



# LIEPĀJAS UNIVERSITĀTE

**APPROVED**

At the meeting of LiepU Senate on 22 March 2021, Minutes No. 10

## **Regulation on Election of Professors and Associate Professors, Evaluation Procedure and Councils of Professors at the University of Liepaja**

*Issued in accordance with Clause 2.4 of the  
Constitution of Liepaja University*

### **1. GENERAL TERMS**

This Regulation prescribes the establishment and closure of the positions of professors and associate professors, the procedure and criteria for the evaluation and election of professors and associate professors, as well as the procedure for establishing and operating of councils of professors of the field (hereinafter – Council, Councils) at Liepaja University (hereinafter – LiepU).

### **2. ESTABLISHMENT AND CLOSURE OF POSITIONS OF PROFESSORS AND ASSOCIATED PROFESSORS**

- 2.1. In accordance with the LiepU development strategy, the number of positions of professors and associate professors and the corresponding fields of science or art scientific and study fields are approved by the LiepU Senate upon the proposal of the Faculty Council and the approval of the Science Council.
- 2.2. A professor is an internationally recognised specialist in its field, who performs modern research or artistic creation work and provides high-quality studies in the relevant field of science or art. A person who has a doctoral degree and at least three years of work experience as an associate professor or professor at a higher education institution may be elected to the position of a professor. In art specialties, a person may be elected to the position of a professor whose results of artistic creativity meet the state approved criteria for the evaluation of the professor's creative work.
- 2.3. A person with a doctoral degree may be elected to the position of an associate professor. In art specialties, a person may be elected to the position of associate professor whose results of artistic creation meet the state approved criteria for the evaluation of the associate professor's creative work.
- 2.4. An open competition for the vacant positions of professors and associate professors approved by the Senate is announced in the official publication of the Republic of Latvia "Latvijas Vēstnesis", the EC portal *Euraxess*, as well as on the LiepU website (in Latvian and English).
- 2.5. An open competition is not announced for the position of a professor and associate professor elected to the position of LiepU for a definite period of time, if it has expressed a

wish to also continue working in the respective position after the expiry of the employment agreement.

- 2.6. In accordance with the LiepU scientific and study development strategy, the closing of the positions of professors and associate professors is approved by the LiepU Senate upon the proposal of the Faculty Council and the approval of the Council of Science.

### 3. APPLICATION AND SUBMISSION OF DOCUMENTS OF APPLICANTS FOR THE POSITION OF PROFESSORS AND ASSOCIATE PROFESSORS

- 3.1. Within one month after the publication of the announcement, an applicant for the position of professor or associate professor shall submit an application addressed to the Rector of LiepU in the Personnel and Document Management Department of LiepU, enclosing the following documents:
- Curriculum Vitae (CV), which includes complete information on the applicant's scientific, pedagogical and organisational activities, arranged in accordance with the criteria established in the Cabinet Regulation "Procedures for the Evaluation of the Scientific and Teaching Qualification or Artistic Creation of a Candidate for the Position of Professor or Associate Professor and current Professor or Associate Professor";
  - copies of diplomas certifying academic and scientific qualifications (if they are not already in the Personnel and Document Management Department of LiepU);
  - operational concept for the next 6 years;
  - recommendation of the Faculty Council.
- 3.2. A temporarily elected LiepU professor or associate professor shall submit an application addressed to the LiepU Rector of Personnel and Document Management to the Rector of LiepU no later than six months before the expiry of the employment agreement, confirming the wish to continue work. The application shall be accompanied by a Curriculum Vitae (CV), which includes complete information on the applicant's scientific, pedagogical and organisational activities, arranged in accordance with the criteria established in the Cabinet Regulation "Procedures for the Evaluation of the Scientific and Pedagogical Qualification or Artistic Creativity of a Candidate for the Position of Professor or Associate Professor and current Professor or Associate Professor";
- 3.3. If LiepU does not have a Council corresponding to the position of professor or associate professor, the documents of the candidate and an official letter from the Rector of LiepU requesting evaluation of the candidate and election procedure, as well as confirmation that election or evaluation expenses will be covered, are sent to the university where the Council of the relevant field operates.
- 3.4. LiepU Councils of professors of the field may also perform election procedures or conformity assessment of applicants for the position of professor or associate professor of other higher education institutions, if their field corresponds to the fields of LiepU professors' councils. If the applicant is from another higher education institution, it shall submit:
- an official letter from its higher education institution with a request to perform the evaluation of the applicant and the election procedure, as well as confirmation that the election or evaluation expenses will be covered;
  - a statement regarding the announcement of an open position competition at the relevant higher education institution;
  - all documents necessary for the assessment.
- 3.5. LiepU Personnel and Document Management Division evaluates the formal compliance of the applicant's documents within 3 working days and submits them to the Vice-Rector for Science, who evaluates the content compliance of the documents within 5 working days and submits them to the Chairman of the relevant Council. Both the Personnel and Document

Management Department of LiepU and the Vice-Rector for Science have the right to request the applicant to supplement the documents before they are submitted to the Chairman of the Council, if they are incomplete in form or content.

- 3.6. The Chairman of the Council shall organise the evaluation of the results of the scientific and pedagogical qualification of the candidate for the position of professor or associate professor and current professor or associate professor, as well as the election procedure. The meeting of the Council shall take place no later than within two months from the day of announcing the competition.
- 3.7. If the applicant is from another higher education institution, payment for the election or evaluation procedure must be made to the current account specified by LiepU no later than one week before the day of the Council meeting. The meeting of the Council only takes place in the case of payment of the invoice. The payment for the election of a professor and associate professor or their evaluation fee is approved by the LiepU Senate.
- 3.8. Prior to the beginning of the meeting, the Chairman of the Council may request additional documents that more fully confirm the scientific and teaching qualification of the applicant and the current professor or associate professor.

#### 4. ESTABLISHMENT OF COUNCILS OF PROFESSORS OF THE FIELD

- 4.1 LiepU may establish a Council in those fields of science, in the composition of which it is possible to provide at least five professors of the respective field elected by LiepU in accordance with the provisions of Clause 33 of the Law on Higher Education Institutions.
- 4.2 The Council is expanded to include at least one third of its members, who would be professors of the respective field or representatives of professional associations, whose field of activity corresponds to the direction of the respective position, but who do not work at LiepU.
- 4.3 The composition of the councils is approved by the LiepU Senate upon the proposal of the Science Council.
- 4.4 If LiepU does not have five professors of the relevant field of science and it is not possible to establish a council of professors of the field, LiepU may participate in the establishment of a joint council of several universities. The decision on the formation of a joint Council and the delegation of LiepU professors to work in the joint Council is made by the LiepU Senate.
- 4.5 The activities of the councils are supervised by the LiepU Council of Science.

#### 5. ACTIVITIES OF COUNCILS OF PROFESSORS OF THE FIELD

- 5.1. The Council shall elect a chairman from among its members. The duties of the secretary may be performed by one of the members of the Council or a member of the LiepU academic staff with a doctoral degree on the recommendation of the Chairman of the Council.
- 5.2. Council meetings are organised in person, online or a combination of both.
- 5.3. Meetings of the Council shall have a quorum if more than half of the members with the right to vote are present. The presence of at least one expert appointed by the Council is mandatory at the meetings of the Council, where the election procedure or the evaluation procedure of the current professor or associate professor takes place.
- 5.4. All decisions, including decisions on election and evaluation, shall be taken by the Council by open vote by a majority of the votes in favour. In the case of an equal division of votes, the Chairman of the Council shall have the decisive vote.
- 5.5. Foreign professors, if approved to be on the Council, may participate in its work off-site by examining the documents and submitting their written opinion on all candidates, as well as which candidate they are voting for.

5.6. The documentation of the Council is managed by the Secretary in accordance with the procedures of record keeping in force in LiepU.

6. CRITERIA AND PROCEDURE FOR EVALUATION OF A CANDIDATE FOR THE POSITION OF PROFESSOR OR ASSOCIATE PROFESSOR AND CURRENT PROFESSOR OR ASSOCIATE PROFESSOR

- 6.1. The Council shall evaluate the scientific and teaching qualifications or the results of artistic creation of a candidate for the position of professor or associate professor, as well as of a current professor or associate professor at least once every six years.
- 6.2. The Council shall evaluate the results of the scientific and teaching qualifications or artistic creation of a temporary professor or associate professor no later than six months before the expiry of the employment agreement if a professor or associate professor has expressed a wish to continue the work in the position.
- 6.3. If a professor or associate professor has already worked at LiepU in the previous evaluation period, only those results (publications, reports, projects, patents, pedagogical work, etc.) in which the applicant has represented the University of Liepaja are evaluated.
- 6.4. LiepU Faculty Councils evaluate the performance of a professor or associate professor at least once every two years; the evaluation results are submitted to the Rector. The Rector has the right to encourage the Council to assess the suitability of the scientific and teaching qualification of a professor or associate professor for the position held before the term.
- 6.5. When assessing the applicant's compliance with the position of professor or associate professor, as well as the scientific and teaching qualification of the current professor or associate professor, the Council takes into account the results of the last six years of scientific activity, pedagogical work at the university and organisational competencies, based on the criteria of the professor or associate professor position field set by the Cabinet of Ministers.
- 6.6. In its assessment, the Council relies on documents and documented information provided by the applicant for the last six years, with the exception of the minimum Hirsch index (if applicable). Compliance with the Hirsch index (without self-citation) will be assessed by the Council for an indefinite period of time, provided that at least one of the publications has been published in the last six years.
- 6.7. The **scientific qualifications** of a candidate for the position of professor or associate professor and current professor or associate professor shall be assessed in accordance with the following criteria:
  - 6.7.1. in accordance with the field (Annex 1) the minimum number of scientific publications anonymously peer-reviewed in scientific journals or conference reports indexed in the SCOPUS or Web of Science Core Collection database or included in the ERIH+ database, and Hirsch index minimum specified in the SCOPUS or Web of Science Core Collection database, number of peer-reviewed scientific monographs;
  - 6.7.2. presentation of a report at international scientific conferences in Latvia and abroad (for a professor – at least five conferences, for an associate professor – at least three conferences);
  - 6.7.3. scientific management of research and development projects or scientific participation in their implementation (professor as a scientific supervisor or performing the duties of a leading researcher in at least one research and development project, associate professor performing the duties of a leading researcher or researcher in at least one research and development project);
  - 6.7.4. granted rights of an expert of the Latvian Council of Science;
  - 6.7.5. peer-reviewed doctoral theses (for a professor – at least two, for an associate professor – at least one);

- 6.7.6. acquired intellectual property rights related to, for example, patents for inventions, topographies of semiconductor products, trademarks, designs, copyright or related rights, plant varieties, as well as the alienation or licensing of these property rights and the transfer of technology rights to bring a new product or service to market, taking the production and sales required for commercial success into account;
- 6.7.7. management of scientific contract assignments or participation in their implementation;
- 6.7.8. raising of scientific qualification in foreign universities and scientific institutions.
- 6.8. The **pedagogical qualifications** of a candidate for the position of professor or associate professor and the current professor or associate professor shall be assessed in accordance with the following criteria:
  - 6.8.1. supervision of doctoral students' theses and number of defended doctoral theses (for a professor – a supervisor of a doctoral thesis for at least one doctoral thesis for which a doctoral degree has been awarded, for an associate professor – a supervisor of a doctoral thesis for at least one doctoral thesis);
  - 6.8.2. supervision of master's theses and number of defended master's theses;
  - 6.8.3. lesson management in the doctoral study programme, except for foreign students;
  - 6.8.4. lesson management in the master's study programme, except for foreign students;
  - 6.8.5. lesson management for foreign students in Latvia;
  - 6.8.6. lesson management in foreign universities;
  - 6.8.7. prepared teaching assets, including the teaching assets for publication;
  - 6.8.8. raising the teaching qualification in Latvian and foreign universities or scientific institutions.
- 6.9. The **results of the artistic creation** of a candidate for the position of professor or associate professor of art and creative activity, or current professor or associate professor, shall be evaluated in accordance with the following criteria;
  - 6.9.1. the conformity of the results of the work of artistic creation with the artistic creation in the field corresponding to international excellence;
  - 6.9.2. the results of artistic creation work play a significant role in national culture and art;
  - 6.9.3. the results of artistic creation work prove international co-operation or involvement in the solution or actualisation of problems and issues important to society;
  - 6.9.4. the results of artistic creation work reflect the ability to participate in, manage or implement international or internationally funded artistic creation projects;
  - 6.9.5. the results of artistic creation work promote the processes of art and culture, art education or research, including artistic research, their popularity and recognition in society.
- 6.10. The **organisational work** of a candidate for the position of professor or associate professor and a current professor or associate professor related to scientific, pedagogical or artistic creative work shall be assessed in accordance with the following criteria:
  - 6.10.1. conducting the council of professors of the field, promotion council, scientific council of a higher education institution or scientific institution or scientific structure of its structural unit or participating in its activities;
  - 6.10.2. research and development project management (professor – project manager or project coordinator for at least one project, associate professor – project manager, project coordinator or project manager's assistant for at least one project);
  - 6.10.3. conducting the organising committee of international conferences or participation in the organisation of international scientific conferences;
  - 6.10.4. management of the editorial board of scientific publications or participation in their activities or anonymous peer-review for scientific publication in a scientific journal or conference report, peer-review of scientific articles in publications indexed in the SCOPUS or Web of Science Core Collection database or included in the ERIH+ database;
  - 6.10.5. management or participation in international scientific, academic or artistic field associations;

- 6.10.6. conducting the organisational committee of national and international scientific, academic or artistic creation competitions, festivals and other equivalent events and participation in the organisation of national and international scientific, academic or artistic creative competitions, festivals and other equivalent events.
- 6.11. An applicant for the position of a **professor in the field of science** or a current professor must at least obtain the following positive assessment of the criteria:
  - 6.11.1. a positive assessment of the scientific qualification in at least four criteria specified in Subparagraphs 6.6.1 to 6.6.8 of this Regulation;
  - 6.11.2. a positive assessment of the pedagogical qualification in at least four criteria specified in Subparagraphs 6.7.1 to 6.7.8 of this Regulation;
  - 6.11.3. a positive assessment of the organisational work related to the scientific, pedagogical or artistic creation work in at least three criteria specified in Subparagraphs 6.9.1 to 6.9.6 of this Regulation.
- 6.12. An applicant for the position of an associate professor **in the field of science** or a current associate professor must at least obtain the following positive assessment of the criteria:
  - 6.12.1. a positive assessment of the scientific qualification in at least three criteria specified in Subparagraph 6.6.1 to 6.6.8 of this Regulation;
  - 6.12.2. a positive assessment of the pedagogical qualification in at least three criteria specified in Subparagraphs 6.7.1 to 6.7.8 of this Regulation;
  - 6.12.3. a positive assessment of the organisational work related to the scientific, pedagogical or artistic creative work in at least two criteria specified in Subparagraphs 6.9.1 to 6.9.6 of this Regulation.
- 6.13. An applicant for the position of a **professor of arts and creative activities** or a current professor must at least obtain the following positive assessment of the criteria:
  - 6.13.1. a positive assessment of the pedagogical qualification in at least four criteria specified in Subparagraphs 6.7.1 to 6.7.8 of this Regulation;
  - 6.13.2. compliance of the results of the work of artistic creation with the criteria specified in Subparagraphs 6.8.1 to 6.8.5 of this Regulation;
  - 6.13.3. a positive assessment of the organisational work related to the scientific, pedagogical or artistic creative work in at least two criteria specified in Subparagraphs 6.9.1 to 6.9.6 of this Regulation.
- 6.14. An applicant for the position of **associate professor of arts and creative activities** or a current associate professor must obtain at least the following positive assessment of the criteria:
  - 6.14.1. a positive assessment of the pedagogical qualification in at least three criteria specified in Subparagraphs 6.7.1 to 6.7.8 of this Regulation;
  - 6.14.2. compliance of the results of the work of artistic creation with at least four criteria specified in Subparagraphs 6.8.1 to 6.8.5 of this Regulation;
  - 6.14.3. a positive assessment of the organisational work related to the scientific, pedagogical or artistic creative work in at least two criteria specified in Subparagraphs 6.9.1 to 6.9.6 of this Regulation.
- 6.15. The candidate for the position of professor or associate professor shall prepare an open lecture corresponding to the field of the position, which shall be read at the time specified by the Council, coordinating this with the candidate at least two weeks in advance. The open lecture is announced on the LiepU website. At least one member of the Council (expert) participates in the open lecture. An open lecture is not obligatory for the evaluation of a current professor or associate professor.
- 6.16. For candidates for the position of professor, the Council additionally organises an international evaluation, attracting at least two foreign professors corresponding to the applicant's field. The involvement of a foreign professor is not mandatory for the evaluation of a current professor.

- 6.17. Prior to the meeting, the Council shall provide each member of the Council with an opportunity to get acquainted with the indicators of the scientific, teaching and organisational qualification of the candidate or current professor or associate professor (submitted documents) and to fill in the evaluation form.
- 6.18. Each member of the Council shall evaluate the conformity of the qualification and work results of the candidate for the position of professor or candidate for the position of professor holding the position or candidate for the position of associate professor or candidate for the position of associate professor holding the position to the criteria of Clauses 6.6-6.9 of this Regulation, using one of the following evaluations: *excellent*, *very good*, *good*, *satisfactory* (positive evaluation), *unsatisfactory* (negative evaluation). The evaluation must be substantiated. The evaluation forms are attached to the minutes of the meeting.

## 7. PROCEEDINGS OF THE COUNCIL MEETING

- 7.1. The meeting of the Council shall be chaired by its Chairman. If the chairman does not attend the meeting, the Council shall elect a chairman.
- 7.2. The Chairman of the Council (chair of the meeting) provides information about the agenda of the meeting and the candidates for the position or the professors or associate professors to be evaluated.
- 7.3. The Secretary of the Council shall report on the documents submitted.
- 7.4. The candidate for the position of professor or associate professor or current professor or associate professor is invited to the meeting. The absence of the candidate is not an obstacle to the election or evaluation process. The members of the Council are entitled to ask questions on the indicators of scientific, pedagogical and organisational qualifications, as well as on the concept of operation.
- 7.5. The member(s) of the Council provides information about the applicant's open lecture and its evaluation.
- 7.6. The Secretary of the Council provides information about the international evaluation of the candidate for the position of professor.
- 7.7. The members of the Council discuss the evaluation of the applicant's qualification and work results, formulate the decision and its justification.
- 7.8. An open vote takes place. The decision on the election of a professor or associate professor or the evaluation of a current professor or associate professor shall be taken by the Council by a majority of the votes present.
- 7.9. The Council submits the results of the election of a professor or associate professor, the decision on the election of a person to the position of professor or associate professor and the assessment of the elected person to the Rector. In addition, the minutes of the Council's deliberations, a complete list of candidates for the relevant position, as well as a description and evaluation of each candidate are submitted.
- 7.10. The Council shall submit the Rector an assessment of the scientific and pedagogical qualifications of the current professor or associate professor or the results of the work of artistic creation and his or her compliance or non-compliance with the criteria of the position.
- 7.11. The decision adopted by the Council of Professors may be challenged by persons who are not members of LiepU staff in accordance with Clause 10, Paragraph five of the Law on Higher Education Institutions, but LiepU staff – in accordance with the procedures specified in Clause 26, Paragraph eight of the Law on Higher Education Institutions.

## 8. ESTABLISHMENT AND TERMINATION OF LEGAL RELATIONS WITH THE PROFESSOR AND ASSOCIATED PROFESSORS

- 8.1. Rector, based on the decision of the Council:

- 8.1.1. establish an employment relationship with a person elected by the Council as a professor or associate professor. An employment agreement with a professor or associate professor is concluded for six years;
- 8.1.2. continues the legal employment relationship with the current professor or associate professor, if his or her scientific and pedagogical qualification or the results of the work of artistic creation have been assessed as appropriate. The employment relationship with the professor or associate professor is continued by concluding an employment agreement for an indefinite period;
- 8.1.3. terminates the legal employment relationship with the professor or associate professor or offers him or her a job at another higher education institution if the scientific and pedagogical qualification of the professor or associate professor or the results of the work of artistic creation have been assessed as inappropriate;
- 8.1.4. is entitled to continue the employment relationship with the current professor or associate professor for a specified period of time, if his/her scientific and pedagogical qualification or the results of artistic creation have been assessed as partially appropriate, determining the term within which the professor or associate professor must achieve the conformity assessment.
- 8.2. If LiepU does not plan to continue and develop the scientific direction headed by the professor or associate professor in accordance with the development of the scientific directions provided for in the strategy, it shall inform the professor or associate professor of its decision at least one year before terminating the respective direction. In this case, upon termination of the employment relationship with the professor or associate professor who has headed the scientific field, LiepU pays it compensation in the amount of six monthly salaries of the professor or associate professor.

## 9. TRANSITIONAL PROVISIONS

- 9.1. If the employment agreement with a professor or associate professor is concluded by 31 December 2020 and expires between 1 January and 30 June 2021, the Council shall evaluate the scientific and teaching qualifications or artistic creation of the professor or associate professor and submit an assessment to the Rector by the end of the term of the relevant employment agreement. In this case, the period of 6 months laid down in Clause 3.2 of this Regulation shall not apply.
- 9.2. The Regulations on the Councils of Professors of the University of Liepaja (approved at the meeting of the Senate of LiepU on 26 November 2018) are hereby repealed.

1. Annex 1

**Scientific publications and scientific monographs of a candidate  
for the position of professor or associate professor and current professor or associate  
professor, and their minimum number.**

Fields of science	Criteria for scientific publications and scientific monographs for the assessment of	Candidate for the position of professor or current professor	Candidate for the position of associate professor or current associate professor
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	scientific qualifications	number of scientific publications	Hirsch index	number of scientific publications	Hirsch index
1. Natural sciences: 1.1. Mathematics; 1.2. Computer science and informatics; 1.3. Physics and astronomy; 1.4. Chemistry; 1.5. Earth sciences, Physical geography and Environmental sciences; 1.6. Biology; 1.7. Other natural sciences	Anonymously peer-reviewed scientific publication in a scientific journal or conference report indexed in the SCOPUS database or the Web of Science Core Collection	5	3	4	2
	or				
	peer-reviewed scientific monograph and anonymously peer-reviewed scientific publication in a scientific journal or conference report indexed in the SCOPUS database or the Web of Science Core Collection	1	–	1 or submitted for publication	–
2. Engineering Sciences and Technology Sciences: 2.1. Construction and transport engineering; 2.2. Electrical engineering, Electronics; Information and communication technologies; 2.3. Mechanical engineering and Mechanics; 2.4. Chemical engineering science; 2.5. Material science; 2.6. Medical engineering; 2.7. Environmental engineering and energy; 2.8. Environmental biotechnology;	Anonymously peer-reviewed scientific publication in a scientific journal or conference report indexed in the SCOPUS database or the Web of Science Core Collection	5	3	4	2
	or				
	peer-reviewed scientific monograph and anonymously peer-reviewed scientific publication in a scientific journal or conference report indexed in the SCOPUS database or the Web of Science Core Collection	1	–	1 or submitted for publication	–
		3	3	4	2

2.9. Industrial biotechnology; 2.10. Nanotechnology; 2.11. Other engineering sciences and technologies, including food and beverage technologies					
3. Medical and health sciences: 3.1. Basic medical sciences, including pharmacy; 3.2. Clinical medicine; 3.3. Health and sports sciences; 3.4. Medical biotechnology; 3.5. Other medical and health sciences, including forensic medical examination	Anonymously peer-reviewed scientific publication in a scientific journal or conference report indexed in the SCOPUS database or the <i>Web of Science Core Collection</i>	5	3	4	2
	or				
	peer-reviewed scientific monograph and anonymously peer-reviewed scientific publication in a scientific journal or conference report indexed in the SCOPUS database or the Web of Science Core Collection	1	–	1 or submitted for publication	–
		3	3	4	2
4. Agricultural, forestry and veterinary sciences: 4.1. Agricultural and fisheries sciences, forestry; 4.2. Animal and dairy science; 4.3. Veterinary science; 4.4. Agricultural biotechnology; 4.5. Other agricultural, forestry and veterinary sciences	Anonymously peer-reviewed scientific publication in a scientific journal or conference report indexed in the SCOPUS database or the Web of Science Core Collection	4	1	3	1
	or				
	peer-reviewed scientific monograph and anonymously peer-reviewed scientific publication in a scientific journal or conference report	1	–	1 or submitted for publication	–
		2	1	1	1

	indexed in the SCOPUS database or the Web of Science Core Collection				
5. Social Sciences 5.1. Psychology; 5.2. Economy and business; 5.3. Educational sciences; 5.4. Sociology and social work; 5.5. Science of law; 5.6. Political science; 5.7. Social and economic geography; 5.8. Media and communication; 5.9. Other social sciences, including interdisciplinary social sciences and military science	Anonymously peer-reviewed scientific publication in a scientific journal or conference report indexed in the SCOPUS database or the <i>Web of Science Core Collection</i> or included in the <i>ERIH+ database</i>	4	1	3	1
	or				
	peer-reviewed scientific monograph and Anonymously peer-reviewed scientific publication in a scientific journal or conference report indexed in the SCOPUS database or the <i>Web of Science Core Collection</i> or included in the <i>ERIH+ database</i>	1	–	1 or submitted for publication	–
6. Humanities and arts: 6.1. History and archaeology; 6.2. Linguistics and literary studies; 6.3. Philosophy, ethics and religion; 6.4. Music, visual arts and architecture; 6.5. Other humanities and arts, including creative industries	Anonymously peer-reviewed scientific publication in a scientific journal or conference report indexed in the SCOPUS database or the <i>Web of Science Core Collection</i> or included in the <i>ERIH+ database</i>	3	–	2	–
	or				
	peer-reviewed scientific monograph	1	–	1 or submitted for publication	–

Chairman of the Senate

/signature/

Z. Gütmane