of the initial evaluation committee, the Rector and the Senate shall decide on modifying the initial committee's decision. In such a case, the Rector shall first seek the opinion of the respective academic unit's council and inform the initial evaluation committee about the findings.
- 12.8. Any appeals by candidates must be submitted to the Rectorate's administration and will be reviewed within 10 days by the special Appeals Committee of the Senate, established for such cases.
- 12.9. The report of the evaluation committee and the report of the special Appeals Committee shall be submitted to the Senate by the Rector within 30 days after the receipt of the report from the Senate's special committee.
- 12.10. The Senate of the University of Prishtina shall review the Rector's proposal, as well as proposals from other instances, at its next meeting and make a decision.
- 12.11. Against the Senate's decision, within a period of no more than 15 calendar days after receiving the decision, an appeal may be submitted to the Senate Committee for Appeals and Petitions, which serves as the final appeal instance at the University of Prishtina.

Article 19

Review of the proposal of the Faculty Council in the Senate

1. Based on Article 26, paragraph 4, of the UP Statute, the rector forms an advisory commission regarding the regularity of the procedure and proposals from the faculties for the candidates presented in the competition.
2. Within a period of 30 calendar days from the receipt of the proposals of the Faculty Council, the Academic Affairs Office prepares for the Senate a report with the relevant proposals, including the Rector's proposal regarding the proposals of the Faculty Council.
3. The Senate's decision regarding the proposals of the faculty councils is made no later than twenty (20) days after the preparation of the statements by the academic affairs office.
4. If the Senate decides to reject the proposal of the Faculty Council, the relevant section, within a period of no more than 7 calendar days, shall return it for reconsideration to the Faculty Council.
5. The Faculty Council is obliged, within 10 calendar days after receiving the decision of the Senate, to review the application for reassessment and submit the relevant decision within 7 calendar days to the academic affairs office of the university.
6. If the faculty council, even after consideration, brings the same proposal, the rector's proposal is forwarded to the senate, while the senate, within a period not exceeding 20 calendar days from the receipt of the rector's proposal, makes a final decision.
7. The Senate reserves the right to withdraw recognition of publication in questionable journals or publishers at any time, but before the final evaluation of the candidate.

Article 20

The process of advancement and re-election at the academic unit level

1. The process of advancement to the title of associate professor and full professor, as well as re-election to the title of university assistant, lecturer, researcher, assistant professor, associate professor, is managed at the level of the academic unit, without the need for a public competition, while the final decision is made by the senate.
2. The initiation of the procedure for selection and advancement is made by decision of the council of the academic unit. The academic unit is obliged to initiate the process of promotion or re-election for every academic staff member whose fixed-term employment contract expires according to the academic agreement within the respective calendar year, but not more than once within a semester. The time of initiation of the procedure is decided by the respective academic unit.
3. After the decision of the academic unit council to initiate the procedure for re-election and advancement, the academic unit notifies the academic staff of the relevant unit to apply within the deadline set by the academic unit.
4. Academic staff whose contracts have expired and are in the process of promotion or re-election, by decision of the rector, have their employment contracts extended until the completion of the procedure.
5. Exceptionally paragraph 2 of this article, in accordance with the provisions of the statute, at the request of the academic staff, the initiation of the procedure for advancement may be postponed for a period of 4 years from the date of entry into force of the statute¹³, respectively

¹³ The Statute of the University of Prishtina was approved on July 11, 2024 by Decision No. 08-\\-770 of the Assembly of the Republic of Kosovo and Article 214 determines that the Statute shall enter into force on the day of

no later than 10 July 2028. Within this period, the procedure for advancement or selection must be initiated according to paragraph I of this article.

6. The selection and promotion process according to this article must be based on the principle of legality, fairness and transparency. The academic unit is obliged to appoint an evaluation commission for re-election and promotion, which will prepare an objectively argued report and publish the same in the university bulletin.
7. The evaluation committee, consisting of 3 members, depending on the specifics of the academic unit and the positions/departments for re-election or advancement, is proposed by the dean in consultation with the chairs, branches or departments of the academic unit concerned and is approved by the faculty council.
8. Members of the evaluation committee cannot be academic staff holding management positions: rector, vice-rector, dean and vice-dean.
9. The participation of academic staff in evaluation committees is a work obligation and as such is mandatory for implementation, except in cases where a conflict of interest is identified or the refusal is justified due to a health condition that prevents participation in the committee, which is evidenced by a doctor's certificate.
10. Members of the evaluation committees are persons with high professional, academic and ethical credibility.
11. Members of the evaluation committee must have a higher academic calling or at least the same as the position for which the advancement or re-election process has been initiated.
12. The member of the evaluation committee with the highest academic qualifications shall automatically be the chairman of the committee. In cases where more than one member of the committee has a higher calling, or in cases where all members of the committee have the same calling as the position for which the candidate has applied, the chairman shall be the oldest member, or the member designated by consensus of the other members of the committee.
13. The evaluation committee must include at least one member from the relevant field. In the absence of members from the narrow field, other members of the study program within the framework of which the subjects are offered, for which the promotion or re-election process has been initiated, may be appointed to the evaluation committee. For multidisciplinary departments, one of the members of the committee must be from a field covered by the relevant department. In special cases, members of the evaluation committee may also be proposed by other units of the UP.
14. In the absence of members in regular employment, the members of the evaluation committee may also be retired and engaged staff members of the University of Prishtina, who have the necessary academic qualifications in the relevant field. Retired staff members may not be chairmen of the evaluation committee. In the absence of faculty staff, the chairmen of the evaluation committee may be from among the academic staff of the university.
15. In the absence of a sufficient number of members as provided for in this article, members from other universities abroad may be appointed to the evaluation committee, provided that they are from the relevant field and have a higher academic degree or at least the same as the academic degree for which the promotion or re-election has been initiated. In this case, at least one

its approval by the Assembly. Paragraph 7 of Article 212 of the Statute determines: "Upon the entry into force of this Statute, the duration of contracts and the validity of academic certificates shall be extended for the period of four (4) years from the date of entry into force of this Statute, unless otherwise agreed. This period may not be shorter than the period for which the last election was held."

member of the committee must be in permanent employment at the University of Prishtina and the same shall automatically be a member of the committee.

16. In the case of identifying a conflict of interest, or due to a health condition that prevents participation in the committee, proven by a doctor's report, a member of the committee may, within 5 days from the date of receiving the decision on appointment to the evaluation committee, submit a written declaration of withdrawal. In such a case, the Dean of the Faculty shall, within 10 days, convene a meeting of the Faculty Council and propose the appointment of another member or a new evaluation committee.
17. The Chairperson of the evaluation committee is obliged to convene the committee meeting and, in cooperation with the other members, prepare the evaluation report.
18. The chairman of the evaluation committee is obliged to convene the committee meeting and, in cooperation with the other members, draft the evaluation report.
19. Upon a justified proposal from the Dean, the Faculty Council may approve a change in the composition of the evaluation committee respectively the appointment of a new committee if it is found that the current committee has not respected the deadline set by this regulation.
20. After changing the composition of the evaluation committee, the Faculty Council shall grant the new committee an additional fifteen (15) days from the date of receiving the appointment decision to prepare and submit the report for the candidates.
21. The report of the evaluation commission is prepared based on the unique form prepared by the UP and must be objectively justified and argued according to the criteria specified in this Statute, the Statute, other applicable normative acts and in compliance with the spirit of the principles and standards for higher education and the relevant scientific field. The proposal of the evaluation commission for advancement to the position of associate professor or full professor shall contain: that he finding that the candidate proposed for advancement meets all formal requirements according to the Statute, Regulation and other normative acts, justifying each criterion set forth for the relevant call. In the justification of the recommendation, it must be clearly argued that the candidate has scientific achievements in the relevant field, academic and/or professional experience and service activities for the faculty or university, and in particular, the candidate's publications and contribution to the field for which advancement is proposed must be justified.
22. After the submission of the report by the evaluation committee, the Faculty Council shall review it within 15 days. Once it is verified that the report has been prepared in accordance with this regulation, it shall, within 3 days, be sent in electronic form to the University's Office for Academic Affairs for publication.
23. The University's Office for Academic Affairs is obliged, within 7 days after receiving the evaluation reports from the Faculty Councils, to prepare the bulletins and publish them on the University's website.
24. The bulletins must remain published on the University's website for a period of 10 days from the date of publication.
25. The Complaint Committee shall be appointed by the Council of the academic unit, upon the proposal of the Dean of that unit, and shall consist of three (3) members from among full-time professors. The Appeals Committee must be appointed within the period during which the bulletins remain published on the University's website. Members of the Appeals Committee cannot be the Rector, Vice-Rector, Dean, Vice-Dean, or members of the evaluation committee.
26. The Academic Unit Complaints Committee, no later than seven (7) days after the end of the complaint period, reviews the complainants' claims against the evaluation committee's report

and submits a report with its findings, recommending to the Faculty Council the approval, rejection, modification of the evaluation committee's proposal, or supplementing the evaluation report.

27. The faculty council is obliged, after the deadline for publication of the bulletins, to review the reports of the evaluation committees and the complaints committee within 15 days and to decide whether to approve them or not. The approved reports are sent to the university's academic affairs office within 7 days.
28. The Office for Academic Affairs, within a period not exceeding 7 days, shall prepare the relevant summaries and, together with the documentation of the respective cases, forward them to the Office of the Rector for review.
29. The Office of the Rector, within a maximum period of 30 calendar days, shall prepare the Rector's proposal. Within 20 days, at the next meeting, the Senate shall decide on the proposal of the academic unit regarding the promotion or election of candidates.
30. Faculties may not initiate the procedure for promotion or reappointment to positions related to regular staff members who have six (6) months or less remaining until retirement. For this category of staff, the Rector may decide to extend the contract for the remaining period until retirement.

Article 21

Decision, appeal period and duration of the competition

1. The voting procedure in the Senate for the proposals of the Faculty Council regarding the appointment for the first time according to the public competition, as well as the advancement or re-election of members of the academic staff, including cases when the procedure for implementing the competition has fallen within the competence of the Senate, is carried out according to the Senate's work regulations.
2. The appointment of academic staff members who have received a positive evaluation from the preliminary instances, but who fail to obtain the necessary votes from the Senate members for advancement, shall remain in the same academic rank.
3. Against the decision of the Senate, within no more than 15 days from the receipt and delivery of the decision, an appeal may be submitted to the Senate Commission for Appeals and Complaints, which serves as the final instance of appeal within the University of Pristina.
4. The Senate Commission for Appeals and Complaints reviews the appellant's claims against the Senate's decision and, based on its findings, may either reject the appeal or, with proper justification, recommend that the Senate reconsider the appellant's claims.
5. The competition for the election of academic staff must be concluded with the respective decisions of the University of Pristina Senate for all announced positions, within the deadlines specified in this regulation.
6. In cases where, for objective reasons, it is not possible to hold the meeting of the collegial body, the deadline for concluding the competition procedure shall be suspended.
7. In special cases, prior to the submission of the proposal to the Senate, and upon the Rector's request, the entire procedure's deadline may be extended for an additional 30 days.
8. If the competition is not completed entirely or partially within the deadlines defined in this regulation, the respective unfilled positions may be re-announced in the next call for applications.

Article 22

Ethical and disciplinary responsibility of evaluation committees

1. The evaluation committee is obliged, during its work, to respect the provisions of the statute, this regulation, the competition conditions and other legal and sub-legal acts in force.
2. The members of the evaluation committee are responsible for ensuring that the evaluation committee report meets the requirements specified in this regulation and for fulfilling their duties according to the procedures specified in these regulations.
3. For the data recorded in the report and for the recommendations they make, the members of the commission bear legal, disciplinary and ethical responsibility according to the Code of Ethics and other legal provisions in force, if the same conflict with the Statute of UP and these regulations.
4. Failure to fulfill the four responsibilities constitutes a disciplinary and ethical violation, which is dealt with according to the provisions of the Code of Ethics and Governance regarding the handling of disciplinary and ethical violations of academic personnel, which are in force at the time of the opening of the competition.

Article 23

Final Provisions

1. With the entry into force of this regulation, Regulation No. 887, dated 27.4.2022, on the selection procedure regarding the appointment, reappointment and advancement of academic staff at the Faculty of Arts at the University of Prishtina "Hasan" is repealed.
2. This regulation enters into force on the day of approval.

Prof. Arben Hajrullahu

Rector and the chairman of the Senate

Appendix IA

FORM FOR ARTISTIC ACTIVITY

For the appointment of teachers in teaching positions, in artistic subjects, the relevant is the artistic activity, which is based on artistic activity, which is verified based on the documentation related to artistic activities in the relevant field.

Candidates, who apply before receiving a specific teaching call in artistic subjects, depending on the call for which they apply, must prove the artistic activity as follows:

Full Professor (article 12 of this regulation)

1. For this call, the candidate must have accumulated at least 50 points from artistic activity such as:
 - a) to have at least four (4) artistic works of international level, presented in proven cultural/artistic institutions abroad, where the work has been accepted on the basis of a preliminary evaluation, to have been published in festivals/catalogues/agendas/programs/posters/etc. or to be accompanied by the relevant evaluation or opinion;
 - b) to have well-known public artistic creations, presentations, interpretations or works and to have contributed to the development of art and culture at the national level;
 - c) to be the organizer (leader, selector, curator, jury member, participant) of an artistic event, which aims at the artistic advancement of artists from their field;
 - d) have won important international recognition or awards for their artistic or pedagogical work.
 - e) Successful mentoring of at least three (3) master's or comparable level of study topics;
 - f) Have demonstrated leadership skills at the university, such as exercising managerial functions or leading permanent or temporary committees at the university or faculty level, including evaluation committees for academic papers.
2. All appointments for this title, including the duration of employment, are for an indefinite period.
3. A teacher with the title of full professor must publish/present at least one (1) work/artistic activity in the last four (4) years. The fulfillment of the criterion is assessed through the system of evaluation and performance management of academic staff, based on the system applied at UP.

Associate Professor (article 13 of this regulation)

1. For this call, the candidate must have accumulated at least 30 points from artistic activity such as:
 - a. to have at least three (3) artistic works of international level, presented in proven cultural/artistic institutions abroad, where the work has been accepted on the basis of a preliminary evaluation, to have been published in festivals/catalogues/agendas/programs/posters/etc. or to be accompanied by the relevant evaluation or opinion;

- b. to have well-known public artistic creations, presentations, interpretations or works and to have contributed to the development of art and culture at the national level;
 - c. to be the organizer (leader, selector, curator, jury member, participant) of an artistic event, which aims at the artistic advancement of artists from their field;
 - d. have won important international recognition or awards for their artistic or pedagogical work.
 - e. to demonstrate teaching skills according to the system of evaluation and performance management of academic staff, including evaluation by students.
2. Re-election to the same title can only be made if the candidate has published/presented at least one (1) additional artistic work/activity, published after the appointment to the current title and has a positive assessment according to the performance evaluation system, including the evaluation of students based on the system applied at UP.
 3. All title terms, as well as the duration of employment, are for four (4) years.

Assistant Professor (article 7 of this regulation)

1. For this call, the candidate must have accumulated at least 20 points from artistic activity such as:
 - a) to have at least two (2) artistic works of international level, presented in proven cultural/artistic institutions abroad, where the work has been accepted on the basis of a preliminary evaluation, to have been published in festivals/catalogues/agendas/programs/posters/etc. or to be accompanied by the relevant evaluation or opinion;
 - b) to have well-known public artistic creations, presentations, interpretations or works and to have contributed to the development of art and culture at the national level;
 - c) to be the organizer (leader, selector, curator, jury member, participant) of an artistic event, which aims at the artistic advancement of artists from their field;
 - e) demonstrate teaching skills by presenting a portfolio of professional work that includes a statement of teaching philosophy. The candidate recommended for the position by the evaluation committee makes a public presentation to the academic unit council and a group of students, before the decision is made by the academic unit council¹⁴. In exceptional cases, the academic unit council may invite other candidates with justified reasons.
2. Re-election to the same title can only be made if the candidate has published/presented at least one (1) additional work/artistic activity published after the appointment to the current position and has a positive evaluation according to the performance evaluation system, including the student evaluation based on the system applied at UP.
3. All title terms, as well as the duration of employment, are for four (4) years.

The assessment of the fulfillment of the criteria related to artistic activities for candidates who apply for artistic subjects is done through the relevant points.

¹⁴ This requirement does not apply in cases where the competition procedure falls under the competence of the Senate pursuant to paragraph 18, article 16 of this regulation.

Definitions (criteria) of artistic activity:

Visual Art

For the first appointment to the title of *teaching staff member* (at the level of Assistant Professor), candidates must meet the following criteria:

- Have completed the relevant field of study, at both levels (BA / Mag. / MA), in accordance with Article 3 of this Regulation.
- Have artistic activities¹⁵ realized in the respective field, that is, creative work exclusively related to the area for which they are applying, exhibited abroad through international selection¹⁶, and curated in credible institutions¹⁷.
- For theoretical subjects and secondary courses in visual arts, candidates with related degrees (BA and MA/Mag. respectively BA and MA/Mag, according with Article 3 of this Regulation) may also be considered.

Applied Arts

For the first appointment to the title of *teaching staff member* (at the level of Assistant Professor), candidates must meet the following criteria:

- Have completed studies in design in the relevant field, at both levels (BA / Mag. / MA), in accordance with Article 3 of this Regulation.
- Have artistic activities¹⁸ realized in the respective field of design, that is, creative work exclusively related to the area for which they are applying, catalogued by credible institutions¹⁹ abroad, which archive the artistic work through standard serial numbers.

¹⁵ **The main artistic activities** carried out in the relevant field must be exhibited works exclusively related to the subjects for which they are applied. These activities must be confirmed by credible international institutions.

Secondary artistic activities carried out in the relevant field must be exhibited works, relevant to the subject for which they are applied. These activities must be confirmed by credible international institutions,

¹⁶ **International selection** is characterized by the selection process based on professional qualifications determined by credible institutions.

¹⁷ **Credible institutions** are: international galleries, national art museums, independent galleries, which possess a permanent collection, catalog and archive artistic activity physically and through open online resources, apply a genuine process of selection or professional curation, have a website, address and contact number.

¹⁸ **The main artistic activities** carried out in the relevant field must be authentic works, exclusively related to the subject for which they are applied. These actions must be confirmed by credible international institutions that catalog and archive artistic activities physically through serial numbers such as CIP, ISBN and ISNIN (or other open sources) online.

Secondary artistic activities carried out in the relevant field must be authentic works, closely related to the subject for which they are applied. These activities must be confirmed by credible international institutions that catalog and archive artistic activities physically through serial numbers such as: CIP, ISBN and ISNIN and through open online resources.

¹⁹ **Credible institutions** are considered organizations that catalog and archive artistic activities through serial numbers and through open online resources, that undergo a genuine process of selection or professional curation, have a website, and have an address and contact number.

- For theoretical and secondary degrees in the applied arts, candidates with related majors (BA, Mag. / MR, respectively BA and Mag. / MA, pursuant to Article 3 of this Regulation) may also be considered.

Musical Arts

For the first appointment to the title of *teaching staff member* (at the level of Assistant Professor), candidates must meet the following criteria:

- Have completed the relevant field of study at both levels (BA / Mag. / MA), in accordance with Article 3 of this Regulation.
- Artistic activities²⁰ finished as public performances, with international selection²¹, and presented in concerts as part of the repertoires of credible institutions²².
- For theoretical and secondary subjects in musical arts, candidates with related degrees (BA and MA/Mr. in a corresponding field, according to Article 3 of this Regulation) may also be considered.

Theatrical Arts

For the first appointment to the title of *teaching staff member* (at the level of Assistant Professor), candidates must meet the following criteria:

- Have completed the relevant field of study at both levels (BA / Mag. / MA), in accordance with Article 3 of this Regulation.
- Have artistic activities²³ realized as public performances, with international selection²⁴, or presented as plays or performances that are part of the programs or repertoires of credible institutions.²⁵

²⁰ **The main artistic activities** carried out in the relevant field must be authentic creativity/performances, exclusively related to the subject for which it is applied. Such activities must be confirmed by credible international institutions

Secondary artistic activities carried out in the relevant field must be authentic creativity/performances, closely related to the subject for which it is applied. Such activities must be confirmed by credible international institutions.

²¹ **International selection** is the process of selecting candidates based on professional qualifications determined by credible institutions.

²² **Credible institutions** are: National Theatres, National Concert Halls, National Orchestras, National Cultural Institutions, Independent cultural scene that promotes local culture

All of the above must possess a repertoire, catalog and archive their artistic activities physically through serial numbers and through open online resources.

²³ **The main artistic activities** carried out in the relevant field must be authentic creations/performances/film projections, exclusively related to the subject for which it is applied. These activities must be confirmed by credible international institutions.

The secondary artistic activities carried out in the relevant field must be authentic creations, related to the subject for which it is applied. These activities must be confirmed by credible international institutions

²⁴ **International selection** is the process of selecting professionals who are pre-assigned by credible institutions.

²⁵ **Credible institutions are:**

- For theoretical and secondary degrees in dramatic arts, candidates with related majors (BA, MA / Mag, i.e. BA or Mag./ MA, according to Article 3 of the Code of Conduct) may also be considered.

Film and Television Arts

For the first appointment to the title of *teaching staff member* (at the level of Assistant Professor), candidates must meet the following criteria:

- Have completed the relevant field of study at both levels (BA / Mr. / MA), in accordance with Article 3 of this Regulation.

National Theatres - which have regular repertoire and state financial support, promoting culture through the performing arts.

Experimental Theatres - which have regular repertoire that explore new artistic forms, whether modern or avant-garde themes, traditional or technical, and are developed in small spaces (e.g. "black box" theatres).

Theatres with international reputation - which have a reputation for regularly organizing festivals and performances of a high artistic level and attracting famous artists and directors, are known for their outstanding contribution to the history and development of the theatre.

Independent cultural scene - which has a reputation for regularly organizing and serving to promote local culture and often collaborates with local artists.

All of the above must possess a repertoire, catalog and archive artistic activity physically through serial numbers and through open online resources.

- Have artistic activities realized as public projects, with international selection, and presented as film or television screenings, or through other visual platforms, as part of the programs and repertoires of credible institutions and festivals.
- For theoretical and secondary subjects in dramatic arts, candidates with related degrees (BA and MA/Mag. in a corresponding field, according to Article 3 of this Regulation) may also be considered.

Summary of Artistic Activity –Visual Arts

Painting

For appointment to a teaching title, candidates must meet the following criteria:

- Have completed the relevant field of study, the Painting program, at both levels (BA / Mr. / MA), in accordance with Article 3 of this Regulation, for the following subjects: Painting, Painting B, Painting and Stage Design, Costume Design, and other subjects closely related to the specialization in Painting.
- Have main artistic activities realized in the respective field, that is, creative work exclusively related to the subject for which the candidate is applying, exhibited abroad through international selection and curated by credible institutions.
- Have artistic works created by teaching staff during the teaching process, in collaboration with students, and presented to the public.
- For theoretical and secondary subjects in visual arts, candidates with related degrees (BA and MA/Mr. in a corresponding field, according to Article 3 of this Regulation) may also be considered.

VISUAL ARTS		
PAINTING		
TYPE OF ARTISTIC ACTIVITY	In the country (point)	outside the country (point)
MAIN ACTIVITY		
1. Personal exhibitions in credible institutions	10	15
SECONDARY ACTIVITY		
2. Works as part of collections in credible institutions	3	6
3. Collective exhibitions in credible institutions	1	2
4. Curating the exhibition in credible institutions	2	4
5. Various artistic activities such as: (artistic symposia, masterclasses, workshops, presentations, lectures at relevant institutions, etc.)	2	4
6. Leaders, selectors, jury members, board members, participants of artistic institutions and organizations	2	4
7. Artistic activity valued with awards, prizes, recognitions	2	4

The same artistic work cannot be counted more than once — both domestically and internationally. Additional artistic activity must be realized after the appointment to the current academic title

SCULPTURE

For the appointment and promotion of academic staff, candidates must have:

- Completed the relevant field of study - the Sculpture program at both levels (BA / Mr. / MA), according to Article 3 of this regulation for the fields: Sculpture, Sculpture B, Sculpture in Public Space and Costume Design, New Perspective in Sculpture, and other areas closely related to the specialization in Sculpture.
- Main artistic activity realized in the corresponding field, specifically artistic creation exclusively related to the area for which the candidate is applying, exhibited abroad through sculpture works selected for international exhibitions curated by credible institutions.
- Artistic works realized by the academic staff during the teaching process, in collaboration with students, and presented to the public.
- For theoretical and secondary fields in visual arts, candidates with closely related qualifications (BA, MA / Mr. respectively BA and Mr. / MA, according to Article 3 of this regulation) may also be considered.

VISUAL ARTS		
SCULPTURE		
TYPE OF ARTISTIC ACTIVITY	In the country (point)	outside the country (point)
MAIN ACTIVITY		
1. Personal exhibitions in credible institutions	10	15
SECONDARY ACITVITY		
2. Works as part of collections in credible institutions	3	6
3. Work commissioned by credible institutions through public competition and realized in the public space.	3	6
4. Collective exhibitions in credible institutions	1	2
5. Curating the exhibition in credible institutions	2	4
6. Various artistic activities such as: (artistic symposia, masterclasses, workshops, presentations, lectures at relevant institutions, etc.)	2	4
7. Selection leader, jury member, board member, participant in artistic events and institutions.	2	4
8. Artistic activity valued with awards, prizes, recognitions	2	4

The same artistic activity can be credited more than once domestically and once abroad. Additional artistic activity must be realized after the appointment to the current academic title.

GRAPHICS

For the appointment and promotion of academic staff, candidates must have:

- Completed the relevant field of study- the Graphics program at both levels (BA / Mr. / MA), according to Article 3 of this regulation for the fields: Graphics, Graphics B, Graphics in Stage Design and Costume Design, Digital Graphics, Multimedia Graphics, and other areas closely related to the specialization in Graphics.
- Main artistic activity realized in the corresponding field, specifically artistic creation exclusively related to the area for which the candidate is applying, exhibited abroad through graphic works selected for international exhibitions curated by credible institutions.
- Artistic works realized by the academic staff during the teaching process, in collaboration with students, and presented to the public.
- For theoretical and secondary fields in visual arts, candidates with closely related qualifications (BA, MA / Mr. respectively BA and Mr. / MA, according to Article 3 of this regulation) may also be considered.

VISUAL ARTS		
GRAPHICS		
TYPE OF ARTISTIC ACTIVITY	In the country (point)	outside the country (point)
MAIN ACTIVITY		
1. Personal exhibitions in credible institutions	10	15
SECONDARY ACITVITY		
2. Works as part of collections in credible institutions	3	6
3. Work commissioned by credible institutions abroad through a public competition, certified and reproduced with a serial number and stamp.	3	6
4. Collective exhibitions in credible institutions	1	2
5. Curating the exhibition in credible institutions	2	4
6. Various artistic activities such as: (artistic symposia, masterclasses, workshops, presentations, lectures at relevant institutions, etc.)	2	4
7. Selection leader, jury member, board member, participant in artistic events and institutions.	2	4
8. Artistic activity valued with awards, prizes, recognitions	2	4

The same artistic activity can be credited more than once domestically and once abroad. Additional artistic activity must be realized after the appointment to the current academic title.

CONCEPTUAL ART AND NEW MEDIA

For the appointment and promotion of academic staff, candidates must have:

- Completed the relevant field of study — the program of Conceptual Art and New Media at both levels (BA / Mag. / MA), according to Article 3 of this regulation for the fields: Conceptual Art and New Media, Readymade, Installation.

- Main artistic activity realized in the corresponding field, specifically artistic creation exclusively related to the area for which the candidate is applying, exhibited abroad through Conceptual Art, Installation, Performance, contemporary media, and other new media, selected for international exhibitions curated by credible institutions.
- Artistic works realized by the academic staff during the teaching process, in collaboration with students, and presented to the public.
- For theoretical and secondary fields in visual arts, candidates with closely related qualifications (BA, MA / Mag. respectively BA and Mag./ MA, according to Article 3 of this regulation) may also be considered

VISUAL ARTS		
CONCEPTUAL ART AND NEW MEDIA		
TYPE OF ARTISTIC ACTIVITY	In the country (point)	outside the country (point)
MAIN ACTIVITY		
1. Personal exhibitions in credible institutions	10	15
SECONDARY ACITVITY		
2. Works as part of collections in credible institutions	3	6
3. Work commissioned by credible institutions public competition realized in public spaces.	3	6
4. Collective exhibitions in credible institutions	1	2
5. Curating the exhibition in credible institutions	2	4
6. Various artistic activities such as: (artistic symposia, masterclasses, workshops, presentations, lectures at relevant institutions, etc.)	2	4
7. Selection leader, jury member, board member, participant in artistic events and institutions.	2	4
8. Artistic activity valued with awards, prizes, recognitions	2	4

The same artistic activity cannot be credited more than once domestically and once abroad. Additional artistic activity must be realized after the appointment to the current academic title.

VISUAL ARTS – General Subjects

For the appointment or announcement of a teaching position, candidates must have:

- Completed one of the Visual Arts programs at both BA / Mr. / MA levels, according to Article 3 of this regulation, for all secondary subjects in the Visual Arts Program, such as Drawing, Figure Drawing, Video Installation, Artistic Photography, and other related subjects.
- Main artistic works realized in the relevant field, namely creativity exclusively related to the subject for which the applicant is applying, exhibited abroad through internationally selected, curated exhibitions in credible institutions.

- Artistic achievements of teachers, created during the teaching process, in collaboration with students and presented to the public.
- For theoretical and secondary degrees in the arts, candidates with related majors (BA, MA / Mr. — respectively BA and Mag. / MA, according to Article 3 of this regulation) may also be considered.

VISUAL ARTS		
GENERAL PROFILES		
TYPE OF ARTISTIC ACTIVITY	In the country (point)	outside the country (point)
MAIN ACTIVITY		
1. Personal exhibitions in credible institutions	10	15
SECONDARY ACITVITY		
2. Works as part of collections in credible institutions	3	6
3. Collective exhibitions in credible institutions	1	2
4. Curating the exhibition in credible institutions	2	4
5. Various artistic activities such as: (artistic symposia, masterclasses, workshops, presentations, lectures at relevant institutions, etc.)	2	4
6. Selection leader, jury member, board member, participant in artistic events and institutions.	2	4
7. Artistic activity valued with awards, prizes, recognitions	2	4

The same artistic work cannot be scored more than once domestically and once internationally.

Additional artistic activity must have been carried out after the appointment to the current academic title

Overview of artistic activity - Applied Arts:

DESIGN

For the appointment or announcement of a teaching position, candidates must have:

- Completed studies in the field of Design from the respective area at both BA / Mr. / MA levels, according to Article 3 of this regulation, for the following subjects: Graphic and Multimedia Design, Innovation Design with AI, Communication Design with Social Media, Fashion and Accessories Design, as well as related subjects such as Applied Photography, Digital Imaging

and New Media, Advertising Design, Product Design, Design Strategy, and other closely related fields.

- Demonstrated artistic activity carried out in the relevant field of design, specifically, creative work exclusively related to the subject for which they are applying, catalogued by credible institutions abroad that archive artistic work through standard serial numbers, or works that are part of permanent collections of museums and galleries worldwide, whose artistic activity is documented through standard serial cataloguing.
- Artistic works by teaching staff, created as part of their artistic teaching activity, which have a public character as part of a project (in the realization of individual or group student projects).
- For theoretical and secondary subjects in applied arts, candidates with closely related fields (BA, MA / Mr — respectively BA and Mr / MA, according to Article 3 of this regulation) may also be considered.

APPLIED ARTS		
DESIGN		
TYPE OF ARTISTIC ACTIVITY	In the country (point)	outside the country (point)
MAIN ACTIVITY		
1. Personal exhibitions in credible institutions	10	15
2. Personal exhibitions in credible institutions	10	15
SECONDARY ACITVITY		
3. Works as part of collections in credible institutions	3	6
4. Collective activity in credible institutions	1	2
5. Collective exhibitions in credible institutions	3	6
6. Curating the exhibition in credible institutions	2	4
7. Various artistic activities such as: (artistic symposia, masterclasses, workshops, presentations, lectures at relevant institutions, etc.)	2	4
8. Selection leader, jury member, board member, participant in artistic events and institutions.	2	4
9. Artistic activity valued with awards, prizes, recognitions	2	4

The same artistic work cannot be scored more than once domestically and once internationally.

Additional artistic activity must have been carried out after the appointment to the current academic title.

Overview of artistic activity - Musical Arts:

COMPOSITION

For the appointment or announcement of a teaching position, candidates must have:

- Completed the relevant field, Composition, at both BA / Mr / MA levels, according to Article 3 of this regulation, for the following subjects: Composition, Orchestration, Arrangement, Harmony, Polyphony, Musical Forms, Instrumentation, Score Reading, Solfeggio, and other subjects related to the specialization in Composition (e.g., Musical Work Analysis, Harmonic Analysis, Applied Music, etc.).
- Demonstrated main artistic activity carried out in the relevant field, that is, creative work exclusively related to the subject for which they are applying, presented in concerts as part of the repertoires of credible institutions with international selection.
- Artistic projects by teaching staff, created during the teaching process, in collaboration with students, and presented publicly.

TYPE OF ACTIVITY / ARTISTIC WORK	In the country (point)	outside the country (point)
MAIN ACTIVITY		
1. Vocal-instrumental work (Opera, Oratorio or Cantata) performed in credible institutions	10	15
2. Symphonic work or concerto performed in credible institutions	10	15
3. Work for classical orchestra performed in credible institutions	10	15
SECONDARY ACITVITY		
4. Chamber work (quartet, quintet, etc.) performed in credible institutions	7	10
5. Choral work “a cappella” or with the accompaniment of one instrument performed in credible institutions	5	7
6. Solo or duo work performed in credible institutions	3	5
7.Orchestration, transcription or harmonization performed in credible institutions	3	5
8. Published work in scores with ISMN in credible institutions	2	4
9. Work recorded on CD or published on online platforms by credible publishing institutions	2	4
10.Various artistic activities such as: (artistic symposia, masterclasses, workshops, presentations, lectures at relevant institutions, etc.)	2	4
11.Selection leader, jury member, board member, participant in artistic events and institutions.	2	4
12. Artistic activity valued with awards, prizes, recognitions	2	4

The same artistic work cannot be scored more than once domestically and once internationally.

Additional artistic activity must have been carried out after the appointment to the current academic title.

CONDUCTING

For the appointment or announcement of a teaching position, candidates must have:

- Completed the relevant field — Conducting — at both BA / Mag./ MA levels, according to Article 3 of this regulation, for the following subjects: Conducting, Choir, Orchestra, Score Reading, Solfeggio, and other closely related subjects.
- Demonstrated main artistic activity carried out in the relevant field, that is, creative work exclusively related to the subject for which they are applying, presented in concerts as part of the repertoires of credible institutions with international selection.
- Artistic projects by teaching staff, created during the teaching process, in collaboration with students, and presented publicly.

TYPE OF ACTIVITY / ARTISTIC WORK	In the country (point)	outside the country (point)
MAIN ACTIVITY		
1. Conducting a vocal-instrumental work performed in credible institutions (opera, oratorio, cantata)	10	15
2. Conducting a symphonic or concerto work performed in credible institutions	10	15
3. Conducting a chamber orchestral work performed in credible institutions	10	15
SECONDARY ACTIVITY		
4. Conducting of a choral work a cappella or a work for choir accompanied by any instrument performed by credible institutions	7	10
5. Conducting of a chamber work by credible institutions	4	7
6. Work conducted and recorded on CD or online platform by Duplicating credible institutions	3	5
7. Various artistic activities such as: (artistic symposia, masterclasses, workshops, presentations, lectures in relevant institutions, etc.)	3	5
8. Leader, selector, member of the jury, board, participant of events and artistic institutions	2	4
9. Artistic activity valued with awards, prizes, recognitions	2	4

The same artistic work cannot be scored more than once domestically and once internationally.

Additional artistic activity must have been carried out after the appointment to the current academic title.

PERFORMANCE – INSTRUMENT

For the appointment or announcement of a teaching position, candidates must have:

- Completed one of the Performance–Instrument study programs at both BA / Mr / MA levels, according to Article 3 of this regulation, for the following subjects: Main Instrument, Instrument Methodology, Accompaniment (for Piano direction – Duo Pianistic), Solfeggio, Chamber Music, A Vista, and Orchestral Part Reading.
- Demonstrated main artistic activity carried out in the relevant field, that is, artistic work exclusively related to the subject for which they are applying, presented in concerts as part of the repertoires of credible institutions with international selection.
- Artistic projects by teaching staff, created during the teaching process, in collaboration with students, and presented publicly.

TYPE OF ACTIVITY / (ARTISTIC) WORK	In the country (point)	outside the country (point)
MAIN ACTIVITY		
1. Recital public concert performance	10	15
2. Concert with orchestra - public concert performance	10	15
3. Chamber music (duo, trio, quartet, quintet) public concert performance (points are counted for the entire performance)	10	15
SECONDARY ACITVITY		
4. Chamber music (duo, trio, quartet, quintet) public concert performance (points are calculated for one work)	4	7
5. Accompanist in public concert performance (one work)	1	3
6. Leader, selector, member of the jury, board, participant of events and artistic institutions	3	5
7. Various artistic trainings in the artistic-musical field (artistic symposiums, master classes, workshops, presentations, lectures in relevant institutions, etc.)	3	5
8. Artistic activity valued with awards, prizes, recognitions	2	4
9. Performance recorded on CD or published on online platforms by credible publishing institutions	2	4

The same artistic work cannot be scored more than once domestically and once internationally.

Additional artistic activity must have been carried out after the appointment to the current academic title.

SOLO SINGING

For the appointment or announcement of a teaching position, candidates must have:

- Completed the relevant field — Instrumental Studies — at both BA / Mag. / MA levels, according to Article 3 of this regulation, for the subject: Solo Singing.
- Completed one of the Music Art programs at both BA / Mag. / MA levels, according to Article 3 of this regulation, for the subjects: Chamber Music and Vocal Technique.
- Demonstrated main artistic activity carried out in the relevant field, that is, artistic work exclusively related to the subject for which they are applying, presented in concerts as part of the repertoires of credible institutions with international selection.
- Artistic projects by teaching staff, created during the teaching process, in collaboration with students, and presented publicly.

TYPE OF ACTIVITY / (ARTISTIC) WORK	In the country (point)	outside the country (point)
MAIN ACTIVITY		
1. Open - main role - public performance in the theater	10	15
2. Open - second role - public performance in the theater	10	15
3. Recital - public performance or concert	10	15
4. Soloist in vocal-instrumental work (oratorio, cantata	10	15
SECONDARY ACTIVITY		
5. Chamber interpretation (trio, quartet, etc.) – public concert performance (one work)	3	5
6. Interpretation as a soloist or duo (duet) in public concert performance (one work)	3	5
7. Leader: selector, jury member, board member, evaluator of credible artistic events and institutions	2	4
8. Various artistic formations in the field of artistic and musical activity (artistic symposia, master classes, workshops, presentations. lectures in relevant institutions. etc.)	2	4
9. Artistic activity valued with awards, prizes, recognitions	2	4
10. Performance recorded on CD or published on online platforms by credible publishing institutions	2	4

The same artistic work cannot be scored more than once domestically and once internationally.

Additional artistic activity must have been carried out after the appointment to the current academic title.

ACTING

For the appointment or announcement of a teaching position, candidates must have:

- Completed the relevant field — Acting — at both BA / Mag./ MA levels, according to Article 3 of this regulation, for the following subjects: Acting, Acting in Theatre, Acting in Film, On-Camera Acting, Diction, Stage Movement, Stage Play, Mask Acting, and other closely related subjects.
- Demonstrated main artistic activity carried out in the relevant field, that is, creative work exclusively related to the subject for which they are applying, presented abroad through internationally selected performances, or performed as shows/productions that are part of the programs or repertoires of credible institutions.
- Artistic projects by teaching staff, created during the teaching process, in collaboration with students, and presented publicly.
- For theoretical and secondary subjects in dramatic arts, candidates with closely related fields (BA, MA / Mag. — respectively BA and Mag. / MA, according to Article 3 of this regulation) may also be considered.

TYPE OF ARTISTIC ACTIVITY	In the country (point)	outside the country (point)
MAIN ACTIVITY		
1. Leading Role (National Theatre)	10	15
2. Leading Role (Artistic Film)	10	15
SECONDARY ACITVITY		
3. Leading role (Professional Theatre) (City Theatre, Independent Theatre)	4	7
4. Supporting role (National Theatre)	5	7
5. Supporting role (Professional Theatre) (State Theatre, Independent Theatre)	3	
6. Supporting role (Feature Film)	6	8
7. Episodic role (Feature Film)	3	6
8. Leading role short feature film	4	6
9. Supporting role short feature film	2	4
10. Episodic role short feature film	1	3
11. Leading Role TV Series (season)	3	5
12. Supporting role in a TV series (season)	1	3
13. Roles performed abroad with artistic talent	-	5
14. Roles performed abroad with theatre	-	5

15. Various artistic events in the field of art, theatre and film (artistic symposia, master classes, workshops, presentations, sessions in relevant institutions, etc.)	2	5
16. Leaders, selectors, jury members, board members, participants in artistic events and institutions	2	5
17. Artistic activity valued, awarded, recognized, etc.	2	4

The same artistic work cannot be scored more than once domestically and once internationally.

Additional artistic activity must have been carried out after the appointment to the current academic title.

THEATRE DIRECTING

For appointment to the teaching position, candidates must have:

- Completed the relevant program — Theatre Directing at both levels (BA / Mag. / MA), according to Article 3 of this regulation, in the following fields: Theatre Directing I–IV, or other closely related areas.
- Major artistic activity carried out within the relevant field, namely creative work exclusively related to the subject for which they are applying, presented abroad through a performance selected for international participation or presented as a performance/show included in the programs or repertoires of credible institutions.
- Artistic works realized by the lecturer, created during the teaching process in collaboration with students and presented before an audience.
- For theoretical subjects and secondary courses in dramatic arts, candidates who have completed closely related programs (BA, MA / Mag. — respectively BA and Mag. / MA, according to Article 3 of this regulation) may also be considered.

TYPE OF ACTIVITY / ARTISTIC WORK	In the country (point)	outside the country (point)
MAIN ACTIVITY		
1. Directing at the National Theater	10	15
SECONDARY ACTIVITY		
2. Directing in professional theaters, city theaters, independent theaters	5	10
3. Directing and original authorship	5	7
4. Performed plays abroad with the National Theaters	4	7
5. Performed plays presented abroad with the National Theater, city theaters, independent theaters	-	5

6. Various artistic activities such as: (artistic symposia, masterclasses, workshops, presentations, lectures in relevant institutions, etc.)	-	5
7. Leader, selector, member of the jury, board, participant of events and artistic institutions	2	5
8. Artistic activity valued with awards, prizes, recognitions	2	4

The same artistic work cannot be scored more than once domestically and once internationally.

Additional artistic activity must have been carried out after the appointment to the current academic title.

FILM AND TELEVISION DIRECTING

For appointment to the teaching position, candidates must have:

- Completed the relevant program - Film and Television Directing at both levels (BA / Mag. / MA), according to Article 3 of this regulation, in the following fields: Film Directing I–IV, Television Directing I–III, Film Workshop, Work with Actors, Documentary Film Directing I–II, or other closely related areas.
- Major artistic activity carried out within the relevant field, namely creative work exclusively related to the subject for which the candidate is applying, presented abroad through public screenings or performances selected for international participation, or selected and presented within credible institutions.
- Artistic works realized by the lecturer, created during the teaching process in collaboration with students, and presented before an audience.
- For theoretical subjects and secondary courses in the dramatic arts, candidates who have completed closely related programs (BA, MA / Mag. — respectively BA and Mr / MA, according to Article 3 of this regulation) may also be considered.

TYPE OF ARTISTIC ACTIVITY	In the country (point)	outside the country (point)
MAIN ACTIVITY		
1. Director in a feature film (main activity):	10	15
2. Director in a documentary film (main activity)	10	15
3. Director in a television film (main activity):	10	15
SECONDARY ACITVITY		
4. Director in a feature film	8	8
5. Director in a feature film with international co-production	-	5
6. Director in a medium-length feature film	5	6

7. Director in a short feature film	5	6
8. Director in a television film	8	8
9. Director a television series (season)	7	7
10. Assistant director in a feature film	3	3
11. Director in a documentary film	7	7
12. Director in a feature film and documentary with co-production	-	3
13. Film presented abroad at festivals and cinemas	-	5
14. Various artistic events in the field of art, theatre and film (artistic symposia, master classes, workshops, presentations, sessions in relevant institutions, etc.)	2	5
15. Leaders, selectors, jury members, board members, participants in artistic events and institutions	3	5
16. Artistic activity valued, awarded, recognized, etc.	2	4

The same artistic work cannot be scored more than once domestically and once internationally.

Additional artistic activity must have been carried out after the appointment to the current academic title.

CAMERA AND EDITING

For appointment to a teaching position, candidates must have:

- Completed the relevant program — Camera and Editing at both levels (BA / Mag./ MA), according to Article 3 of this regulation, in the following fields: Camera I–IV, Editing I–IV, Photography, Film Photography, Lighting, or other closely related areas.
- Major artistic activity carried out within the relevant field, namely creative work exclusively related to the subject for which the candidate is applying, presented abroad through public screenings or premieres selected for international participation, or selected and presented within credible institutions.
- Artistic works realized by the lecturer, created during the teaching process, in collaboration with students, and presented before an audience.
- For theoretical subjects and secondary courses in the dramatic arts, candidates who have completed closely related programs (BA, MA / Mag. — respectively BA and Mag. / MA, according to Article 3 of this regulation) may also be considered.

TYPE OF ARTISTIC ACTIVITY	In the country (point)	outside the country (point)
MAIN ACTIVITY		

1. Director of photography/Editor on a feature-length feature film	10	15
SECONDARY ACITVITY		
2. Director of photography/Editor in a feature film with international co-production.	-	5
3. Director of photography/Editor in a feature film of medium length	6	6
4. Director of photography/Editor for the artistic direction of the short film	5	6
5. Director of photography/Editor in a television film	8	8
6. Director of Photography/Editor for a television series (season)	7	7
7. Assistant of the production and postproduction in the feature film	3	3
8. Director of photography/Editor for documentary film	7	7
9. Director of photography/Editor on a documentary film with international co-production.	-	5
10. Film presented abroad at festivals and cinemas	-	5
11. Various artistic events in the field of art, theatre and film (artistic symposia, master classes, workshops, presentations, sessions in relevant institutions, etc.)	2	5
12. Leaders, selectors, jury members, board members, participants in artistic events and institutions	2	5
13. Artistic activity valued, awarded, recognized, etc.	2	4

The same artistic work cannot be scored more than once domestically and once internationally.

Additional artistic activity must have been carried out after the appointment to the current academic title.

PRODUCTION

For appointment to a teaching position, candidates must have:

- Completed the relevant program — Production, Film Production, or Theatre Production at both levels (BA / Mag. / MA), according to Article 3 of this regulation, in the following subjects: Production, Theatre Models, Fundamentals of Film Production, and other closely related fields within completed studies in Dramatic Arts.
- Major artistic activity carried out within the relevant field, namely creative work exclusively related to the subject for which the candidate is applying, presented abroad through public

performances or premieres selected for international participation, or presented as performances forming part of the programs or repertoires of credible institutions.

- Artistic works realized by the lecturer, created during the teaching process, in collaboration with students, and presented before the public.
- For theoretical subjects and secondary courses in the dramatic arts, candidates who have completed closely related programs (BA, MA / Mag. respectively BA and Mag. / MA, according to Article 3 of this regulation) may also be considered.

TYPE OF ARTISTIC ACTIVITY	In the country (point)	outside the country (point)
MAIN ACTIVITY		
1.Producer of a feature-length artistic film (Main activity)	10	15
2.Producer of a theatrical performance (Main activity)	10	15
SECONDARY ACITIVITY		
3. Delegated producer for feature films with international co-production	-	5
4. Delegated producer for television shows with international co-production	-	5
5. Co-producer for feature films with EURIMAGE co-production	-	5
6. Producer for medium-length films with international co-production	5	6
7. Producer for short feature films	5	6
8. Producer for television films	8	8
9. Producer for television series (season)	7	7
10. Post-production assistant for feature films	3	3
11. Producer for documentary films	7	7
12. Producer for documentary films with co-production	-	3
13. film presented abroad at festivals and cinemas	-	5
14. Various artistic events in the field of art, theatre and film (artistic symposia, master classes, workshops, presentations, sessions in relevant institutions, etc.)	2	5
15. Leaders, selectors, jury members, board members, participants in artistic events and institutions	2	5
16. Artistic activity valued, awarded, recognized, etc.	2	4

The same artistic work cannot be scored more than once domestically and once internationally.

Additional artistic activity must have been carried out after the appointment to the current academic title.

DRAMATURGY

For appointment to a teaching position, candidates must have:

- Completed the relevant program — Dramaturgy — at both levels (BA, Mag. / MA), according to Article 3 of this regulation, in the following subjects: Dramaturgy, Film/TV Scriptwriting, Radio Drama, Choreodrama, Libretto, and other closely related areas.
- Major artistic activity carried out within the relevant field, namely creative work exclusively related to the subject for which the candidate is applying, presented abroad through public performances or publications selected for international participation, or presented as a performance forming part of the programs or repertoires of credible institutions.
- Artistic works realized by the lecturer, created during the teaching process, in collaboration with students, and presented publicly.
- For theoretical subjects and secondary courses in dramatic arts, candidates who have completed closely related programs (BA, MA / Mag. respectively BA and Mag. / MA, according to Article 3 of this regulation) may also be considered.

TYPE OF ARTISTIC ACTIVITY	In the country (point)	outside the country (point)
MAIN ACTIVITY		
1. Drama written and staged (National Theatre)	10	15
2. Screenwriter (feature film, date)	10	15
SECONDARY ACTIVITY		
3. Written and staged drama (city theater, independent theater)	8	8
4. Screenwriter (short feature film)	5	5
5. Screenwriter (television film)	5	5
6. Screenwriter (documentary film)	5	5
7. Published drama	4	6
8. Screenwriter Television series (season)	5	5
9. Radio drama	4	4
10. Dramatization	5	5
11. Performances presented abroad with the National Theater city theaters, independent theaters	-	5
12. Film presented abroad at festivals and cinemas	-	5
13. Libretto	4	4
14. Choreodrama	3	3
15. Leaders, selectors, jury members, board members, participants in artistic events and institutions	2	5
16. Various artistic events in the field of art, theatre and film (artistic symposia, master classes, workshops, presentations, sessions in relevant institutions, etc.)	2	5
17. Artistic activity valued, awarded, recognized, etc.	2	4

The same artistic work cannot be scored more than once domestically and once internationally. Additional artistic activity must have been carried out after the appointment to the current academic tit

STAGE DESIGN

For appointment to a teaching position, candidates must have:

- Completed the relevant program — Stage Design, Scenography, and Costume Design — at both levels (BA, Mag./ MA), according to Article 3 of this regulation, in the following subjects: Stage Design, Costume Design, and other closely related areas.
- Major artistic activity carried out within the relevant field, namely creative work exclusively related to the subject for which the candidate is applying, presented abroad through public performances selected for international participation, or selected and presented within credible institutions, as performances or shows forming part of their programs or repertoires.
- Artistic works realized by the lecturer, created during the teaching process, in collaboration with students, and presented publicly.
- For theoretical subjects and secondary courses in dramatic arts, candidates who have completed closely related programs (BA, MA / Mag. respectively BA and Mag. / MA, according to Article 3 of this regulation) may also be considered.

TYPE OF ARTISTIC ACTIVITY	In the country (point)	outside the country (point)
MAIN ACTIVITY		
1.Scenography or Costume Design (National Film Festival)	10	15
2.Scenography or Costume Design (feature film)	10	15
SECONDARY ACITVITY		
3.Scenography or Costume Design (City Theater – Professional, Independent Theater)	7	7
4.Scenography or Costume Design (Short Feature Film)	5	5
5.Scenography or Costume Design (Television Film)	7	7
6.Scenography or Costume Design (Documentary Film)	5	6
7.Scenography, Costume Design (Seasonal) Television Series	5	5
8.Performances Performed Abroad with the National Theater	-	5
9.Performances Performed Abroad with State Theaters	-	5
10.Feature Film Produced Abroad	-	5
11. Various artistic events in the field of art, theatre and film (artistic symposia, master classes, workshops, presentations, sessions in relevant institutions, etc.)	2	5
12. Leaders, selectors, jury members, board members, participants in artistic events and institutions	2	5
13. Artistic activity valued, awarded, recognized, etc.	2	4

Appendix I

FORM FOR MARKUP AND EVALUATION OF ACHIEVEMENT AND CONTRIBUTION TO EDUCATION, SCIENCE AND SERVICE

Table I.1 Teaching activities, with a focus on the field to which the subjects announced in the competition belong or for which re-election/promotion is being considered

Learning activities							
Trainings on teaching methodologies							
No.	The name of the training	The provider institution	Certificate type	Training dates	Training title		
Teaching experience							
No.	The institution	OBJECT	Period	Semester/Year/Level	Approximate number of students	Number of hours per semester	Form of teaching (e.g., lecture, team learning, tutoring, supervision of practical work, online, laboratory work)
Teaching Quality							
			student evaluation of teaching		Evaluation according to management and performance appraisal		

Tables 1.2 Mentoring activities

Table I.2a Leadership of master's topics or topics of comparable level of studies

Leadership of master's subjects or subjects of a comparable level of studies						
No.	Name of the candidate	Study program	Department/Academic Unit	End date	Type of degree obtained	The institution

Table 1.2b – Experience in Mentorship or Co-Mentorship of Doctoral Candidates (For Theoretical Fields)

Experience in Mentorship or Co-Mentorship of Doctoral Candidates					
No.	Name of Candidate	Doctoral Studies Status (in process / completed)	Study Institution	Date of Completion / Planned Date of Completion	Role (mentor / co-mentor)

Table 1.3 – Publications in International and National Journals²⁶ (For theoretical fields)

Papers in indexed journals: Web of Science – (SCIE, SSCI, AHCI, ESCI), Scopus (Q1-Q4)									
No.	TITLE	authors	Role of the candidate (first author, corresponding author, co-author)	Publication type	Magazine, volumes, year	ISSN	Indexation	Link (DOI)	Link to indexing platform

²⁶ Works published in journals indexed in Web of Science and Scopus are not taken into account if, during the evaluation stages until the final decision is made, it is found by the relevant journals that they are included in the lists of suspicious journals or publishers or are considered suspicious by the Senate, in accordance with Article 18, paragraph 7 of these regulations, or the work has in the meantime been removed from the journal or the journal has been removed from Scopus for any of the following reasons: Publication Concerns, Radar, Metrics, Continuous Curation. (The evaluation committees must take into account the latest database in Scopus). In the case when the indexing of the journal is interrupted (inactive) but not for the above reasons, in Scopus or Web of Science and the same is not included in the lists of suspicious publishers and journals, the publication is counted only if it appears in the profile of the relevant databases. The provisions of Appendix VII on definitions, terms and clarifications regarding the criteria for appointment, promotion and re-election apply to the acceptance of papers.

Table I.4 – Publications of Monographs, Books for Student Use, Textbooks, Book Chapters (*in the capacity of first author or co-author*)

Publication of monographs, books for student use, textbooks, book chapters									
No.	Authors (orders as in place)	Publication title	Publication Type	The Publishing house	Country	Year	Language	ISBN	Reviewers / Editor

Table I.5 – Participation and Publications in Conferences, Congresses, Symposiums, Seminars, and National or International Workshops (in the capacity of first author, co-author, or presenter) (At least one national and two international conferences are required, depending on the position where this is requested as a minimum criterion.)

Participation and Publications in Conferences, Congresses, Symposiums, Seminars, and National or International Workshops								
No.	Title	Authors	The role of the candidate	Publication Type	Conference, symposium	Data	Country	Link (if any)

Table I.6 Activities in service to the University of Pristina, the faculty where the applicant is applying and the community, respectively participation in academic communities/administrative commissions or professional teams

Service activity				
No.	Service or position in a committee/commission/team	Duration	Type of service	Brief description of the service

Table I.7 Proven participation in basic and applied research programs or projects and international projects

Proven participation in basic and applied research programs or projects and international projects					
No.	Program/scientific project	Time period	Institution/ Country	Role in the program, project/ Contribution	Link to official release or information (if available)

Table I.8 Other scientific and professional contributions and outstanding achievements

Outstanding Contributions/Achievements				
No.	Contribution/achievement	Date/Period	Institution and country	Brief description of the achievement

Table I.9 Exercising managerial functions and/or leading committees at the university or faculty level, including evaluation committees for academic works

The candidate's experience in exercising managerial functions and or leading committees at the university or faculty level, including evaluation committees for academic papers						
No.	Category	Position/ Function exercised,	Time Period	Institution Faculty/Department/University	Brief description of the role	Other relevant data by category

Note:
Forms will be provided for completion in Excel format.

APPENDIX II

FORMAL CRITERIA FOR APPOINTMENT TO THE TITLE FULL PROFESSOR (PROF.)

Minimum criteria for appointment to the title of Full Professor				
Academic unit:				
Name of the candidate:				
Date of obtaining the current title (Prof. Assoc.):				
Decision number:				
Subjects for which the position is considered:				
	Criterion	The details	Completed / not completed	
1	For this call, the candidate must have accumulated at least 50 points from artistic activities such as:		<input type="checkbox"/> YES	
	Number of points collected from sub-points a), b), c), d), e) and f)		<input type="checkbox"/> NO	
a)	Work 1	To have at least (3) artistic activities of international level, presented in proven cultural/artistic institutions abroad, where the work has been accepted based on a preliminary evaluation, to have been published in festivals/catalogs/agendas/programs/posters/etc. and to be accompanied by the relevant evaluation or opinion; (The full list of artistic activities is evidenced in the tables of Appendix I.	<input type="checkbox"/> YES <input type="checkbox"/> NO	
		Work title:		
		Institution/place/time of publication/presentation :		
		Type: (According to the relevant table in the regulations depending on the profile)		
		Points:		

		<input type="checkbox"/> The institution is a proven cultural/artistic institution abroad.	<input type="checkbox"/> The work was accepted based on a preliminary assessment.	<input type="checkbox"/> The work has been published in festivals/catalogues/agendas/programs/posters/etc. <input type="checkbox"/> The work is accompanied by the relevant assessment or opinion.	
		Work Title:			
	Paper 2	Institution/place/time of publication/presentation:			<input type="checkbox"/> YES <input type="checkbox"/> NO
		Type:			
		Main offense according to the relevant table in the regulation	Main Activity	Secondary Activity	
		Points:			
		The institution is a proven cultural/artistic institution abroad.	<input type="checkbox"/> The work has been accepted on the basis of a preliminary assessment.	The work has been published in festivals/catalogues/agendas/programs/posters/etc. The work is accompanied by the relevant assessment or opinion	
	Paper 3	Work title:			
		Institution/place/time of publication/presentation			
		Type: (According to the relevant table in the regulations depending on the profile)	Main Activity	Secondary activity	
		Points:			

		The institution is a proven cultural/artistic institution abroad.	<input type="checkbox"/> The work has been accepted on the basis of a preliminary assessment.	The work has been published in festivals/catalogues/agendas/programs/posters/etc. The work is accompanied by the relevant assessment or opinion	
Paper 4	Paper Title				
	Institution/place/time of publication/presentation:				
	Type:				
	Main offense according to the relevant table in the regulation	Main Activity	Secondary Activity		
	Points				
	The institution is a proven cultural/artistic institution abroad.	The work has been accepted on the basis of a preliminary assessment	The work has been published in festivals/catalogues/agendas/programs/posters/etc. The work is accompanied by the relevant assessment or opinion		
b)	To have well-known public artistic creations, presentations, interpretations or works and to have contributed to the development of art and culture at the national level. (The full list of artistic activities is evidenced in the tables of Appendix I.):				<input type="checkbox"/> YES <input type="checkbox"/> NO
	Number of works presented within the country: _____				
	Number of works presented abroad: _____				
Collected Points					
c)	To be the organizer (leader, selector, curator, jury member, participant) of an artistic event, which aims at the artistic promotion of artists from their field; (The full list of artistic activities is recorded in the tables of Appendix I.)				<input type="checkbox"/> YES <input type="checkbox"/> NO

	Number of events, as leader: _____ Number of events, as selector: _____ Number of events, as curator: _____ Number of events, as member: _____ Number of events, as board member: _____ Number of events, as participant: _____	
	Collected Points	
d)	Has won important international recognition or awards for artistic or pedagogical work. (The full list is listed in Table 1.2 of Appendix I)	<input type="checkbox"/> YES <input type="checkbox"/> NO
	Number of recognitions/awards for artistic work: _____ Number of recognitions/awards for pedagogical work: _____	
	Collected Points	<input type="checkbox"/> YES <input type="checkbox"/> NO
e)	Successful mentoring of at least three (3) master's degree topics or topics of comparable level of studies;	
		Candidate Name, Institution, Completion Date
	Topic 1	
	Topic 2	
	Topic 3	
		<input type="checkbox"/> YES <input type="checkbox"/> NO
f)	Have demonstrated leadership skills at the university, such as exercising managerial functions or leading permanent or temporary committees at the university or faculty level, including evaluation committees for academic papers. (The full list is provided in Table 1.6 of Appendix I)	
	The candidate has exercised the following functions:	<input type="checkbox"/> Rector <input type="checkbox"/> Vice-Rector <input type="checkbox"/> Dean <input type="checkbox"/> Vice-Dean <input type="checkbox"/> Governing Council <input type="checkbox"/> Senator <input type="checkbox"/> Head of Department
		<input type="checkbox"/> Chair of Permanent Committee <input type="checkbox"/> Chair of Ad Hoc Committee <input type="checkbox"/> Chair of the Evaluation Committee for Academic Works
		<input type="checkbox"/> YES <input type="checkbox"/> NO

		<input type="checkbox"/> Director of Institute/Ce nter		
--	--	--	--	--

	The candidate meets the minimum criteria:	<input type="checkbox"/> YES <input type="checkbox"/> NO
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	Evaluation committee:	1. 2. 3.
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If the candidate does not meet all the criteria mentioned above, the form for the minimum criteria for reappointment in the current title is completed.

Note: The detailed justification of the value of the evaluation committee is to be submitted in a unique format by the UP.

APENDIX III

Formal criteria for the title of Associate Professor (Prof. assoc.)

a) Minimum criteria for appointment to the title of Associate Professor (Prof, Assoc)

Minimum criteria for appointment to the title of Associate Professor (artistic subjects)				
		Academic unit:		
		Name of the candidate:		
		Date of obtaining the current title (Prof. Assoc.):		
		Decision number:		
		Subjects for which the position is considered:		
		Criterion	The details	Completed/ not completed
1	For this call, the candidate must have accumulated at least 30 points from artistic activities such as:			<input type="checkbox"/> YES
		Number of points collected from sub-points a), b), c), d), e) and f)		<input type="checkbox"/> NO
a)	Paper 1	To have at least (3) artistic activities of international level, presented in proven cultural/artistic institutions abroad, where the work has been accepted based on a preliminary evaluation, to have been published in festivals/catalogs/agendas/programs/posters/etc. and to be accompanied by the relevant evaluation or opinion; (The full list of artistic activities is evidenced in the tables of Appendix I.		<input type="checkbox"/> YES <input type="checkbox"/> NO
		Work title:		
		Institution/place/time of publication/presentation:		
		Type: (According to the relevant table in the regulations	Main Activity Secondary Activity	

		depending on the profile)		
		Points:		
		<input type="checkbox"/> The institution is a proven cultural/artistic institution abroad.	<input type="checkbox"/> The work was accepted based on a preliminary assessment.	<input type="checkbox"/> The work has been published in festivals/catalogues/agendas/programs/posters/etc. <input type="checkbox"/> The work is accompanied by the relevant assessment or opinion.
		Paper Title:		
	Paper 2	Institution/place/time of publication/presentation:		
		Type: Main offense according to the relevant table in the regulation	Main Activity Activity	Secondary
		Points:		
		The institution is a proven cultural/artistic institution abroad.	<input type="checkbox"/> The work has been accepted on the basis of a preliminary assessment.	The work has been published in festivals/catalogues/agendas/programs/posters/etc. The work is accompanied by the relevant assessment or opinion
		Paper title:		

Paper 3	Institution/place/time of publication/presentation			
	Type: (According to the relevant table in the regulations depending on the profile)	Main Activity Secondary activity		
	Points:			
	The institution is a proven cultural/artistic institution abroad.	<input type="checkbox"/> The work has been accepted on the basis of a preliminary assessment.	<input type="checkbox"/> The work has been published in festivals/catalogues/agendas/programs/posters/etc. The work is accompanied by the relevant assessment or opinion	
		The work has been accepted on the basis of a preliminary assessment		
b)	To have well-known public artistic creations, presentations, interpretations or works and to have contributed to the development of art and culture at the national level. (The full list of artistic activities is evidenced in the tables of Appendix Ia.):			<input type="checkbox"/> YES <input type="checkbox"/> NO
	Number of works presented within the country: _____			
	Number of works presented abroad: _____			
	Collected Points			
c)	To be the organizer (leader, selector, curator, jury member, participant) of an artistic event, which aims at the artistic promotion of artists from their field; (The full list of artistic activities is recorded in the tables of Appendix I.)			<input type="checkbox"/> YES <input type="checkbox"/> NO

	Number of events, as leader: _____ Number of events, as selector: _____ Number of events, as curator: _____ Number of events, as member: _____ Number of events, as board member: _____ Number of events, as participant: _____	
	Collected Points	
d)	Has won important international recognition or awards for artistic or pedagogical work. (The full list is listed in Table X of Appendix I)	<input type="checkbox"/> YES <input type="checkbox"/> NO
	Number of recognitions/awards for artistic work: _____ Number of recognitions/awards for pedagogical work: _____	<input type="checkbox"/> YES <input type="checkbox"/> NO
	Collected Points	
The candidate meets the minimum criteria:		<input type="checkbox"/> YES <input type="checkbox"/> NO
Evaluation committee:	1. 2. 3.	
If the candidate does not meet all the criteria mentioned above, the form for the minimum criteria for reappointment in the current title is completed.		

Note: The detailed justification of the Evaluation Committee's report is presented in the unique form from UP.

b) Criteria for re-election to the title of Associate Professor (Prof. Assoc)

Minimum criteria for re-election to the title of Associate Professor (artistic subjects)	
Academic unit:	
Name of the candidate:	
Date of obtaining the current title (Prof. Assoc.):	

Decision number:			
Subjects for which the position is considered:			
	Criterion	The details	Completed/ not completed
1	To have published/presented at least one (1) additional artistic work/activity, published after the appointment in the current title (The full list of main activities is evidenced in Table X of Appendix I.)		
Paper 1	Work title:		
	Institution/place/time of publication/presentation:		
	Type: (According to the relevant table in the regulations depending on the profile)	<input type="checkbox"/> Main Activity Secondary Activity <input type="checkbox"/> Activity	<input type="checkbox"/> YES <input type="checkbox"/> NO
	Points:		
	<input type="checkbox"/> The institution is a proven cultural/artistic institution abroad.	<input type="checkbox"/> The work was accepted based on a preliminary assessment.	<input type="checkbox"/> The work has been published in festivals/catalogues/agendas/programs/posters/etc. <input type="checkbox"/> The work is accompanied by the relevant assessment or opinion.
2)	Have a positive assessment according to the performance assessment system, including student assessment, based on the system applicable at UP.		
	<input type="checkbox"/> Performance evaluation is positive <input type="checkbox"/> Student evaluation is positive		<input type="checkbox"/> YES <input type="checkbox"/> NO

	The candidate meets the minimum criteria:	<input type="checkbox"/> YE <input type="checkbox"/> S <input type="checkbox"/> NO
	Evaluation committee:	1. 2. 3.
If the candidate does not meet all the criteria mentioned above, the form for the minimum criteria for reappointment in the current title is completed.		

Note: The detailed justification of the Evaluation Committee's report is presented in the unique form from UP.

APENDIX IV

Qualifications for the title of Assistant Professor (Prof. asst.)

a) Minimum requirements for appointment to the title of Assistant Professor

Minimum criteria for appointment to the title of Assistant Professor (artistic subjects)				
Academic unit:				
Name of the candidate:				
Date of obtaining the current title (Prof. Assoc.):				
Decision number:				
Subjects for which the position is considered:				
	Criterion	The details	Completed/ not completed	
1	For this call, the candidate must have accumulated at least 20 points from artistic activities such as:		<input type="checkbox"/> YES	
	Number of points collected from sub-points a), b) and c).		<input type="checkbox"/> NO	
a)	Paper 1	To have at least (2) artistic activities of international level, presented in proven cultural/artistic institutions abroad, where the work has been accepted based on a preliminary evaluation, to have been published in festivals/catalogs/agendas/programs/posters/etc. and to be accompanied by the relevant evaluation or opinion; (The full list of artistic activities is evidenced in the tables of Appendix Ia.)	<input type="checkbox"/> YES <input type="checkbox"/> NO	
		Work title:		
		Institution/place/time of publication/presentation:		
		Type: (According to the relevant table in the regulations)		Main Activity Secondary Activity

		depending on the profile)			
		Points:			
		<input type="checkbox"/> The institution is a proven cultural/artistic institution abroad.	<input type="checkbox"/> The work was accepted based on a preliminary assessment.	<input type="checkbox"/> The work has been published in festivals/catalogues/agendas/programs/posters/etc. <input type="checkbox"/> The work is accompanied by the relevant assessment or opinion.	
		Paper Title:			
	Paper 2	Institution/place/time of publication/presentation:			
		Type: Main offense according to the relevant table in the regulation	<input type="checkbox"/> Main Activity Secondary Activity		
		Points:			
		The institution is a proven cultural/artistic institution abroad.	<input type="checkbox"/> The work has been accepted on the basis of a preliminary assessment.	The work has been published in festivals/catalogues/agendas/programs/posters/etc. The work is accompanied by the relevant assessment or opinion	<input type="checkbox"/> YES <input type="checkbox"/> NO
		Points:			
		To have well-known public artistic creations, presentations, interpretations or works and to have contributed to the			

b)	development of art and culture at the national level. (The full list of artistic activities is evidenced in the tables of Appendix Ia.):		<input type="checkbox"/> YES <input type="checkbox"/> NO
	Number of works presented within the country: _____		
	Number of works presented abroad: _____		
Collected Points			
c)	To be the organizer (leader, selector, curator, jury member, participant) of an artistic event, which aims at the artistic promotion of artists from their field; (The full list of artistic activities is recorded in the tables of Appendix Ia.)		<input type="checkbox"/> YES <input type="checkbox"/> NO
	Number of events, as leader: _____		
	Number of events, as selector: _____		
	Number of events, as curator: _____		
	Number of events, as member: _____		
	Number of events, as board member: _____		
Number of events, as participant: _____			
Collected Points			
2)	Has won important international recognition or awards for artistic or pedagogical work. (The full list is listed in Table X of Appendix I)		<input type="checkbox"/> YES <input type="checkbox"/> NO
	The candidate for appointment for the first time in the call of Prof. Asst. has signed the declaration under oath to avoid conflict of interest according to Article 153 of the Statute of the University of Prishtina:		<input type="checkbox"/> YES <input type="checkbox"/> NO
The candidate meets the minimum criteria:			<input type="checkbox"/> YES <input type="checkbox"/> NO
Evaluation committee:		1.	
		2.	
		3.	
If the candidate meets all the above criteria, i.e. all answers are YES, further evaluation is continued. Otherwise, no further evaluation of the candidate is made.			

Note: The detailed justification of the Evaluation Committee's report is presented in the unique form from UP.

b) Quantitative assessment of the activities of candidates who are appointed for the first time in the call of Asst. Prof.

Criteria/component		MARKS	
A	Quantitative assessment of the candidate's two main works as a necessary criterion. <i>In this category, two main papers that attract the most points from the component of the candidate's scientific publications are evaluated. The maximum assessment for these two papers can reach up to 40 points.</i>	In the country	Abroad
	<i>Main artistic activity</i>	10	15
Maximum points for category A:		40 points	
B	Teaching ability <i>The minimum score for this category is 5 points and the maximum is 10 points.</i>	MARKS	
	Portfolio of professional work and statement of teaching philosophy, including: <ul style="list-style-type: none"> ○ <i>Determination of learning outcomes (learning outcomes)</i> ○ <i>Methods for enabling active student-centered learning</i> ○ <i>Pedagogical methods</i> ○ <i>Evaluation methods</i> ○ <i>The role of the lecturer</i> ○ <i>Use of technology</i> 	1-5 points	
	<ul style="list-style-type: none"> - Teaching training from QPM or international institutions - Evidence of teaching experience - Proof of study visits to international universities. - Proof of giving lectures at international universities/ academic mobility. 	1-5 points	
Maximum points for category B:		10 points	
C	Additional works of the candidate (beyond 2 publications as necessary criteria from Category A). <i>Additional papers can be evaluated with a maximum of 12 points and a paper in this category can be evaluated with a maximum of 10 points.</i>	In the country	Abroad
	<i>Main or secondary artistic activity</i>	According to the relevant table depending on the profile and type of activity	
Maximum points for category C:		10 points	

D	Additional Candidate Contributions (<i>scientific, professional, for the university, faculty, society, etc.</i>) <i>In this category, the candidate can be evaluated with a maximum of 15 points.</i>	MARKS
D 1	<i>Participation in artistic activities</i>	Up to 5 points
	<i>Artistic activities such as: artistic symposia, masterclasses, workshops, presentations, lectures at relevant institutions etc.</i>	According to the relevant profile table
	<i>Leader, selector, jury member, board member, participant of artistic events and institutions</i>	According to the relevant profile table
	<i>Artistic activity valued with awards, prizes, recognitions</i>	According to the relevant profile table
D 2	Participation in research programs and projects (basic and applicable)	Up to 5 points
	<i>Scientific/artistic project leader</i>	3
	<i>Member of the scientific/artistic project</i>	1
	<i>Coordinator of the national team</i>	2
	<i>Professional, individual or group project</i>	1
D 3	Service activities, namely positions in committees/commissions (by decision of the faculty or university)	Up to 10 points
	<i>For the University of Prishtina</i>	4
	<i>The faculty to which you apply</i>	4
	<i>Community, voluntary contribution without financial compensation</i>	2
	Maximum points for category D:	20 points
E	Evaluation of other contributions to the scientific/artistic field, qualifications, relevant experience, achievements and other credentials of the candidate related to the relevant field of the position where he applies.	Up to 15 points

E	<p><i>Evaluation of valuable contributions and achievements that are not included in the above categories, which are related to scientific and professional achievements relevant to the relevant position, including:</i></p> <ol style="list-style-type: none"> <i>1. scientific impact and contribution in the relevant field</i> <i>2. study levels and qualifications acquired in prestigious world universities – the four hundred (400) best universities in the world according to the ranking made by "Times Higher Education World University Rankings" or "QS World University Rankings", according to the assessment based on the year of graduation for each level,</i> <i>3. professional experience relevant to the position being applied for, contributions in the field that increase the quality/qualifications of the candidate,</i> <i>4. contribution to industry, outstanding professional achievements, awards, patents.</i> <i>5. particularity and other credentials of the candidate, related to the relevant field of the position for which he applies.</i> <p><i>The maximum score for each of the above components can be up to 5 points.</i></p> <p><i>The evaluation of the candidate is done from a comparative perspective in relation to other candidates.</i></p>	Up to 15 points
	<i>Maximum points for category E:</i>	15 points
F	<i>Doctoral studies</i>	Up to 5 points
	<i>Maximum points for category F:</i>	
	Maximum points for categories A, B, C, D and E and F	100 points

Score Summary Table

Call	Category	The minimum number of points which must be achieved in the respective category	The maximum number of points that can be achieved in the respective category
Assistant Professor (Prof.asst.)	A- two artistic activities	20	40
	B. Teaching ability	5	10
	C. C. Additional artistic activity of the candidate (beyond the 2 activities as mandatory criteria from Category A)		10
	D. Additional Contributions (<i>Participation in artistic activities, Participation in programs and projects, Service activity</i>)		20
	E. Other Contributions, Achievements, and Credentials (<i>related to the relevant field of the position where you apply</i>)		15
	F. Doctorate Studies		5
			Min. Total = 25

c) Criteria for re-election to the title of Assistant Professor (Prof. Ass)

Minimum criteria for re-election to the title of Assistant Professor (artistic subjects)			
Academic unit:			
Name of the candidate:			
Date of obtaining the current title (Prof. Asst.):			
Decision number:			
Subjects for which the position is considered:			
	Criterion	The details	Completed / not completed
1	To have published/presented at least one (1) additional artistic work/activity, published after the appointment in the current title (The full list of main activities is evidenced in Table X of Appendix Ia.)		
Paper 1	Work title:		<input type="checkbox"/> YES <input type="checkbox"/> NO
	Institution/place/time of publication/presentation:		
	Type: (According to the relevant table in the regulations depending on the profile)	Main Activity Secondary Activity	
	Points:		
	<input type="checkbox"/> The institution is a proven cultural/artistic institution abroad.	<input type="checkbox"/> The work was accepted based on a preliminary assessment.	

2)	Have a positive assessment according to the performance assessment system, including student assessment, based on the system applicable at UP.	<input type="checkbox"/> YES <input type="checkbox"/> NO
	<input type="checkbox"/> Performance evaluation is positive <input type="checkbox"/> Student evaluation is positive	
The candidate meets the minimum criteria		<input type="checkbox"/> YES <input type="checkbox"/> NO
Evaluation committee:	1. 2. 3.	
If the candidate does not meet all the criteria mentioned above, the form for the minimum criteria for reappointment in the current title is completed.		

Note: The detailed justification of the Evaluation Committee's report is presented in the unique form from UP

APPENDIX V

Criteria for appointment to the title of Assistant and Lecturer/Tutor

a) Minimum criteria for appointment to the position of Assistant

Minimum criteria for appointment to the Assistant call			
Academic unit:			
Name of the candidate:			
Subjects for which the position is considered:			
	Criterion	The details	Completed/not completed
1	To have successfully completed master's studies in the relevant field.		<input type="checkbox"/> YES <input type="checkbox"/> NO
	Institution and place of completion of Master's studies:		
	Date of receiving the diploma:		
	decision ²⁷ and date of nostrification (if applicable):		
	Master's studies have been completed in the relevant direction:	<input type="checkbox"/> YES <input type="checkbox"/> NO	
2	Be no older than thirty-five (35) years when first appointed. Exceptionally, the candidate can be selected as a university assistant until the age of forty (40) if he has the degree of doctor of science (or, in the case of clinical subjects in the Faculty of Medicine, has completed specialization);		<input type="checkbox"/> YES <input type="checkbox"/> NO
	Age of candidate: _____ <input type="checkbox"/> Has a PhD		

²⁷ Or proof of application for nostrification

3	Have an average grade in bachelor's (or integrated) and master's studies of not less than eight (8), in each of these fields of study, regardless of whether he has the degree of doctor of science.	<input type="checkbox"/> YES <input type="checkbox"/> NO
	Average grade in Bachelor studies: _____ Average grade in Master's studies: _____	
4	The candidate for appointment for the first time in the Assistant call has signed the declaration under oath to avoid conflict of interest according to Article 153 of the Statute of the University of Prishtina:	<input type="checkbox"/> YES <input type="checkbox"/> NO
	The candidate meets the minimum criteria:	<input type="checkbox"/> YES <input type="checkbox"/> NO
	Evaluation committee:	1. 2. 3.
If the candidate meets all the criteria mentioned above, i.e. all the answers are YES, it continues with further evaluation. Otherwise, it is not continued with further evaluation of the candidate.		

b) Minimum criteria for appointment to the Lecturer call

Minimum criteria for appointment to the Assistant call			
Academic unit:			
Name of the candidate:			
Subjects for which the position is considered:			
	Criterion	The details	Completed/not completed
1	To have successfully completed master's studies.		<input type="checkbox"/> YES <input type="checkbox"/> NO
	Institution and place of completion of Master's studies:		
	Date of receiving the diploma:		
	decision ²⁸ and date of nostrification (if applicable):		

²⁸ Or proof of application for nostrification

	Master's studies have been completed in the determined language more specifically Piano:	<input type="checkbox"/> YES <input type="checkbox"/> NO	
2	Have excellent skills in the chosen language (for lecturer).		<input type="checkbox"/> YES <input type="checkbox"/> NO
3	Have an average grade in bachelor's (or integrated) and master's studies of not less than eight (8), in each of these fields of study.		<input type="checkbox"/> YES <input type="checkbox"/> NO
	Average grade in Bachelor studies: _____		
	Average grade in Master's studies: _____		
4	The candidate for appointment for the first time in the Assistant call has signed the declaration under oath to avoid conflict of interest according to Article 153 of the Statute of the University of Prishtina:		<input type="checkbox"/> YES <input type="checkbox"/> NO
	The candidate meets the minimum criteria:		<input type="checkbox"/> YES <input type="checkbox"/> NO
	Evaluation committee:	1. 2. 3.	
If the candidate meets all the criteria mentioned above, i.e. all the answers are YES, it continues with further evaluation. Otherwise, it is not continued with further evaluation of the candidate.			

Note:

The detailed justification of the evaluation committee's report is presented in the unique form from UP.

Quantitative evaluation of candidates who are appointed for the first time in the assistant and lecturer/co-repetition call.		
The criteria		MARKS
A	Bachelor and Master studies²⁹	Up to 20 points
	Evaluation of the field of study and bachelor's and master's program in relation to the subjects in which the position is announced. The evaluation of the candidate is done from a comparative perspective in relation to other candidates.	Up to 20 points
B	Average grade³⁰	Up to 30 points
	Average grade of bachelor's and master's studies	Grade point average x 3 Up to 30 points
C	Age	It is not graded
D	Doctoral studies	In the case of reappointment, they are a necessary criterion, while in the case of appointment for the first time, it is considered an additional achievement.
E	Other contributions and additional achievements of the candidate:	Up to 35 points
E 1	Degree of one of the levels of studies completed in one of the four hundred (400) best universities in the world as ranked by "Times Higher Education World University Rankings" or "QS World University Rankings", according to the evaluation based on the year of graduation for each level.	Up to 10 points
	<i>Bachelor studies</i>	<i>5 points</i>
	<i>Master studies</i>	<i>5 points</i>
E 2	Doctoral studies	Up to 5 points

	<i>Registered</i>	<i>2.5 points</i>
	<i>Completed</i>	<i>5 points</i>
E 3	Scientific publications/artistic presentation (in the last 5 years), according to the table for assistant professor, for additional publications (Appendix IV, b, Table, criterion C)	Up to 5 points
E 4	Presentations at conferences and symposia (in the last 5 years)	Up to 5 points
E 5	Participation in projects	Up to 5 points
E 6	Relevant teaching ability	Up to 5 points
E 7	Community service activities	Up to 5 points
F	The special and other credentials of the candidate, related to the relevant field and relevant to the position for which he is applying.	Up to 15 points
	<p><i>Evaluation of valuable contributions and achievements that are not included in the above categories, which are related to scientific and professional achievements relevant to the relevant position, including:</i></p> <ol style="list-style-type: none"> <i>1. Extra-curricular contributions during studies</i> <i>2. Outstanding professional achievements, awards</i> <i>3. Professional or practical experience relevant to the position applied for</i> <i>4. The special and other credentials of the candidate, related to the relevant field and relevant to the position for which he is applying.</i> <p><i>The maximum score for each of the above components separately can be up to 5 points.</i></p> <p><i>The evaluation of the candidate is done from a comparative perspective in relation to other candidates.</i></p>	Up to 15 points

²⁹ Candidates who have completed their bachelor's and master's studies at UP (for certain fields with the Statute integrated 5, 6-year studies) and who meet the criteria of the UP's Statute, under equal conditions, have priority over candidates who have completed their studies at other Higher Education Institutions of Kosovo and neighboring countries of Kosovo.

³⁰ The average grade is calculated as the arithmetic mean of the grade in the bachelor and master studies, provided that both grades are above 8.

Table: Summary of maximum points, which can be divided into relevant categories

call	Category	The maximum number of points that can be achieved in the respective category
Assistant (and Lecturer)	A – Bachelor and Master studies	Up to 20 points
	B – Average grade	Up to 30 points
	E – Other contributions and additional achievements of the candidate	Up to 35 points
	F- Special and other credentials of the candidate, related to the relevant field and relevant to the position for which he is applying	Up to 15 points
		Max. Total = 100

Note: The detailed justification of the evaluation committee's report is presented in the unique form from OQA-ZCA(Office for Quality and Accreditation).

a) Minimum criteria for reappointment in the Assistant call

Minimum criteria for reappointment to the title of Assistant				
Academic unit:				
Name of the candidate:				
Date of receipt of current title (Asst.):				
Decision number:				
Reappointment time:				
Subjects for which the position is considered:				
	Criterion	The details		Completed/not completed
1	The candidate for the first reappointment must be enrolled in doctoral studies. In the case of the second reappointment, the candidate must have completed his doctoral studies, except for the Faculty of Arts. his requirement applies to degrees obtained after the entry into force of this statute.			<input type="checkbox"/> YES <input type="checkbox"/> NO
	<input type="checkbox"/> The candidate has enrolled in doctoral studies.	Institution:		
		Program:		

	<input type="checkbox"/> The candidate has successfully completed doctoral studies.	Registration date:		
		End date:		
2	To have a positive evaluation according to the performance evaluation system, including the evaluation of students, based on the system applicable in UP.			<input type="checkbox"/> YES <input type="checkbox"/> NO
	<input type="checkbox"/> The performance evaluation is positive <input type="checkbox"/> The student evaluation is positive			
	The candidate meets the minimum criteria:			<input type="checkbox"/> YES <input type="checkbox"/> NO
	Evaluation committee:	1. 2. 3.		

APPENDIX VI

Criteria for appointment to the title of University Researcher

a) Minimum criteria for appointment to the university research title

Minimum criteria for appointment to the University Research call			
Academic unit:			
Name of the candidate:			
	Criterion	The details	Completed/not completed
1	Have successfully completed master's studies in the relevant field or have completed doctoral studies in a relevant scientific branch;		<input type="checkbox"/> YES <input type="checkbox"/> NO
	Institution and place of completion of studies Master:		
	Date of receiving the diploma: decision ³¹ and date of nostrification (if applicable):		
	Master's studies have been completed in the relevant direction:	<input type="checkbox"/> YES <input type="checkbox"/> NO	
	Institution and place of completion of studies DOCTORAL:		
	Date of receiving the diploma: decision ³² and date of nostrification (if applicable):		
	Doctoral studies have been completed in a relevant scientific branch;	<input type="checkbox"/> YES <input type="checkbox"/> NO	
	2	Be no older than 35 years when appointed for the first time;	
	Age of candidate: _____		
3	Have at least three (3) scientific papers published in international journals of the Web of Science category and/or Scopus, of which at least two (2) are first author.		<input type="checkbox"/> YES <input type="checkbox"/> NO
	Paper 1	Paper data (Title, Authors, Journal, Year, Link)	

³¹ Or proof of application for nostrification

³² Or proof of application for nostrification

		AUTHORSHIP <input type="checkbox"/> Main author <input type="checkbox"/> Co-author <input type="checkbox"/> The paper is from the relevant field	INDEXATIO N Web of Science <input type="checkbox"/> SCIE <input type="checkbox"/> SSCI <input type="checkbox"/> AHCI <input type="checkbox"/> ESCI	Scopus <input type="checkbox"/> Q1 <input type="checkbox"/> Q2 <input type="checkbox"/> Q3 <input type="checkbox"/> Q4	
		Paper data (Title, Authors, Journal, Year, Link)			
	Paper 2	AUTHORSHIP <input type="checkbox"/> Main author <input type="checkbox"/> Co-author <input type="checkbox"/> The paper is from the relevant field	INDEXATIO N Web of Science <input type="checkbox"/> SCIE <input type="checkbox"/> SSCI <input type="checkbox"/> AHCI <input type="checkbox"/> ESCI	Scopus <input type="checkbox"/> Q1 <input type="checkbox"/> Q2 <input type="checkbox"/> Q3 <input type="checkbox"/> Q4	
		Paper data (Title, Authors, Journal, Year, Link)			
	Paper 3	AUTHORSHIP <input type="checkbox"/> Main author <input type="checkbox"/> Co-author <input type="checkbox"/> The paper is from the relevant field	INDEXATIO N Web of Science <input type="checkbox"/> SCIE <input type="checkbox"/> SSCI <input type="checkbox"/> AHCI <input type="checkbox"/> ESCI	Scopus <input type="checkbox"/> Q1 <input type="checkbox"/> Q2 <input type="checkbox"/> Q3 <input type="checkbox"/> Q4	
The candidate for appointment for the first time in the Research call has signed the declaration under oath to avoid conflict of interest according to Article 153 of the Statute of the University of Prishtina:					<input type="checkbox"/> YES <input type="checkbox"/> NO
The candidate meets the minimum criteria:					<input type="checkbox"/> YES <input type="checkbox"/> NO
Evaluation committee:			1. 2. 3.		

If the candidate meets all the criteria mentioned above, i.e. all the answers are YES, it continues with further evaluation. Otherwise, it is not continued with further evaluation of the candidate.

b) **Quantitative assessment of the activities of candidates, who are appointed for the first time in the call of the university researcher.**

Category		MARKS	
A	Works published in international journals (WoS and Scopus)	Up to 80 points	
		First author	Corresponding author
	<i>Web of science (Clarivate): SCIE, SSCI, AHCI Scopus: Q1</i>	20	15
	<i>Scopus: Q2</i>	17	12
	<i>Web of Science (Clarivate): ESCI Scopus: Q3</i>	14	9
	<i>Scopus: Q4</i>	11	6
Maximum points for category A:		80 points	

Other contributions (scientific, professional, for the university, faculty, society)		Maximum up to 20 points	
B			
B1	Monographs and textbooks	First author	coauthor
	Special international scientific monograph, in the field of the candidate, with ISBN and cataloged	10	5
	Special scientific monograph, in the field of the candidate, published in Kosovo, with ISBN and cataloged	5	2.5
	International book chapter	3	1.5
	University book	5	2.5
	International textbook	5	2.5
	Textbook in Albanian language	3	1.5
	Translated teaching text	2	1
B2	Other published works	First author	Corresponding author / Co-author
	Papers published in credible international or local journals that are not included in table A	2	1
	Works published in Summary of works from international and local conferences and congresses	2	1
	Papers published in the Summary of Abstracts from international and local conferences and congresses	1	0.5

B3	Scientific oral presentations at conferences, congresses, symposiums, scientific workshops	
	Paper invited and presented in the plenary session at the international scientific conference/congress	4
	Paper presented in session at conference/congress/symposium, international scientific workshop	2
	Paper invited and presented in the plenary session at the local scientific conference/congress	2
	Paper presented in session at local scientific conference/congress/symposium/workshop	1
B4	Participation in basic and applied research programs and projects	
	Scientific project leader	3
	Member of the scientific project	1
	International project coordinator	2
	Professional project, individual or group	1
B5	Service activity	
	For the University of Prishtina	1
	For the Faculty to which you apply	1
	For the community, voluntary contribution without financial compensation	1

c) **Summary table - The minimum number of points that must be achieved in the respective category, respectively the maximum number of points that can be allocated to the respective category**

call	Category	The minimum number of points which must be achieved in the respective category	The maximum number of points that can be achieved in the respective category
University researcher	A - Works published in international journals (WoS and Scopus)	25	80
	B - Other contributions (scientific, professional, for the university, faculty, society)	-	20
		My. Total = 25	Max. Total = 100

Note: The detailed justification of the evaluation committee's report is presented in the unique form from UP.

APPENDIX VII

DEFINITIONS, TERMS AND CLARIFICATIONS REGARDING THE CRITERIA FOR APPOINTMENT, PROMOTION AND REAPPOINTMENT OF ACADEMIC STAFF

Book chapter – is one of the main thematic divisions within an edited book, of relative length (it is not standardized), generally with a homogeneous content. Any written work, regardless of topic, can be divided into chapters. For the purposes of evaluation processes, the chapter must be published by a credible international publishing house.

monograph – is an in-depth scholarly work on a single topic, from a specialized and narrow perspective. The monograph, in the sense of this definition, is characterized by rigorous methodology, detailed analysis, systematic argumentation and reliance on reliable sources. The monograph must be published as a separate publication, with an ISBN and be reviewed by at least two reviewers, with the title dr. sc./PhD in the same or related field. For the purposes of evaluation processes, the monograph cannot be a doctoral thesis and must be published by a credible international or national publishing house.

Book for student use - considered a book in Albanian or a foreign language, for the needs of students in the relevant field. The book is published in authorship or co-authorship, in printed or electronic form, and must be reviewed by at least 2 reviewers, qualified as experts in the field with a university academic title of at least assistant professor and have an ISBN and published by a credible international or national publishing house.

Scientific publication (article). - is a scientific paper that presents original research results and is subject to the "peer review" process by the relevant scientific journals in which they are published. It is characterized by a clear structure that usually includes the introduction, methodology, results and conclusions, and relies on reliable data. Writings such as reviews of books and works, comments published in scientific journals, abstracts and proceedings of conferences, are excluded from this definition and cannot be used in fulfilling the minimum criteria defined by statute, for the process of appointment, promotion and reappointment of academic staff . Reports or case reports and short communications (*short communication*) that have methodology, original authorial results and a clear structure, which are published after the entry into force of this Regulation, are recognized in the promotion processes, equating three (3) *short communication* with one (1) paper (original research), two (2) *case report* with one (1) paper (original research), but in the total number of published papers required for the respective position, only one (1) paper can be used as an evaluation.

Thesis mentoring – (MA/MSc and PhD/Dr.Sc) is the guiding process that the mentor/mentors provide throughout the development of their students' research and thesis writing. This process includes academic support, methodology development, data analysis, organization of scientific arguments, and personal motivation. This process aims at the final writing and successful defense of the thesis.

Authorship in scientific publications – refers to the significant contribution of an individual to the design, realization and interpretation of the findings of scientific research. Authorship also reflects responsibility for the originality and content of the work. In the evaluation processes, the contribution as first author and/or corresponding author, as well as co-authorship according to Appendix IV, for the position of Assistant Professor is recognized.

Corresponding author - is considered the author who is identified as such in the paper, at the time of publication, and when more than one corresponding author is specified in the published paper, the first author identified as such is considered the corresponding author. If there are only two authors in the published paper and the corresponding author is not specified, the second author is considered as the corresponding author.

Credible publisher for scientific publications - those publishers who have a scientific reputation are considered to be indexed in international databases such as journals listed in Web of Science (Science Citation Index Expanded - SCIE, Social Sciences Citation Index - SSCI, Emerging Source Citation Index - ESCI) and Scopus (Q1 - Q4 query) and who respect ethical standards, clearly document the process of review, submission, acceptance and publication of the work, and are not on lists of suspicious or predatory publishers and journals.

In accordance with the above paragraph, all publications in journals that do not charge a fee for publication of articles and all publications in journals with a hybrid publication path are accepted.

For the purposes of appointment, promotion or reappointment, scientific articles sent for publication and published after the entry into force of this Regulation, in journals indexed in the platforms according to the Statute and this Regulation, which are not included in the previous paragraph, will be accepted only if they are published: (a) in journals indexed in Web of Science that have an Impact Factor (IF) >0.1 according to the Journal Citation Report (JCR) by Clarivate, or (b) in journals indexed in Scopus (Q1-Q4), which are published by public or even non-public universities if the latter are among the four hundred (400) best universities in the world as ranked by "Times Higher Education" or "QS World University Rankings".³³

Credible international publishing house - for the publication of chapters, books, monographs, those entities that enjoy a high academic and scientific reputation are considered, whose

³³ Academic units may form a special committee to provide guidance and support to academic staff according to their needs regarding the selection of credible journals for publication, strictly respecting the standards and criteria of this Regulation.

publications go through a rigorous process of review by experts in the field ("peer review"), that are indexed in well-known international databases (such as Web of Science, see; <https://wokinfo.com/mbl/publishers/> or Scopus, see: <https://www.elsevier.com/products/scopus/content#4-titles-on-scopus>), and are not on lists of suspicious or predatory publishing houses. Exceptionally, publications from publishing houses of universities that are among the four hundred (400) best universities in the world as ranked by "Times Higher Education" or "QS World University Rankings" are accepted.

For promotion purposes, book chapters that have been confirmed to have been accepted for publication by these publishing houses are also accepted.

Credible national publishing house - for the publication of books, monographs are considered publishers or institutions that respect academic, scientific and professional standards, that are proven for their academic, scientific and professional contribution, whose publications go through a process of professional editing and review by reviewers qualified as experts in the field with the academic title of at least assistant professor and which have publications with a valid ISBN.

Suspicious journals ("predatory journals") - journals are considered, which do not apply the real process of review, professional review ("*peer review*"), do not clearly document the process of review, submission, acceptance and publication of the paper, they do not have an editorial board at all or it is not composed of professionals in the field, they do not have a real ISSN, they do not have a website or they have a suspicious one, the legal or natural person publishing has no address or contact number, declares a fictitious address or contact number, presents a false international indexing, declares a false impact factor, their publisher is suspicious in terms of the way of management and the range of magazines it publishes. See e.g. <https://beallslist.net/>, *Cabells' Predatory Reports from www.cabells.com (after providing access from UP)*.