

Pursuant to Article 8 (indent 3) and Article 102 (paragraph 8) of Article 102 of the Higher Education Act (ZViS-1, Official Gazette of the Republic of Slovenia, n° 56/25) , and Articles 52 (point 14) and Article 196 of the Statutes of the University of Ljubljana (Official Gazette of the Republic of Slovenia, n° 4/17, and amendments), at the 8th session of 26 May 2026 the Senate of the University of Ljubljana adopted amendments

and

Official consolidated text No. 7 of the Criteria for Appointment to the Titles of University Teachers, Researchers and Associates at the University of Ljubljana

1. General provisions

Article 1

(Purpose)

The Criteria for Appointment to the Titles of University Teachers, Researchers and Associates at the University of Ljubljana (hereinafter: UL) regulate the conditions, criteria and the procedure for appointment to the titles of university teachers, researchers and associates (hereinafter: Criteria).

The Criteria define the minimum common, general and special conditions for appointment to a particular title.

The purpose of the Criteria is to ensure uniform and objective criteria for appointment to a title, which should in turn contribute to the raising of the quality of educational, research and artistic work at UL.

The member faculties of UL may, as required, also add to these conditions certain special conditions for appointment to a title in an individual habilitation field. Such special conditions for individual member faculties are approved by the UL Senate on the proposal of the member faculty concerned after an opinion has been obtained from the Habilitation Committee. The special conditions form an annex to these Criteria.

Article 2

Appointment to a title is based on an independent academic assessment of the candidate's work and of their research, artistic, technical and teaching skills.

In the course of the assessment referred to in the first paragraph of this article, checks shall be made to ascertain whether the candidate fulfils the minimum quantitative criteria for appointment to the requested title, where fulfilment does not itself constitute a right to appointment. A thorough assessment of the quality of the candidate's work shall also be required.

Article 3

(Annexes)

The annexes, which are an integral part of these Criteria, are:

1. a list of habilitation fields (Annex 1)
2. annexes relating to member faculties, which include:
 - a specification of those habilitation fields where it is possible to combine academic and artistic works;
 - a specification of those fields in which international impact cannot be obtained or is not suitable as a measure of quality; in such fields, the works that are relevant to the appointment must be of significance for national identity and culture;
 - a specification of those habilitation fields in which international impact is not the only appropriate measure of quality and where publications in Slovenian are also required for the development of science and the field in this language, with defined criteria for listing these publications in the

- application;
- a specification of those habilitation fields to which the category of first or corresponding author does not apply or in which it is not relevant or not evidenced in the usual way;
- a list of journals that are comparable to the journals indexed in SSCI, SCIE, ESCI (IF>0), AHCI and Scopus with SNIP>0 (for habilitation fields of social sciences and humanities) by individual habilitation fields for which the member faculty is responsible;
- a list of publishers that are recognised for the purpose of categorising monographs and monograph chapters as important works or for the purpose of assessing their quality, by individual habilitation field;
- a list of indicators for international impact and the quantitative requirements thereof for individual titles by individual habilitation field;
- any special (additional) conditions for appointment to a title, by individual habilitation field; and

3. Guidelines for the implementation of the Criteria (technical guidelines).

The UL Senate shall adopt changes to the annexes and to the Guidelines for the implementation of the Criteria after obtaining an opinion from the Habilitation Committee. The decision of the Senate concerning changes to the annexes shall be adopted using the same procedure as for the Criteria, and shall have the effect of changing these Criteria.

2. Habilitation fields

Article 4

A candidate may be appointed to titles in the habilitation fields listed in Annex 1 to these Criteria.

Article 5

A candidate may be appointed to a title in one or more habilitation fields.

Each application shall be treated independently and separately.

3. Titles

Article 6

The titles of university teachers are:

- professor (*redni profesor*);
- associate professor (*izredni profesor*);
- assistant professor (*docent*);
- senior instructor (*višji predavatelj*);
- instructor (*predavatelj*); and
- lector (*lektor*).

The titles of research staff are:

- senior research fellow (*znanstveni svetnik*);
- senior research associate (*višji znanstveni sodelavec*);
- research associate (*znanstveni sodelavec*).

The titles of university associates are:

- teaching assistant (*asistent*);
- librarian (*bibliotekar*);
- specialist consultant (*strokovni svetnik*);
- senior specialist adviser (*višji strokovni sodelavec*);
- specialist adviser (*strokovni sodelavec*); and
- skills instructor (*učitelj veščin*).

The title of a research associate is junior researcher.

Article 7

(Duration of title)

The UL Senate shall professor and senior research fellows for an indefinite period.

The senate of a member faculty shall appoint associate professors, assistant professors, senior instructors, instructors, lecturers, senior research associates and research associates for a period of five years. They may be reappointed in accordance with the conditions for reappointment.

The senate of a member faculty shall appoint teaching assistants and junior researchers for a period of three years. They may be reappointed in accordance with the conditions for reappointment.

The senate of a member faculty shall appoint librarians, specialist consultants, senior specialists, specialist advisers and skills instructors for an indefinite period.

Article 8

(Sequence of titles)

University teachers may be appointed to the titles in the following sequence: assistant professor, associate professor, professor.

Members of research staff may be appointed to the titles in the following sequence: research associate, senior research associate, senior research fellow.

This article determines the seniority of titles for each of the two types of title.

Article 9

(Relationship between teaching and research titles)

A researcher may be appointed to a university teacher title if they have the required teaching competence for appointment to the relevant title. The condition of teaching competence shall be deemed to have been fulfilled if the candidate meets all the qualitative and quantitative conditions of teaching activity for appointment to the requested title.

Under the condition stipulated in the first paragraph, a senior research fellow may be appointed to the title of professor, a senior research associate may be appointed to the title of associate professor, and a research associate may be appointed to the title of assistant professor. A teaching title obtained in this way shall be valid until the expiry of the research title on the basis of which the person was appointed to the title of university teacher.

A senior research fellow or senior research associate may also be appointed to the title of assistant professor upon fulfilment of the conditions of teaching competence for the title of assistant professor.

For a reappointment to a teaching title as referred to in the previous paragraph or for a first appointment to a higher teaching title, account shall be taken, when considering whether the qualitative and quantitative

conditions tied to the dates of the submission of previous applications have been fulfilled, of the dates of submission of applications for appointment to the research title on the basis of which the candidate was appointed to the title of university teacher under the conditions of this article.

Article 10

The titles of university teachers reflect the academic and professional competence required for appointment to research titles under the conditions of and according to the correspondence between individual titles as defined in the previous article.

4. General provisions governing the procedure

Article 11

(Application of rules in the procedure)

In the process of assessing the fulfilment of conditions for appointment to a title, the rules in force at the date of the application shall be applied.

In the procedure for the appointment to a title, the provisions of the UL Statutes and of the General Administrative Procedure Act shall apply *mutatis mutandis*, in addition to the provisions of these Criteria.

The provisions of these Criteria, which regulate the procedure at university level, shall apply *mutatis mutandis* in procedures taking place at member faculties.

Article 12

(Confidentiality of documents and data protection in relation to candidate and referee)

Personal data and confidential data contained in the procedural documentation shall be processed and kept in accordance with the law governing the protection of such data and with the internal acts of the University.

Article 13

(Discretionary decisions)

On the basis of its discretionary powers, the competent body shall reach the decision that it deems to be the most appropriate and professionally justified in a particular case, for which it then shall provide the reasoning or supporting facts and evidence determined during the procedure.

Article 14

(Appeals procedure)

Appeals shall proceed in accordance with the regulations of the UL Senate.

Article 15

(Initiation of procedure of appointment to a title)

The procedure for appointment to a title shall be initiated upon an application from the candidate.

If the candidate is not employed at the University, they must enclose with each application for appointment to a title a declaration by the senate of the member faculty responsible for the field in which the candidate is

seeking habilitation (home member faculty) stating that the University is interested in cooperating with the candidate and thereby in the implementation of the appointment procedure. If the interest is shown by a member faculty that is not responsible for the field in which the candidate is seeking habilitation, the senate of this member faculty shall provide a declaration to the home member faculty's senate stating that the University is interested in cooperating with the candidate and thereby in the implementation of the appointment procedure. The senate of the home member faculty shall be apprised of the interest and adopt a declaratory decision initiating the procedure.

The candidate must file a written application at the member faculty responsible at UL for the habilitation field in which the candidate is seeking appointment.

When more than one member faculty is responsible for a habilitation field, the candidate may file the application for appointment at any one of them. If a candidate has already been appointed to a title in such a field, their applications for subsequent appointments shall be filed at the same member faculty. The member faculties that are responsible for the habilitation field in question shall reach an agreement on the appointment of referees to assess the candidate.

Article 15a

(Change of a habilitation field)

A candidate who has a valid title at UL and wishes to be appointed to a higher, the same or a lower title in a different field may do so provided the field is related to their current field. In such cases, their title in the first field shall cease to be valid. The candidate shall provide justification for wishing to change the field and cite works that are relevant to the new field. The referees shall take a view on whether the quantitative and qualitative conditions have been fulfilled and on the candidate's grounds for changing the field.

Article 16

(Extending the validity of an existing title for the duration of the procedure)

A candidate who has a valid title and wishes to be appointed to the same or a different title and also wishes to maintain the validity of their existing title until the final decision on the application must file their application no more than nine months and no less than six months prior to the expiry of the currently valid title.

A candidate who is reappointed to a title may file an application for appointment to a higher title at any time, but no later than six months prior to the expiry of the existing title.

Article 17

(Appointment to a lower title)

If a candidate files an application for appointment to a lower title, they must fulfil the conditions required for reappointment to the lower title from the moment of submission of their previous application.

Article 18

(Procedure for early appointment to a higher title)

A candidate who has been appointed for the first time to any university teaching or research title may exceptionally be appointed to a higher title prior to the expiry of the currently valid title.

An application for appointment to a title shall count as early if it is submitted more than nine months prior to the expiry of the currently valid title. This shall not apply if the candidate has been reappointed to a title and is requesting appointment to a higher title. Early appointment to a title shall be based on a candidate's outstanding achievements as first or corresponding author, which are specified in Article 49 of these Criteria.

In order to be benefit from early appointment to a title, a candidate must fulfil the conditions stipulated in these Criteria for appointment to the requested title. A portion of the quantitative conditions may be replaced by outstanding achievements.

Article 19

(Out-of-sequence appointment to a title)

The provision of the previous article on early appointment to a title shall also be applied *mutatis mutandis* to appointment to a title that does not conform to the usual sequence of appointments to titles.

In the case of an out-of-sequence appointment, a candidate shall fulfil all of the qualitative and quantitative conditions stipulated in these Criteria for appointment to the requested title.

Article 20

(Appointment to a title taking into account a previous lower title obtained outside UL)

If a candidate applies for a title and does not have a valid lower title obtained at UL, but has a relevant valid habilitation from another suitable university or independent higher education or research institution, or has a position at such an organisation for which at least equivalent conditions are required as for a habilitation title at UL, the recognition of this title must be stated and the period of its validity be determined in the application procedure, applying the provisions of these Criteria. Such appointment to a title shall not count as an appointment under Article 18 or 19.

Article 21

(Procedure for appointment to a title after expiry of a title's validity)

The validity of a title shall expire if more than one year has passed since the end of its validity. If a candidate files an application after the expiry of the validity of a title for the title which they had last prior to the expiry of its validity, or applies for appointment to a lower title, they shall file an application for a first appointment to a title and fulfil the conditions stipulated by these Criteria for appointment after expiry.

Article 22

(Application for appointment to a title)

An application for appointment to a title shall be prepared in accordance with the Guidelines for the implementation of the Criteria, which are annexed to these Criteria.

Article 23

The competent administrative office of the member faculty that finds that a filed application or filed documentation is incomplete or incorrectly compiled shall invite the candidate to remedy the deficiencies no later than within 30 days.

If within 30 days of receiving the notification the candidate fails to supply the required information and does not request an extension to the deadline, the senate of the member faculty at which the procedure is taking place shall withdraw the candidate's application.

Article 24

The senate of the member faculty at which the procedure for appointment to a title is taking place shall appoint

at least three referees to assess the candidate and, in the event that the candidate has already carried out teaching work at UL, shall invite the student councils of all member faculties at which the candidate has been teaching to provide an opinion on the candidate's work as a teacher.

Article 25

(Performance of a public trial lecture)

For the purpose of preparing a professional assessment of a candidate who is seeking a university teaching title for the first time, the referees shall agree on the topic and date of a public trial lecture with the candidate.

The referees and the student nominated by the student council of the member faculty shall evaluate the lecture and prepare a special report on it in accordance with the Rulebook on Trial Lectures.

The referees and the student shall, as a rule, be present at the public trial lecture in person or via electronic media. As a rule, a maximum of one referee may be present via electronic media. If a referee is unable to attend the lecture, the senate of the member faculty shall appoint a replacement member.

While the public trial lecture shall, as a rule, be in Slovenian, it may be delivered in another language if there are justifiable grounds for this.

Article 26

(Notification of assessment)

The member faculty shall notify the candidate of any negative assessments from referees within three days of receiving all the assessments. It shall also notify the candidate of the positive assessments from referees, at the candidate's request. When the candidate is notified of the assessment, the names of the referees, as well as any other information from which the identity of the referees could be determined, shall be removed from the notification. The candidate shall also be notified of the opinion of the student council.

The candidate shall have ten working days from the day of receipt to comment on the content of negative assessments or the negative opinion of the student council.

If the candidate does not provide a written response by the stipulated deadline, the member faculty shall forward to the Habilitation Committee, along with the full documentation, a statement to the effect that the candidate did not provide a written response to the negative assessments or the negative opinion of the student council.

Article 27

The member faculty shall forward the full documentation to the UL Habilitation Committee in the following cases:

- first appointment to a title;
- appointment to a higher or lower university teacher or researcher title;
- second reappointment to a title and any subsequent reappointment to a title of university teacher or researcher, with the exception of lector;
- appointment to the title of university teacher or researcher in the case of a change of habilitation field;
- appointment of a visiting teacher or visiting researcher;
- procedure for the recognition of a title.

In other cases the full documentation shall be forwarded to the senate of the member faculty.

An appointment to a higher title under this article shall also include appointment to a higher title to which the candidate has already previously been appointed, but where the candidate has since been appointed to a lower title and then filed an application for reappointment to a higher title.

Article 28

(Decision of the Habilitation Committee)

The UL Habilitation Committee shall issue official decisions unless these Criteria expressly provide otherwise. No appeal against a decision of the Habilitation Committee is permitted.

The professional services of the Rector's Office shall forward the decisions of the Habilitation Committee referred to in the previous paragraph to the member faculty's administrative office, except in cases referred to in Article 31 (paragraph 3) and Article 34 of these Criteria.

In procedures for which it is competent under the preceding article, the Habilitation Committee shall decide:

- in the procedure of appointment to a university teacher and researcher title, with the exception of professor and senior research fellow, whether to grant or withhold approval for the appointment by official decision. If approval is not granted, the competent body that adopts the ultimate decision regarding appointment to a title must reject the application of the candidate. If approval is granted, the competent body is not bound by the decision of the UL Habilitation Committee, but must substantiate its differing decision. The competent body must decide within 60 days of receipt of the UL Habilitation Committee's decision.
- In the procedure of appointment to the title of professor or senior research fellow, it shall submit to the UL Senate a positive or negative proposal for appointment. In its decision-making, the UL Senate shall not be bound by the UL Habilitation Committee's proposal, but must substantiate its differing decision.
- In the procedure of appointing visiting university teachers and researchers, it shall submit to the Rector a prior positive or negative opinion on the appointment. In the case of a positive opinion, it shall also propose which of the titles of university teacher or researcher should be assigned to the candidate. The Rector shall not be bound in their decision-making by the UL Habilitation Committee's opinion, but must substantiate a differing decision.
- In the procedure of recognising a title, it shall grant or withhold approval for recognition by official decision. If approval is not granted, the competent body that adopts the ultimate decision regarding appointment to a title must reject the candidate's application. If approval is granted, the competent body is not bound by the UL Habilitation Committee's decision, but must substantiate its differing decision. The competent body must decide within 60 days of receipt of the UL Habilitation Committee's decision.

Article 29

If an application is deficient or incomplete, the UL Habilitation Committee shall defer decision-making by official decision and invite the candidate to submit the missing evidence and documents. The deadline for submission shall not be less than one month or more than four months. If the candidate fails to submit the missing evidence or documents by the deadline, the UL Habilitation Committee shall inform the senate of the member faculty at which the procedure is under way. The senate of the member faculty shall reject such an application.

Where necessary for a complete assessment of the application, the UL Habilitation Committee shall defer decision-making by official decision and invite the referee or the member faculty's administrative office to supplement or additionally explain the assessment given, or propose to the senate of the member faculty the appointment of additional referees. If the referee fails to submit the additional material by the deadline, the UL Habilitation Committee shall notify the senate of the member faculty, which appoints a new referee.

Article 30

The UL Habilitation Committee shall decide on the candidate's application by official decision within two months of receiving the complete application.

If on the basis of a thorough assessment of the submitted material the UL Habilitation Committee finds that it is not possible to accept the referees' assessments, it must provide a special justification of its opinion in the official decision referred to in paragraph 1 of this article.

A candidate may withdraw an application up until the decision is made at a session of the Habilitation

Committee.

Article 31

If the UL Habilitation Committee has not given its approval, the candidate who has applied for appointment to a higher title may, within 14 days of receipt of the UL Habilitation Committee's decision on the denial of approval, apply for reappointment to the current title at the member faculty. The procedure shall then continue as a reappointment procedure. The member faculty's administrative office shall notify the candidate of the Habilitation Committee's decision referred to in this paragraph no later than eight days from receipt of the decision.

In the event that the candidate does not request reappointment to the current title, the senate of the member faculty shall reject the candidate's application pursuant to indent 1 of paragraph 3 of Article 28.

If the UL Habilitation Committee has not recommended to the UL Senate that a candidate be appointed to the title of professor or senior research fellow, the central administrative office shall notify the candidate of the Habilitation Committee's negative recommendation. The candidate may respond within 14 days of receiving notification of the UL Habilitation Committee's recommendation. The candidate may apply for reappointment to the current title at the member faculty by the same deadline. The procedure shall then continue as a reappointment procedure.

Article 32

The competent body for appointments to a title shall reject a candidate's application on the grounds of academic dishonesty or serious breaches of ethical principles relating to academic or artistic work. In such cases, the candidate may no longer apply for appointment to a title at the University of Ljubljana.

Article 33

A candidate who has not been appointed to a title for which they have applied cannot reapply for the same title earlier than one year after rejection of their application.

5. Appointment of visiting university teachers and researchers

Article 34

A visiting university teacher or visiting researcher may be appointed, for a total maximum period of two years, provided they are in possession of a valid habilitation from another suitable university or independent higher education or research institution, or have a position at such an organisation for which at least equivalent conditions are required as for a habilitation title at UL.

A visiting university teacher or visiting researcher shall be appointed by the Rector at the proposal of the Dean of the member faculty and after an opinion has been obtained from the UL Habilitation Committee.

The proposal shall contain a justification of the need to hire a visiting teacher or researcher, a proposal to assign the visiting teacher or researcher to a teaching or research title, and a description of the candidate's excellence (academic or artistic output, publications, reputation of their institutions and the periods during which the candidate worked for them). The proposal shall be accompanied by proof of valid habilitation of the home institution or evidence of appropriate employment, as stated in the first paragraph of this article.

In a preliminary opinion, the UL Habilitation Committee also proposes which of the titles of a university teacher or researcher should be assigned to the visiting teacher or researcher.

Visiting teachers or visiting researchers shall be appointed by the Rector by official decision for a period of two years, or for one year with the possibility of reappointment for an additional year. Upon the expiry of two consecutive periods of appointment, they may be reappointed to such a title after four years have elapsed from their appointment as a visiting teacher or researcher.

6. Procedure for recognition of a title

Article 35

A title obtained outside UL can be recognised at UL in accordance with the procedure for the recognition of a title. For a title to be recognised, the candidate must be in possession of a valid habilitation from another suitable university or independent higher education or research institution, or have a position at such an organisation for which at least equivalent conditions are required as for a habilitation title at UL.

In the procedure for the recognition of a title obtained outside UL, the provisions of these Criteria shall be followed as applicable.

The recognition of a title shall be valid for the same period of the validity of the title at the institution at which it was originally obtained, but not for longer than the period for which an equivalent title would be valid at UL.

Article 36

The procedure shall commence with the Dean's decision that it is in the interest of the member faculty for a candidate's title to be recognised.

On the basis of the Dean's decision, the candidate files their application at the member faculty responsible for the habilitation field in which they have been appointed to a title. The application shall contain information on the procedure through which the title was obtained, and the candidate's biography and list of reference works.

The competent administrative office of the member faculty which finds that the filed application or documentation is incomplete or incorrectly compiled shall invite the candidate to remedy the deficiencies within 30 days.

If within 30 days of receiving the notification the candidate fails to supply the required information and does not request extension of the deadline, the senate of the member faculty at which the procedure is taking place shall reject the candidate's application.

The senate of the member faculty at which the procedure is under way shall appoint three referees to assess the comparability of a title obtained by the candidate outside UL. The referees shall also suggest which title the candidate should obtain through the procedure for the recognition of a title.

The Dean of the member faculty at which the procedure is under way shall forward the referees' reports and the rest of the documentation to the UL Habilitation Committee.

Article 37

Based on the candidate's application, the referees' reports, the documentation received and generally available information, the UL Habilitation Committee shall take a decision on whether to grant approval for the title to be recognised.

If the UL Habilitation Committee has not granted approval, the candidate who has requested recognition of a title may, within 14 days of receipt of the UL Habilitation Committee's decision denying approval, apply for recognition of a lower title if this is possible. In the opposite case, the senate of the member faculty shall reject the candidate's application pursuant to indent 4, paragraph 2 of Article 28.

7. Components for assessment of competence for the habilitation field and their demonstration

a. Components for the assessment of academic, professional and artistic competence and their demonstration

Article 38

(Components for assessment of academic and professional competence)

The components for the assessment of academic and professional competence in the habilitation field are as follows:

- a proven ability to solve problems of an academic, research and development or technical nature;
- active international engagement;
- work experience in a professional environment, etc.

Article 39

(Demonstration of academic and professional competence)

Academic and professional competence in the habilitation field shall be demonstrated by:

- a relevant list of reference works in the habilitation field in which the candidate is seeking appointment – that is, documented academic and professional publications, documented research and professional achievements, documented collaboration in academic, research or professional projects, inventions and new plant varieties, a documented transfer of knowledge to the wider community and other documented achievements that are considered to represent evidence of originality and quality in a particular field;
- evidence of successful international engagement;
- demonstrable citations in the academic literature; and
- positive reviews from referees.

Article 40

(Components for assessment of artistic competence)

Assessment of artistic competence in the habilitation field shall comprise the following components:

- the public use of copyrighted works;
- public performances of artistic works (concerts, recitals, theatrical performances, exhibitions);
- awards and prizes for artistic work; and
- active international engagement.

Article 41

(Demonstration of artistic competence)

Artistic competence for a particular habilitation field shall be demonstrated by:

- documented public or publicly available performances of copyrighted works, public or publicly available presentations or publications of artistic works and other documented achievements that are considered to represent evidence of originality and quality in a particular artistic field;
- reviews of artistic work;
- awards for artistic work;
- membership of international ensembles and juries;
- collaboration at established national and international festivals, competitions and events;
- invitations for international guest appearances;
- collaboration with established national and international art institutions; and
- positive reviews from referees.

Article 42

(Works taken into consideration)

As part of the procedure for appointment to a title, the candidate's works taken into consideration are those that are relevant to the habilitation field and have been written or created and published or accepted for publication by the date of the filing of the application.

If a candidate applies for more than one title in the same habilitation field, the applications cannot make use of the same works.

Article 43

(Important works)

In the assessment of academic, professional and artistic competence, the candidate's important works shall be subject to special evaluation. These works must be of relevance to the habilitation field and must be published or presented in a manner that is considered to be domestically and internationally representative in academic or artistic terms in the field in which the candidates seek to be appointed. In the fields where international impact cannot be obtained or is not suitable as a measure of quality, important works must be of significance to the national identity and culture.

The following types of work can be considered academically important:

- academic articles in widely spoken languages and published in:
 1. journals indexed in SSCI, SCIE or ESCI with $IF > 0$;
 2. AHCI or Scopus with $SNIP > 0$ for habilitation fields of social sciences and humanities;
 3. where it is characteristic of the habilitation field that the journals referred to in points 1 and 2 of this indent are not the sole reliable criteria for verifying impact, the member faculties shall define, in annexes for individual habilitation fields, lists of additional academic journals that are in the opinion of the profession in terms of quality and international impact comparable to the journals referred to in points 1 and 2 of this indent;
- academic monographs and monograph chapters published in a widely spoken language by a publishing company from the approved list of publishers;
- works that are of significance for the national identity and culture in those fields of habitation where international impact cannot be obtained or is not suitable as a measure of quality;
- peer-reviewed university textbooks;
- outstanding professional (technology transfer, patents, drafting of legal acts) or sports achievements.

A work written in a foreign language and published in a Slovenian journal that is listed in the approved international academic databases may also count as an internationally important work if the journal meets the criteria of international significance. As such, it must have an international editorial board and international authors.

In the fields in which international impact is not the only appropriate measure of quality and publications in Slovenian are also required for the development of science and the field in this language, works published in Slovenian shall be deemed equal to works published in one of the widely spoken languages, taking account of the criteria for listing these publications in the application as defined in the member faculties' annexes.

The following types of work can be considered artistically important:

- works of international importance or outstanding artistic output that has been presented to the public;
- works that are of significance for the national identity and culture in those fields of habitation where international impact cannot be obtained or is not suitable as a measure of quality;
- peer-reviewed university textbooks;
- outstanding professional achievements.

Important works which the candidate wishes to have considered as such for their appointment to the titles of professor, senior research fellow, associate professor or senior research associate must state the candidate's

affiliation with UL. The same shall apply to each reappointment to the title of assistant professor or research associate. In cases where UL has recognised a title obtained by the candidate outside UL, this requirement shall be applicable to works published after recognition of the title.

When a candidate's academic, professional and artistic competence is being assessed, the quality of their output as a whole shall also be taken into consideration, in addition to the quality of individual important works.

Article 44

(First and corresponding authorship)

In the assessment of a candidate's academic, professional and artistic competence, their first and corresponding authorship of important works shall also be taken into consideration.

In fields to which the category of first or corresponding author does not apply or in which it is not evidenced in the usual way (for instance, where the authors' names are given in alphabetical order), the candidate's relevant contribution to a collective work in question must be evident. Lists of such habilitation fields are approved by the University Senate and can be found in the annexes to these Criteria compiled by individual member faculties.

Article 45

(Combination of academic and artistic works)

For specific fields defined by the UL Senate, a candidate for appointment to the title of associate professor and professor may present their academic and artistic works. In such case, at least two thirds of the works submitted for appointment to the title of associate professor or professor must be from the academic or artistic field in which they were appointed to the title of assistant professor.

b. Components of teaching competence and their demonstration

Article 46

The assessment of a candidate's teaching competence for appointment to a title shall comprise the following components:

- the quality of lectures, practical classes, seminars, student consultations and examinations;
- successful supervision of theses (bachelor's, specialisation, master's, doctoral) and of lifelong and other postgraduate learning, supervision of exchange students and of other student research work;
- their relationship with students;
- students' evaluation of their teaching;
- the encouragement they give to students to pursue academic, artistic, teaching and professional work;
- the preparation and professional, educational, methodological and didactic quality of teaching aids, study material and textbooks;
- teacher training supported by evidence and obtained under general teacher-training or individual programmes at a member faculty.

Article 47

Irrespective of the habilitation field, when a candidate applies for appointment to a university teaching title for the first time their teaching skills shall be demonstrated by means of a trial lecture, while subsequent appointments shall proceed in accordance with Article 46 of these Criteria.

If the candidate has already taught at UL, their teaching skills shall also be demonstrated at the time of their first appointment to a university teaching title by means of a student council evaluation and by the results of student questionnaires on the candidate's teaching.

c. Demonstration of international impact

Article 48

(Demonstration of international impact of a candidate's work)

A candidate shall demonstrate the international impact of their work by means of the following international impact indicators:

- publications with an international impact;
- citations in academic literature;
- invited lectures at international academic gatherings;
- membership of editorial boards of international journals;
- presentations of their works at international festivals or other comparable events;
- membership of international juries;
- membership of foreign academies;
- responsibility for courses of international undergraduate or postgraduate programmes; and
- participation in the teaching of undergraduate and postgraduate study programmes at foreign universities.

The criteria and a more detailed list of indicators of international impact, as well as their quantitative values for individual habilitation fields, can be found in the annexes to these Criteria compiled by individual member faculties.

d. Outstanding achievements

Article 49

(Candidate's outstanding achievements)

A candidate's outstanding achievements shall include major international awards, important works with a demonstrated high international impact or internationally recognised artistic achievements. A candidate's outstanding achievements shall be subject to a specific assessment by the referees.

e. Scoring

Article 50

(Bibliographic quantification)

For the purpose of appointment to a title, the significance of academic, research, artistic or professional activity shall also be assessed quantitatively by means of a points system. The number of points for an individual work shall depend on the nature of the work, the journal in which it was published, the publisher of the monograph or the manner in which the work of art was presented.

Teaching activity shall also be assessed quantitatively using the points system.

Article 51

(Points system)

The quantitative evaluation of a candidate's academic, research, artistic, teaching and professional activity is performed on the basis of the following system:

1	ACADEMIC RESEARCH ACTIVITY	
1.0	Outstanding achievements in accordance with Article 49 of the Criteria	up to 25 points

1.1	Peer-reviewed articles National and international peer-reviewed journals with international exchange and an abstract in a foreign language	
1.1.1	Group I (the top 5% of the most cited journals from individual fields; if there are 20 or fewer journals in a given field, the journals ranked first or second on the list are included in this group)	up to 12 points
1.1.2	Group II (SSCI, SCIE, ESCI, AHCI, Scopus with SNIP>0 (for habilitation fields of social sciences and humanities))	up to 8 points
1.1.3	Group III (journals that can substitute for SSCI, SCIE, ESCI, AHCI, Scopus with SNIP>0 (for habilitation fields of social sciences and humanities))	up to 6 points
1.1.4	Group IV (other peer-reviewed journals)	up to 2 points
1.1.5	Group V (other journals)	up to 1 point
1.2	Monographs	
1.2.1	Monograph (international)	up to 25 points
1.2.2	Monograph (Slovenian)	up to 20 points
1.3	Monograph chapters	
1.3.1	Monograph chapter (international)	up to 8 points
1.3.2	Monograph chapter (Slovenian)	up to 4 points
1.4	Invited and published plenary paper	
1.4.1	- at domestic academic conferences	up to 2 points
1.4.2	- at international academic conferences	up to 5 points
1.5	Invited and published section papers	
1.5.1	- at domestic academic conferences	up to 1 point
1.5.2	- at international academic conferences	up to 3 points
1.6	Documented published papers from academic symposiums and seminars	
1.6.1	- domestic	up to 0.5 points
1.6.2	- international	up to 1 point
1.7	Reviews published in the form of an article	up to 2 points
1.8	Inventions and new plant varieties	
1.8.1	Patent with full substantive examination granted by the EPO, USPTO, JPO or PCT/WIPO	up to 12 points
1.8.2	Patent with full substantive examination, except for patents granted by the EPO, USPTO, JPO or PCT/WIPO	up to 8 points

1.8.3	Plant-breeding right awarded for a new plant variety	up to 12 points
2	ARTISTIC ACTIVITY	
2.0	Outstanding artistic achievement in accordance with Article 49 of the Criteria	up to 25 points
2.1	Public performance or presentation of a work of art	up to 0.5 points
2.2	Public performance, publication or presentation of a work of art with a published review	up to 2 points
2.3	Public performance, publication or presentation of a work of art at important events of national significance	up to 4 points
2.4	Public performance, publication or presentation of a work of art at an international level	up to 5 points
2.5	Public performance, publication or presentation of a work of art defined by the profession as a top-level achievement of national significance	up to 8 points
2.6	Public performance, publication or presentation of a work of art defined by the profession as a top-level international achievement	up to 20 points
2.7	Other documented artistic activity at the discretion of expert committees	up to 5 points
3	TEACHING ACTIVITY	
3.1	Textbooks	
3.1.1	Peer-reviewed university textbook	up to 10 points
3.1.2	New, revised edition	up to 5 points
3.1.3	Other peer-reviewed non-university textbooks	up to 5 points
3.1.4	Teaching aids and materials (in paper or electronic format)	up to 2 points
3.2	International projects for developing academic programme curricula, teaching methods, etc.	up to 3 points
3.3	Certified teaching activity at a foreign university	up to 8 points*
3.4	Supervision (co-supervision is awarded half the number of points)	
3.4.1	- for diplomas (UNI) or second cycle (Bologna system)	up to 1 point
3.4.2	- for first-cycle diplomas (VŠ) or first cycle (Bologna system)	up to 0.5 points
3.4.3	- student research papers	up to 1 point
3.4.4	- student art projects	up to 1 point
3.4.5	- in national classifications in highly competitive contests	up to 1.5 points
3.4.6	- in international classifications in highly competitive contests	up to 2 points

3.4.7	- for Prešeren awards (faculty)	up to 1.5 points
3.4.8	- for Prešeren awards (University)	up to 2 points
3.4.9	- master's theses (pre-Bologna system)	up to 2 points
3.4.10	- doctoral theses	up to 3 points
3.5	Student evaluation with an average rating in the top 10% of the assessment scale at a member institution; only one subject is taken into account per year	up to 3 points*
3.6	Students' award for teaching (awards are defined by the member institutions' specific guidelines)	up to 3 points
3.7	Organisation of summer schools, seminars, competitions	
3.7.1	- with predominantly foreign participation	up to 2 points
3.7.2	- with predominantly domestic participation	up to 1 point
3.8	Participation in organised teacher training (at university level or in an international context), with proof of participation	up to 1 point*
4	PROFESSIONAL ACTIVITY	
4.1	Popular science book	
4.1.1	- domestic publisher	up to 3 points
4.1.2	- international publisher	up to 6 points
4.2	Editor or co-editor of a journal, book or conference proceedings	
4.2.1	- domestic	up to 3 points
4.2.2	- international	up to 6 points
4.3	Technical article or computer program	up to 1 point
4.4	Published presentations, reports and expert papers	up to 0.5 points
4.5	General interest articles	up to 0.1 points
4.6	Knowledge transfer to the wider community	
4.6.1	Mentorship for start-ups that develop innovative products and services	up to 2 points
4.6.2	Managing R&D (commercial) projects commissioned by commercial entities	up to 1 point (maximum of 12 points total)
4.6.3	Knowledge transfer (a sold or licensed patent, patent application, plant-breeding right and/or expertise and experience) in accordance with the UL rules on the	up to 12 points*

	management of intellectual property	
4.6.4	Project-based cooperation through innovative products and services at educational, cultural, art, health and humanitarian institutions	up to 12 points*
4.6.5	Participation in drafting of laws, regulations or standards	up to 12 points*
4.6.6	Establishment of a spin-out company that uses UL intellectual property in accordance with the UL rules on the management of intellectual property	up to 12 points*
4.7	Involvement in a top sporting achievement	
4.7.1	Highly promising athletes	3 points
4.7.2	Highly promising international athletes	5 points
4.7.3	Highly promising world athletes	10 points
4.8	Other documented professional activity at the discretion of expert committees	up to 12 points*

*Maximum total number of points for this category. For other categories, the number of points refers to the maximum number of points per unit (article, work of art, achievement etc.).

f. Demonstration of the fulfilment of other criteria for appointment to a title

Article 52

(Demonstration of active knowledge of a foreign language)

Active knowledge of a widely spoken language shall be demonstrated by means of a relevant certificate or proof from the competent institution showing the attained level of knowledge B2, C1 or C2 under the Common European Framework of Reference for Languages, or an internationally valid certificate of proficiency in the specified language-

A candidate for appointment to a title who received a doctoral degree at a foreign university in a programme conducted in a world language and who wrote their doctoral thesis in that language is not obliged to submit evidence of active knowledge of a widely spoken language.

Active knowledge of a foreign language can also be demonstrated by providing suitable evidence:

- that they have obtained a bachelor's, master's or doctoral degree in another country (attaching the certificate as evidence of the knowledge of a foreign language);
- that they have passed a foreign language examination at bachelor's or master's level (attaching copies of confirmations of examinations passed).

Evidence of knowledge of a foreign language shall only be required for the first appointment.

8. Conditions for appointment to a title

Article 53

A candidate for appointment to a title must fulfil the common, general and special conditions for appointment to a title.

The common conditions for appointment to a title are the conditions that must be fulfilled by every candidate in order to be appointed to a title.

The general conditions are the formal conditions that a candidate for appointment to a title must fulfil in addition to the common conditions.

The special conditions are the minimum quantitative conditions that a candidate must fulfil in order for their application for appointment to the requested title to be considered, and the qualitative conditions that they must fulfil for appointment to a title in addition to the common and general conditions.

Assessment of the quality of the work of a candidate for appointment to a title must be based on an evaluation of its relevance to the field, academic importance for development of the field, originality, socio-economic relevance and impact.

When assessing quality, due regard shall be paid to the content of the work, the method and place of publication, the quality and reach of the journals and publishers in which the work has been published, the number of citations, public peer review, the use of the results of the work and, in a balanced manner, all other factors consistent with the laws and principles of the academic discipline in question.

a. Common conditions for appointment to a title

Article 54

The common conditions for appointment to a title are:

- proven suitable education or suitable professional or academic title;
- proven competence for academic research, artistic or professional work, in relation to the title applied for;
- a proven aptitude for teaching;
- positive evaluations by the majority of the referees regarding the candidate's competence, or a substantiated positive opinion of the Habilitation Committee regarding the candidate's competence provided pursuant to paragraph 3 of Article 30;
- active knowledge of at least one widely spoken language.

Teaching competence shall not need to be proven by the candidates for appointment to the titles of researcher, junior researcher, specialist consultant, senior specialist adviser, specialist adviser or librarian.

b. General and special conditions for appointment to a title

i. Professor and senior research fellow

Article 55

(General conditions for appointment to the titles of professor and senior research fellow)

A candidate may be appointed to the title of professor if they have:

- a doctorate in an academic field

or, in an artistic field:

- recognised artistic work, and
- a suitable university degree obtained under study programmes approved up to June 2004, or a second-cycle degree obtained under study programmes approved after that date.

Article 56

(Special conditions for appointment to the titles of professor and senior research fellow)

In addition to the common and general conditions, candidates for appointment to the titles of professor and senior research fellow must also fulfil the following special qualitative conditions:

- they work successfully in a professional environment;
- they further or enhance research and artistic achievements and see to their application, enriching Slovenian and international knowledge and culture;
- they have published academic or artistic works that are important for the development of the discipline internationally and nationally;

- they demonstrate international impact of their work or, in an artistic field, they are active internationally;
- they have been active as a researcher, artist and/or teacher at foreign universities or important artistic institutions;
- they have made relevant contributions to the creation of new experts in their field;
- they have been in charge of research projects or, in an artistic field, of artistic projects. The condition for being in charge of a project or projects is defined in detail in the Guidelines for Implementation of the Criteria and in specific member faculty annexes to the Criteria.

The minimum quantitative conditions corresponding to the above qualitative conditions from indents 5, 6 and 7 of the first paragraph of this article are:

- since completing their doctoral studies they have been active as a researcher or teacher at a foreign university or research institution continuously for at least three months;
- since having their important works of art recognised they have been active as an artist or a teacher at a foreign university or at an important art institution, in their habilitation field broadly conceived, continuously for at least three months; work within panels of judges at important international art competitions or contests, or supervision of students who achieve international awards at competitions or international events that are considered of particular importance on account of the place or venue shall be valued the same as activity at a foreign university or art institution;
- they have acted as a supervisor for at least one successfully completed doctoral thesis or co-supervisor for at least two doctoral theses in the broad habilitation field, or have been a mentor in at least one major artistic achievement;
- they have been in charge of at least one research project or, in an artistic field, of an artistic project in the habilitation field.

On the basis of the referees' evaluations and appropriate documentation submitted, in specially justified cases it is considered that a candidate facing specific life circumstances who is unable to be away from home for a longer period of time (for example, employees who work part-time in accordance with pension and disability insurance regulations, or with health insurance or other regulations; employees who look after and care for a child who needs special care and protection in accordance with regulations governing family benefits; other similar, objectively justified cases) has fulfilled the condition of three months' uninterrupted teaching, research or artistic activity at a foreign university, research institution or important artistic institution if they have demonstrated active involvement in other international activities. In such cases, the referees must assess the comparability or appropriateness of such international activity.

In order to be appointed to the title of senior research fellow, a candidate is not required to fulfil the conditions specified in indent 6 of paragraph 1 and indent 3 of paragraph 2 of this article.

Article 57

(Special quantitative conditions for appointment to the titles of professor and senior research fellow in an academic field)

For appointment to the titles of professor and senior research fellow, a candidate must satisfy the following minimum conditions for the application to be considered:

- they have at least 90 points from the assessment of their academic research, artistic, teaching and professional activities,
 - at least 20 of which should be from teaching activity and at least 50 should be from academic research activity,
 - at least 30 of which should be from the date of submission of the application for their first appointment to their current title (at least 7.5 of which should be from teaching activity and at least 15 of which should be from academic research activity);
- they have published at least 14 important works with affiliation to UL as first or corresponding author,
 - at least 7 of which are from the date of submission of the application for their first appointment to their

- current title,
- of the 14 important works at least 6 must be articles published in journals indexed in SSCI, SCIE, ESCI with IF>0, AHCI or Scopus with SNIP>0 (for habilitation fields of social sciences and humanities),
 - at least one article must be published in the upper half of journals in fields as categorised by WOS or Scopus, indexed in SSCI, SCIE, ESCI with IF or Scopus with SNIP (for habilitation fields of social sciences and humanities). In specific fields and disciplines, publication in the upper half of journals in fields as categorised by WOS or Scopus may be taken to be ranking within an individual discipline, where the ranking is pre-assigned within the list of journals classed in this discipline. If the same journal appears in multiple fields, the higher ranking is taken;
 - a maximum of 8 out of 14 important works may be:
 - articles in academic journals defined in the member faculty annexes for specific habilitation fields which are, in the opinion of the profession, comparable with the journals indexed in SSCI, SCIE, ESCI with IF, AHCI or Scopus with SNIP (for habilitation fields of social sciences and humanities) in terms of quality and international standing;
 - academic monographs or academic monograph chapters;
 - peer-reviewed university textbooks;
 - an invention (1.8 in the points system);
 - knowledge transfer (4.6 in the points system), or an outstanding professional or sports achievement;
 - An academic monograph in this case shall count as two works; no more than one textbook, two inventions and two knowledge transfers or outstanding professional or sports achievements can be taken into consideration.

The candidate must have at least three publications in the Slovenian language. This shall not apply to international candidates.

In order to be appointed to the title of senior research fellow, a candidate shall not be required to fulfil the conditions specified in indent 1 of paragraph 1, but they must have at least 70 points from academic research, 22.5 points of which must be from the date of the application for their first appointment to the current title.

Article 58

(Special quantitative conditions for appointment to the title of professor in an artistic field)

For a first appointment to the title of professor in an artistic field, a candidate must satisfy the following minimum conditions for the application to be considered:

- they have at least 90 points from the assessment of their academic research, artistic, teaching and professional activities,
 - at least 20 of which should be from teaching activity and at least 50 should be from artistic activity,
 - at least 30 of which should be from the date of submission of the application for their first appointment to their current title (at least 7.5 of which should be from teaching activity and at least 15 of which should be from artistic activity);
- they have produced at least 14 important works as the sole author or, in the case of co-authorship, the candidate's contribution is clear and recognisable,
 - at least 7 of which are from the date of submission of the application for their first appointment to their current title;
- their artistic work has international impact.

Article 59

(Public lecture)

A candidate for appointment to the title of professor must give a public lecture prior to their appointment.

A candidate for appointment to the title of professor in an artistic field may, instead of the public lecture, present their work of art in the manner that is typical for the specific artistic field in question.

ii. Associate professor and senior research associate

Article 60

(General conditions for appointment to the titles of associate professor and senior research associate)

A candidate may be appointed to the title of associate professor or senior research associate if they have:

- a doctorate in an academic field

or, in an artistic field:

- recognised artistic work, and
- a suitable university degree obtained under study programmes approved up to June 2004, or a second-cycle degree obtained under study programmes approved after that date.

Article 61

(Special conditions for appointment to the titles of associate professor and senior research associate)

In addition to the common and general conditions, candidates for appointment to the titles of associate professor and senior research associate must also fulfil the following special qualitative conditions:

- they are able to work autonomously in the areas of academic research, technological research or art in the habilitation field in which they are seeking appointment, contributing to the generation of new knowledge or to artistic production as demonstrated by a list of reference works in the habilitation field;
- they have worked successfully in a professional environment;
- they demonstrate international impact of their work or, in an artistic field, they are active internationally;
- they have been active as a researcher, artist and/or teacher at foreign universities or important artistic institutions;
- they have made relevant contributions to the creation of new experts in their field;
- they have been in charge of research projects or, in an artistic field, of artistic projects; and
- they have the approval of the Habilitation Committee.

The minimum quantitative conditions corresponding to the above qualitative conditions from indents 4, 5 and 6 of the first paragraph of this article are:

- since completing their doctoral studies they have been active as a researcher or teacher at a foreign university or research institution continuously for at least three months;
- since having their important works of art recognised they have been active as an artist or a teacher at a foreign university or at an important art institution, in their habilitation field broadly conceived, continuously for at least three months; work within panels of judges at important international art competitions or contests, or supervision of students who achieve international awards at competitions or international events that are considered of particular importance on account of the place or venue shall be valued the same as activity at a foreign university or art institution;
- they have acted as a co-supervisor for at least one successfully completed doctoral thesis in their habilitation field broadly conceived, or have made relevant contributions to the creation of new experts in their field. The following types of supervision can qualify as such a contribution:

- supervision of an academic master's student or of a master's in an artistic field obtained under a study programme adopted prior to June 2004;
 - supervision of a postgraduate student whose doctoral thesis topic has been approved;
 - supervision of students for their production of exceptional artistic work, at competitions and within professional artistic ensembles and groups;
 - supervision of at least one successfully completed piece of student work that received the University Prešeren Award, or a national or international award;
 - supervision of two successfully completed specialisations, including a specialisation examination;
- they have been in charge of at least one research project or, in an artistic field, of an artistic project in the habilitation field.

On the basis of the referees' evaluations and appropriate documentation submitted, in specially justified cases it is considered that a candidate facing specific life circumstances who is unable to be away from home for a longer period of time (for example, employees who work part-time in accordance with pension and disability insurance regulations, or with health insurance or other regulations; employees who look after and care for a child who needs special care and protection in accordance with regulations governing family benefits; other similar, objectively justified cases) has fulfilled the condition of three months' uninterrupted teaching, research or artistic activity at a foreign university, research institution or important artistic institution if they have demonstrated active involvement in other international activities. In such cases, the referees must assess the comparability or appropriateness of such international activity.

In order to be appointed to the title of senior research associate, a candidate shall not be required to fulfil the conditions specified in indent 5 of paragraph 1 and indent 3 of paragraph 2 of this article.

Article 62

(Special quantitative conditions for a first appointment to the titles of associate professor and senior research associate in an academic field)

For a first appointment to the title of associate professor or senior research associate, a candidate must satisfy the following minimum conditions for the application to be considered:

- they have at least 60 points from the assessment of their academic research, artistic, teaching and professional activities,
 - at least 15 of which should be from teaching activity and at least 35 should be from academic research activity,
 - at least 25 of which should be from the date of submission of the application for their first appointment to their current title (at least 7.5 of which should be from teaching activity and at least 15 of which should be from academic research activity);
- they have published at least 7 important works with affiliation to UL as first or corresponding author,
 - at least 4 of which are from the date of submission of the application for their first appointment to their current title;
 - of the 7 important works at least 3 must be articles published in journals indexed in SSCI, SCIE, ESCI with IF>0, AHCI or Scopus with SNIP>0 (for habilitation fields of social sciences and humanities),
 - at least one article must be published in the upper half of journals in fields as categorised by WOS or Scopus, indexed in SSCI, SCIE, ESCI with IF or Scopus with SNIP (for habilitation fields of social sciences and humanities). In specific fields and disciplines, publication in the upper half of journals in fields as categorised by WOS or Scopus may be taken to be ranking within an individual discipline, where the ranking is pre-assigned within the list of journals classed in this discipline. If the same journal appears in multiple fields, the higher ranking is taken;
 - a maximum of 4 out of 7 important works may be:
 - articles in academic journals defined in the member faculty annexes for specific habilitation fields which are, in the opinion of the profession, comparable with the

journals indexed in SSCI, SCIE, ESCI with IF, AHCI or Scopus with SNIP (for habilitation fields of social sciences and humanities) in terms of quality and international standing;

- academic monographs or academic monograph chapters;
 - peer-reviewed university textbooks;
 - an invention (1.8 in the points system);
 - knowledge transfer (4.6 in the points system), or an outstanding professional or sports achievement;
- An academic monograph in this case shall count as two works; no more than one textbook, two inventions and one knowledge transfer or outstanding professional or sports achievement can be taken into consideration.

The candidate must have at least two publications in the Slovenian language. This shall not apply to international candidates.

In order to be appointed to the title of senior research associate, a candidate shall not be required to fulfil the conditions specified in indent 1 of paragraph 1, but they must have at least 50 points from academic research, 22.5 of which must be from the date of the application for their first appointment to the current title.

Article 63

(Special quantitative conditions for a first appointment to the title of associate professor in an artistic field)

For a first appointment to the title of associate professor in an artistic field, a candidate must satisfy the following minimum conditions for the application to be considered:

- they have at least 60 points from the assessment of their academic research, artistic, teaching and professional activities,
 - at least 15 of which should be from teaching activity and at least 35 should be from artistic activity,
 - at least 25 of which should be from the date of submission of the application for their first appointment to their current title (at least 7.5 of which should be from teaching activity and at least 15 of which should be from artistic activity);
- they have produced at least 7 important works as the sole author or, in the case of co-authorship, the candidate's contribution is clear and recognisable,
 - at least 4 of which are from the date of submission of the application for their first appointment to their current title;
- their artistic work has international impact.

Article 64

(Special quantitative conditions for reappointment to the titles of associate professor and senior research associate)

For reappointment to the title of associate professor, the candidate must have collected at least 15 points (at least 5 from teaching and at least 9 from academic research or artistic activities) according to the points system and produced at least three important works affiliated with the University of Ljubljana since the date they submitted the application for their last appointment.

For reappointment to the title of senior research associate, the candidate must have collected 15 points from academic research activity and produced at least three important works with the affiliation to the University of Ljubljana since the date they submitted the application for their last appointment.

Article 65

(Conditions for appointment to the titles of associate professor and senior research associate after expiry of the title's validity)

A candidate for appointment to the title of associate professor and senior research associate after expiry of the validity of the title must cumulatively fulfil all the criteria for the first appointment to the title of associate professor or senior research associate (Articles 60 to 63 of the Criteria). From the date they submitted the application for their last appointment to the title prior to the expiry of its validity, they must have collected at least 25 points from the assessment of their academic research, artistic teaching and professional activities (at least 7.5 points from teaching activity and at least 15 points from academic research or artistic activity) and must also have published at least four important works as first or corresponding author, from the list of journals compiled by the member faculty in accordance with the Criteria requirements and the criteria of the member faculty to which the candidate has applied.

In order to be appointed to the title of senior research associate, a candidate shall not be required to collect the minimum number of points from teaching activity referred to in paragraph 1 of this article, but they must have collected at least 22.5 points from academic research since the date they submitted the application for their last appointment to the title prior to its expiry.

iii. Assistant professor and researcher

Article 66

(General conditions for appointment to the titles of assistant professor and researcher)

A candidate may be appointed to the title of assistant professor and researcher if they have:

- a doctorate in an academic field

or, in an artistic field:

- recognised artistic work, and
- a suitable university degree obtained under study programmes approved up to June 2004, or a second-cycle degree obtained under study programmes approved after that date.

Article 67

(Special conditions for appointment to the titles of assistant professor and researcher)

In addition to the common and general conditions, candidates for appointment to the titles of assistant professor and researcher must also fulfil the following special qualitative conditions:

- have a proven ability to solve problems of an academic, research and development, artistic or technical nature;
- be active internationally and or have international impact through their artistic work;
- have the approval of the Habilitation Committee.

Article 68

(Special quantitative conditions for appointment to the titles of assistant professor and researcher in an academic field)

For a first appointment to the title of assistant professor or researcher, a candidate must satisfy the following minimum conditions for the application to be considered:

- they have at least 20 points from the assessment of their academic research activities;
- they have published at least 3 important works as first or corresponding author;
- of the 3 important works at least 1 must be an article published in journals indexed in SSCI, SCIE, ESCI

- with IF>0, AHCI or Scopus with SNIP>0 (for habilitation fields of social sciences and humanities);
- a maximum of 2 out of 3 important works may be:
 - articles in academic journals defined in the member faculty annexes for specific habilitation fields which are, in the opinion of the profession, comparable with the journals indexed in SSCI, SCIE, ESCI with IF, AHCI or Scopus with SNIP (for habilitation fields of social sciences and humanities) in terms of quality and international standing;
 - academic monographs or academic monograph chapters;
 - an invention (1.8 in the points system).
 - The candidate may submit one invention only. A monograph shall count as two works.

The candidate must have at least one publication in the Slovenian language. This shall not apply to international candidates.

Article 69

(Special quantitative conditions for appointment to the title of assistant professor in an artistic field)

For a first appointment to the title of assistant professor in an artistic field, a candidate must satisfy the following minimum conditions for the application to be considered:

- they have at least 20 points from the assessment of their artistic activities;
- they have produced at least 3 important works as the sole author or, in the case of co-authorship, the candidate's contribution is clear and recognisable.

Article 70

(Special quantitative conditions for reappointment to the titles of assistant professor and research associate)

For reappointment to the title of assistant professor in the same habilitation field, the candidate must have collected at least 12 points (at least 3.75 points from teaching activity and at least 7.5 points from academic research or artistic activity) and produced at least two important works since the date they submitted the application for their last appointment.

For reappointment to the title of research associate, the candidate must have collected at least 12 points from academic research activity and produced at least two important works since the date they submitted the application for their last appointment.

Article 71

(Conditions for appointment to the titles of assistant professor and research associate after the expiry of the title's validity)

A candidate for appointment to the title of assistant professor or research associate after expiry of the validity of the title must fulfil, from the date of submission of the application for their last appointment, all the criteria for the first appointment to the title of assistant professor or research associate.

iv. Senior instructor

Article 72

(General and special qualitative conditions for appointment to the title of senior instructor)

A candidate may be appointed to the title of senior instructor if:

- they have at least a suitable university degree obtained under study programmes approved up to June 2004, or at least a second-cycle degree obtained under study programmes approved after that date;
- they provide evidence of professional work and publications that demonstrate that they are an established professional in the field in which they wish to be appointed;
- they have a relevant list of reference works;
- they have a proven aptitude for teaching;
- they have the approval of the Habilitation Committee.

Article 73

(Quantitative conditions for a first appointment to the title of senior instructor)

For a first appointment to the title of senior instructor, a candidate must satisfy the following minimum conditions for the application to be considered:

- they have at least 16 points from the assessment of their academic research, artistic, teaching and professional activities,
- at least 6 of which are from the date of completion of their master's degree or specialisation or second-cycle degree, or from the date of the approval of their doctoral thesis proposal if they progressed directly to doctoral studies.

Article 74

(Quantitative conditions for reappointment to the title of senior instructor)

For reappointment to the title of senior instructor, the candidate must have collected at least 7.5 points from academic research, artistic, professional and teaching activity since the date they submitted the application for their last appointment.

Article 75

(Conditions for appointment to the title of senior instructor after expiry of the title's validity)

A candidate for appointment to the title of senior instructor after expiry of the validity of the title must cumulatively fulfil all the criteria for the first appointment to the title of senior instructor and must have collected at least 7.5 points from academic research, artistic, professional and teaching activities since the date they submitted the application for their last appointment to the title prior to its expiry.

v. Instructor

Article 76

(General and special qualitative conditions for a first appointment or reappointment to the title of instructor)

In order to be appointed to the title of instructor for subjects centred on specific technical knowledge, a candidate must fulfil the following conditions:

- they have at least a suitable university degree obtained under study programmes approved up to June 2004, or at least a second-cycle degree obtained under study programmes approved after that date;
- they are an established professional in the field in which they wish to be appointed;

- they have at least 10 years of successful work experience in professional practice;
- they have positive evaluations from the majority of the referees;
- they have the approval of the Habilitation Committee.

In order to be appointed to the title of instructor in foreign languages in non language-oriented study programmes, a candidate must fulfil the following conditions:

- they have a suitable university degree obtained under study programmes approved up to June 2004, or a second-cycle degree obtained under study programmes approved after that date.
- they are an established professional in the field in which they wish to be appointed;
- they have 5 years of suitable practical professional experience;
- they have positive evaluations from the majority of the referees; and
- they have the approval of the Habilitation Committee.

vi. Lector

Article 77

(General and special qualitative conditions for appointment to the title of lector)

In order to be appointed to the title of lector, a candidate must fulfil the following conditions:

- they have a suitable university degree obtained under study programmes approved up to June 2004, or a second-cycle degree obtained under study programmes approved after that date;
- they have 3 years of suitable teaching experience and, if the title involves living languages, they have been professionally or pedagogically active for at least 3 continuous months in a linguistic environment in which the language in question is used;
- they have an appropriate list of references covering works and contributions recognised by the profession as a relevant way of presenting in the field in which they are seeking habilitation;
- they have demonstrated their ability to undertake professional and teaching work;
- they have a proven aptitude for teaching; and
- they have the approval of the Habilitation Committee.

Article 78

(Quantitative criteria for a first appointment to the title of lector)

For a first appointment to the title of lector, a candidate must satisfy the following minimum conditions for the application to be considered:

- they have at least 5 points from the assessment of their academic research, artistic, teaching and professional activities,

Article 79

(Quantitative criteria for reappointment to the title of lector)

In order to be reappointed to the title of lector, a candidate must have collected at least 4 points since the date they submitted the application for their last appointment.

Article 80

(Conditions for reappointment to the title of lector after expiry of the title's validity)

A candidate for appointment to the title of lector after expiry of the validity of the title must cumulatively fulfil all the criteria for the first appointment to the title of lector instructor and must have collected a total of at least 5 points from academic research, artistic, professional and teaching activities since the date they submitted the

application for their last appointment to the title prior to its expiry.

vii. Teaching assistant and junior researcher

Article 81

(General and special qualitative conditions for appointment to the title of teaching assistant and junior researcher)

In order to be appointed to the title of teaching assistant and junior researcher, a candidate must fulfil the following conditions:

- they have a suitable university degree obtained under study programmes approved up to June 2004, or a second-cycle degree obtained under study programmes approved after that date; and
- they demonstrate an aptitude for dealing with issues of academic, research and development or technical nature, or engaging in artistic activity.

Article 82

(Quantitative criteria for a first appointment to the titles of teaching assistant and junior researcher)

In order to be appointed to the title of teaching assistant and junior researcher for the first time, a candidate must fulfil the following conditions:

- they have completed their previous course of study with an average grade of at least 8 (very good), where the calculation of the average takes into account the grades of all passed examinations, practicals and other assessed study requirements;
- they have received at least grade 8 (very good) for their final degree paper, provided it is a condition for the completion of studies.

If a candidate has a doctoral degree or a master's degree, the average grade and the grade of their final degree paper are not taken into consideration.

Article 83

(Qualitative criteria for reappointment to the title of teaching assistant)

A candidate may be reappointed to the title of teaching assistant if:

- they have dealt successfully with issues of academic, research and development or technical nature, or have engaged successfully in artistic or professional activity; and
- they have a proven aptitude for teaching.

Article 84

(Quantitative criteria for reappointment to the title of teaching assistant)

A candidate may be appointed to the title of teaching assistant for a second time if:

- they have at least a master's degree obtained under study programmes approved up to June 2004; or
- they have completed 60 ECTS at doctoral level (third cycle) or are active in an artistic field.

A candidate may be appointed to the title of teaching assistant a third time if:

- they have at least a master's degree obtained under study programmes approved up to June 2004; or
- they have completed 120 ECTS at doctoral level (third cycle) or are active in an artistic field.

A candidate may be appointed to the title of teaching assistant for a fourth time if:

- they have obtained a doctorate or have had their important artistic work recognised.

A candidate may be appointed to the title of teaching assistant for a fifth time if:

- they have collected a total of at least 5 points from academic research, artistic, teaching and professional activity since the date they submitted the application for their last appointment.

Article 85

(Qualitative criteria for reappointment to the title of junior researcher)

A candidate may be reappointed to the title of junior researcher if:

- they have dealt successfully with issues of academic, research and development or technical nature, or have engaged successfully in artistic or professional activity.

Article 86

(Quantitative criteria for reappointment to the title of junior researcher)

A candidate may be appointed to the title of junior researcher for a second time if:

- they have at least a master's degree obtained under study programmes approved up to June 2004; or
- they have completed 60 ECTS at doctoral level (third cycle).

A candidate may be appointed to the title of junior researcher for a third time if:

- they have at least a master's degree obtained under study programmes approved up to June 2004; or
- they have completed 120 ECTS at doctoral level (third cycle).

A candidate may be appointed to the title of junior researcher for a fourth time if:

- they have obtained a doctorate; and
- they have achieved a cumulative total of at least 15 points from academic research activity.

A candidate may be appointed to the title of junior researcher for a fifth time if:

- they have collected a total of at least 5 points from academic research activity since the date they submitted the application for their last appointment.

Article 87

(Conditions for reappointment to the titles of teaching assistant or junior researcher after expiry of the title's validity)

A candidate for appointment to the title of teaching assistant or the title of junior researcher after expiry of the validity of the title must fulfil the conditions for reappointment with respect to the last appointment prior to expiry of the title.

viii. Librarian

Article 88

(General and special conditions for appointment to the title of librarian)

Under the general and special conditions, a candidate may be appointed to the title of librarian if:

- they have a suitable university degree obtained under study programmes approved up to June 2004, or a second-cycle degree obtained under study programmes approved after that date; and
- they have 3 years of suitable practical professional experience;
- they have the ability to conduct professional work independently, as evidenced by relevant academic and professional publications, active participation in professional communities and contributions to

professional events.

ix. Specialist consultant

Article 89

(General and special conditions for appointment to the title of specialist consultant)

Under the general and special conditions, a candidate may be appointed to the title of specialist consultant if:

- they have a suitable university degree obtained under study programmes approved up to June 2004, or a second-cycle degree obtained under study programmes approved after that date; and
- they have 15 years of suitable practical professional practice in the area in which they are seeking to be appointed to a title.

x. Senior specialist adviser

Article 90

(General and special conditions for appointment to the title of senior specialist adviser)

Under the general and special conditions, a candidate may be appointed to the title of senior specialist adviser if:

- they have a suitable university degree obtained under study programmes approved up to June 2004, or a second-cycle degree obtained under study programmes approved after that date; and
- they have 10 years of suitable practical professional practice in the area in which they are seeking to be appointed to a title.

xi. Specialist adviser

Article 91

(General and special conditions for appointment to the title of specialist adviser)

Under the general and special conditions, a candidate may be appointed to the title of specialist adviser if:

- they have a suitable university degree obtained under study programmes approved up to June 2004, or a second-cycle degree obtained under study programmes approved after that date; and
- they have 2 years of suitable practical professional practice in the area in which they are seeking to be appointed to a title.

xii. Skills instructor

Article 92

(General and special conditions for appointment to the title of skills instructor)

Under the general and special conditions, a candidate may be appointed to the title of skills instructor adviser if:

- they have a suitable university degree obtained under study programmes approved up to June 2004, or a second-cycle degree obtained under study programmes approved after that date; and
- they have 5 years of suitable professional practice in the area in which they are seeking to be appointed to a title.

9. Evaluation report for a candidate in an appointment procedure

a. Importance of the evaluation report

Article 93

The evaluation report for a candidate shall contain an objective assessment of suitability to be appointed to the requested title.

b. Referees

Article 94

The referees assessing the suitability of a candidate who is seeking to be appointed to a title may be university teachers or members of research staff who hold the same or a higher title than the title to which the candidate is seeking to be appointed. At least two referees must hold their title in the same field of habilitation in which the candidate is requesting appointment. In procedures involving appointment to the title of librarian, the referees may have the same title as the candidate. If there is no university teacher holding the same or a higher title in the field in which the candidate is seeking to be appointed, the referee may be a university teacher holding the same or a higher title in a related field of habilitation. In procedures for a first or new appointment to the titles of senior instructor, assistant professor, associate professor, research associate or senior research associate, at least one referee may not be employed at the member faculty at which the candidate is seeking habilitation or at which they work. In procedures for appointment to the title of professor or senior research fellow, at least one referee may not be employed at UL and may have been appointed to a title at UL. Referees may also be retired university teachers or members of research staff, foreign university teachers and researchers holding a suitable title. In procedures involving an interdisciplinary field, referees must represent all the relevant fields.

There must be no conflict of interest on the part of the referees.

c. Content of reports

Article 95

An evaluation report for a candidate must contain:

- an opinion on the list of references and the points system submitted;
- a judgment on the candidate's fulfilment of the minimum conditions for the application to be considered;
- a reasoned analytical evaluation of the importance of the candidate's academic research or artistic output in which the submitted works are critically considered;
- a reasoned evaluation of the candidate's work as a teacher when they are seeking to be appointed to a university teacher title;
- an evaluation of the quality and significance of the candidate's professional activity;
- a clear and unambiguous statement on whether and to what extent the candidate fulfils the conditions for appointment to the requested title.

d. Deadline for evaluation reports

Article 96

A referee shall compile the evaluation by the deadline set by the decision of the senate of a member faculty on the appointment of the referee.

The deadline for the evaluation report on the candidate's competence may not be longer than two months.

In the event of exceptional circumstances (illness, long work-related absence, etc.), a referee may request an extension of the deadline for the compilation of the evaluation. The decision on the extension of the deadline shall be taken by the senate of the member faculty that has appointed the referee. The deadline may not be

extended by more than two months.

e. Consequences of a failure to compile evaluation report in due time

Article 97

If a referee fails to produce the evaluation in due time without requesting an extension of the deadline, the Dean of the member faculty at which the procedure for appointment to a title is under way shall invite them to produce the evaluation without delay.

If the referee fails to produce the evaluation report within three weeks, despite being reminded by the Dean to do so, the senate of the member faculty shall appoint another referee.

10. Student council's opinion on the candidate's work as a teacher

Article 98

The student council of the member faculty at which the candidate has been active as a teacher shall produce an opinion on their teaching by the deadline set by the senate of the member faculty at the procedure for appointment to the title is under way.

The student council shall produce the opinion on the candidate's work on the basis of student questionnaires and other documented information obtained from students and concerning, for instance, the candidate's work as a supervisor.

In producing the opinion, the student council shall not be bound by the results of student questionnaires. If the student council's opinion deviates from the results of the questionnaires, this deviation should be fully explained and justified.

a. Components of the student council's opinion

Article 99

The students' opinion must contain the following:

- the candidate's name and the period to which the evaluation relates;
- details of the quantitative and qualitative indicators on the basis of which the evaluation of the candidate's teaching performance has been compiled;
- a thorough justification of the evaluation.

A negative opinion of the student council shall, in addition to the components defined in the first paragraph, also include details of the time frame as well as the extent and nature of the specific deficiencies in the candidate's teaching performance.

b. Consequences of student council's failure to produce an opinion for the procedure for appointment to a title

Article 100

If a member faculty's student council fails to produce an opinion on the candidate's teaching performance by the deadline set by the senate, the quality of the candidate's work as a teacher shall be judged on the basis of the other components defined in Article 46.

In the event of justified circumstances, the student council may request a two-month extension of the deadline for submitting an opinion. The decision on the extension of the deadline shall be taken by the senate of the member faculty referred to in the first paragraph of Article 98.

11. Transitional and final provisions of the amendments to the Criteria

Article 101

(Covid-19 provision)

Without prejudice to the provisions of these Criteria, a discontinuation of activity at a foreign university or research or art institution due to the Covid-19 pandemic shall not be considered a discontinuation within the meaning of the requirement for uninterrupted activity abroad. In their applications for appointment to a title, candidates shall explain that they had to discontinue their planned uninterrupted activity due to the Covid-19 pandemic and that they later resumed it for up to a total of three months, or that they completed the remainder through other forms of active involvement in international activities to a comparable extent.

In that case, candidates shall demonstrate the results of their international activity, such as joint articles resulting from international collaboration, joint international project applications and teaching a complete course at a foreign university. In addition, candidates shall submit a detailed description of their international activities and how they carried them out. It should be evident from the description that the international activity in question achieves the purpose of the requirement for uninterrupted activity in an international environment (inclusion in or familiarisation with the operations of a foreign university or other institution, best practice transfer to the University of Ljubljana) and that such activity was comparable to uninterrupted activity at a foreign university, research institute or an important art institution. The referees must assess the comparability or appropriateness of such activity, especially from the point of view of achieving the purpose of the requirement for uninterrupted international activity, based on the documentation submitted by the candidate.

A discontinuation of activity abroad under this article shall be any discontinuation during the Covid-19 pandemic that started before the adoption of the UL Senate's decision of 21 April 2020 and lasted until no later than 1 January 2023, which in accordance with the decision of the UL Senate of 25 October 2022 is set as the date of termination of the exceptional circumstances.

Article 102

Following its adoption, Official consolidated text No. 7 of the Criteria shall be published on the University of Ljubljana website. It shall enter into force and apply from the day after its publication on the University of Ljubljana website.

Without prejudice to paragraph 1 of this article, the amendment referred to in paragraph 5 of this article shall apply from 8 May 2026.

Member faculties are required to align the annexes with Official consolidated text No. 7 of the Criteria and present them for approval by the UL Senate no later than by 1 January 2027.

The procedural rules of Official consolidated text No. 7 of the Criteria shall apply to all habilitation procedures already under way at the UL Senate's Habilitation Committee.

The provisions of Articles 3, 43, 51, 62, 64, 68 and 70 shall not apply to procedures of appointment to a title initiated on the basis of an application submitted by a candidate after the entry into force of Official consolidated text No. 7 of the Criteria, but no later than from 15 December 2027 in the case of appointment to a title valid for five years or permanently, and no later than from 15 December 2025 in the case of appointment to a title valid for three years. In such cases, the provisions of Articles 3, 42, 50, 56, 61, 63, 67 and 69 of Official consolidated text No. 4 of the Criteria shall apply.

Pursuant to these amendments to the Criteria, the amendments to Articles 43, 57, 62 and 64 of Official consolidated text No. 6 of the Criteria, on the basis of which a candidate for appointment to the titles of professor, senior research fellow, associate professor or senior research associate is required to have works published with the affiliation to UL, shall apply to those important works by the candidate that are accepted for publication after 1 January 2020. For important works accepted for publication from 1 January 2027, the candidate's affiliation with the University of Ljubljana must be indicated.

Ref. no. 012-2/2026

Date: 26 May 2026

Professor Dr Gregor Majdič

Chair of the Senate of the University of Ljubljana

Rector of the University of Ljubljana