

## Form indicating the strengths and weaknesses of a Candidate in competitions for university teachers

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*stamp of unit/organizational unit*

<i>Organisational unit</i>	
<i>Competition for the post of</i>	<i>Reference number</i>
<i>First and last name of the applicant</i>	

The form is an indispensable element when conducting an open competition for an academic staff position.

The form is completed by the Selection Board, which evaluates the applicant's application documents on their merits.

The form is completed on the basis of the application documents received, taking into account the areas relevant to the position.

Scientific, teaching and organisational activities are evaluated separately, with a maximum of 10 points awarded for each.

The candidate's (final) grade is a weighted average of the activity grade:

- scientific, teaching and organisational activities in the research and teaching staff group
- scientific and organisational research staff
- teaching and organisational staff in the teaching staff group

taking into account the recommended weights for each of the posts in Table 4.

**Table 1** Suggested activities to be assessed for scientific/creative and artistic activities.

<b>Scientific/creative and artistic activities</b>	
Course, field, discipline, speciality	
Publications (national, ministerial list, Philadelphia list)	
Bibliometric indices (Total IF, h-index, citations in SCOPUS database)	
Patents, utility models and implementations	
Unpublished and popular science works	
Authorship of the architectural and conservation implementation project	
Authorship of a planning and zoning project	
Individual author's exhibition of design and/or artwork	
Authorship of a visual art work or artistic project, including a multimedia, performance, audiovisual, sculptural or interdisciplinary realisation, a series of visual or photographic works, disseminated during a significant artistic event. Authorship of a visual work in the field of design arts, including industrial design, interior design or landscape architecture	
Participation in a group exhibition	
Management of an international research project (funded by a foreign institution), management of a Polish research project, participation in Polish and international research projects (project role), implementation of commissioned work from industry	
Participation in Polish and international research projects (project role), implementation of commissioned work from industry	
Expertise, implementation, cooperation with industry, technology transfer, spin-off creation	
Documented cooperation with foreign/national research centres, foreign/national research internships	
Review: in postdoc and professorship proceedings, doctoral theses, master's/engineering/graduate theses	
Reviews of books, monographs, scripts, scientific articles	
Experience as a supervisor	
Participation in scientific conferences (national and international)	
Prizes and awards	
Forms of activity important for the specific position held in the Unit/Department or important skills and competences in relation to the specific competition requirements contained in the announcement	

**Table 2.** Suggested forms of activity to be assessed for teaching activity.

<b>Teaching activities</b>	
Teaching (including classes in foreign languages and in the doctoral school)	
Teaching at the invitation of a foreign unit or as part of international programmes	
Supervision of diploma theses in Polish (Eng./M.Sc./license)	
Supervision of dissertations in a foreign language (Eng./M.Sc./B.Sc.)	
Supervision of students pursuing education in accordance with individual study arrangements	
Caring for foreign students	
Caring for students with disabilities	
Mentoring of students in tutoring programmes	
Care of the teaching laboratory, the teaching room	
Teaching publications (textbooks and scripts),	
Teaching publications published with students	
Development of new courses.	
Development of new teaching aids, instructions, laboratory stations	
Preparation of teaching materials on the e-learning platform	
Organisation of camps, educational trips, sports competitions	
Student society support	
Participation in an international teaching project or event	
Cooperation in the field of teaching with national entities (universities, business organisations, companies)	
Participation in accreditations, work of programme committees, work in the development of new courses of study.	
Teaching awards and prizes	
Forms of activity important for the specific position held in the Unit/Department or important skills and competences in relation to the specific competition requirements contained in the announcement	

**Table 3.** Suggested forms of activity to be assessed in terms of organisational activities.

<b>Organisational activities</b>	
Organisational functions held, participation and activity in the collegiate bodies of the University,	
Participation in the organisational work of the unit (e.g. conducting seminars)	
Functions carried out as head/director, team leader (e.g. language) of the speciality,	
Participation in committees	
Participation in organising committees for science festival, olympiads, education fairs, sports and leisure events	
Activities in the journal publishing process	
Conference activities	
Activities in external organisations	
Activities in the field of popularisation of science and technology	
Forms of activity important for the specific position held in the Unit/Department or important skills and competences in relation to the specific competition requirements contained in the announcement	

**Other information on the applicant's academic/teaching/organisational performance not included in Tables 1 to 3 but essential for the outcome of the recruitment process**

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**Table 4** Recommended weights for assessing applicants' performance.

	Activities		
	scientific	teaching	organisational
for research and teaching staff *			
<b>R1</b> First stage Researcher	0,5	0,4	0,1
<b>R2</b> Recognised Researcher	0,5	0,4	0,1
<b>R3</b> Established Researcher	0,5	0,3	0,2
<b>R4</b> Leading Researcher	0,6	0,2	0,2
for research workers *			
<b>R1</b> First stage Researcher	0,9	-	0,1
<b>R2</b> Recognised Researcher	0,8	-	0,2
<b>R3</b> Established Researcher	0,7	-	0,3
<b>R4</b> Leading Researcher	0,6	-	0,4
for teaching staff			
Lecturer/ instructor	-	0,9	0,1
Senior lecturer/visiting lecturer	-	0,8	0,2
Adjunct/assistant	-	0,7	0,3
University professor/ professor/visiting professor	-	0,6	0,4

\* Definition of a research position according to the guidelines in the [Research profiles descriptors EURAXESS](#) ([europa.eu](http://europa.eu)):

**R1** First stage Researcher - researchers with an M.Sc. degree with less than 4 years of research experience, students of the Doctoral School and Doctoral Studies.

**R2** Recognised Researcher - researchers with a PhD or equivalent, who are not fully independent researchers, with a research record of more than 4 years

**R3** Established Researcher - independent researchers

**R4** Leading Researcher - independent, experienced and leading researchers in their field who are leaders of research teams

As a result of the substantive assessment of the applicant's application documents, the Selection Committee assessed the individual areas of activity to date:

Activities	Number of points from Table *
Scientific	
Teaching	
Organisational	

\*for research and teaching posts Tables 1-3; for research posts Tables 1 and 3; for teaching posts Tables 2-3

Strengths	Weaknesses

Date .....

Signatures of the Selection Board:

1. ....
2. ....
3. ....
4. ....
5. ....