

INTERNAL REGULATIONS OF THE PHILOSOPHICAL INSTITUTE

OF THE SLOVAK ACADEMY OF SCIENCES, a public research institution

registered office: Klemensova 19, 811 09 Bratislava

Rules for the evaluation of scientific staff

Transcript designation: VP 5/2022

as amended on: 5. December 2025

Valid from 1. January 2026

The Institute of Philosophy of the Slovak Academy of Sciences, v. v. i. (hereinafter referred to as "the Institute") issues the following rules for the evaluation of researchers at the Institute of Philosophy of the Slovak Academy of Sciences, v. v. i.

Article I

Introductory provisions

- (1) These rules govern the evaluation and scoring of scientific and other related activities of researchers and professional staff who perform scientific and research activities (hereinafter also referred to collectively as "researchers") and who are employed by the Institute.
- (2) These rules also set out the minimum conditions that a researcher at the institute must meet in relation to the amount of work they do at the institute.
- (3) Only the work performed by a researcher on the basis of their employment relationship with the institute and recorded at the institute is taken into account in the evaluation of the institute's researchers. In the case of
 - a) publication activity: only those publication units of the researcher in which the institute is listed as the researcher's sole workplace are recorded at the institute.
 - b) responses to publications (citations and reviews) : only responses to publication units recorded at the institute are taken into account,
 - c) grant activities, only participation in grants in which the employee participates on the basis of an employment relationship with the institute is taken into account,
 - d) other evaluated performances only take into account performances that the employee carries out on the basis of an employment relationship with the institute.

Article II

Publishing activity

- (1) The publication activity of the persons referred to in Article I(1) shall be evaluated according to the following point system:
 1. scientific monograph published by a foreign scientific publishing house in a world language (AAA)
 - a) If the publisher is on the Nordic List 2 180 points
 - b) otherwise 120 points

2. scientific monograph published by a renowned domestic publishing house (AAB) or a renowned foreign scientific publishing house in a language other than a world language (AAA)
 - a) If the publishing house is on the Nordic List 2 150 points
 - b) otherwise 120 points
3. study with the character of a scientific monograph in monographs and anthologies in a renowned foreign scientific publishing house in a world language (ABA) 60 points
4. study with the character of a scientific monographs in monographs and anthologies published by a renowned domestic publishing house (ABB) or in a renowned foreign scientific publishing house in a language other than world language (ABA) 40 points
5. chapter in a scientific monograph published by a renowned foreign scientific publishing house in a world language (ABC)
 - a) If the publisher is on the Nordic List 2 70 points
 - b) otherwise 45 points
6. chapter in a scientific monograph published by a renowned domestic publisher (ABD) or a renowned foreign scientific publishing house in a language other than a world language (ABC)
 - a) If the publisher is on the Nordic List 2 60 points
 - b) otherwise 30 points
7. university textbook published by a renowned foreign publishing house in a world language (ACA) 45 points
8. university textbook published by a renowned domestic publishing house (ACB) or university textbook published abroad in a language other than a world language (ACA) 30 points
9. chapter in a university textbook published by a renowned foreign publisher in a world language (ACC) 18 points
10. chapter in a university textbook published by a domestic publisher (ACD) or chapter in a university textbook published by a foreign publisher in a language other than a world language (ACC) 12 points
11. scientific article in a foreign peer-reviewed scientific journal in a world language (ADC) belonging at the time of publication to:
 - a) Q1 70 points
 - b) Q2 45 points
 - c) Q3 20 points
 - d) Q4 15 points
12. scientific article in a domestic peer-reviewed scientific journal (ADD) or in a foreign peer-reviewed scientific journal in a language other than a world language (ADC) belonging at the time of publication to:
 - a) Q1 45 points
 - b) Q2 35 points
 - c) Q3 20 points
 - d) Q4 15 points
13. scientific article in a foreign scientific journal registered in the Web of Science (hereinafter referred to as "WoS") or SCOPUS databases in a world language (ADM) corresponding at the time of publication to:
 - a) Q1 70 points
 - b) Q2 45 points
 - c) Q3 20 points
 - d) Q4 15 points
14. Scientific article in a domestic scientific journal registered in the WoS or SCOPUS databases (ADN) or in a foreign scientific journal in the WoS or SCOPUS databases in a language other than a world language (ADM) corresponding at the time of publication to:
 - a) Q1 45 points
 - b) Q2 35 points
 - c) Q3 20 points
 - d) Q4 15 points
15. Scientific article in another foreign scientific journal in a world language (ADE) 15 points
16. Scientific article in another domestic scientific journal (ADF) or in another foreign scientific journal in a language other than a world language (ADE) 5 points

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| 17. scientific article in a foreign peer-reviewed scientific collection in a world language (AEC) | 7 points |
| 18. scientific article in a domestic peer-reviewed scientific collection (AED) or in a foreign peer-reviewed scientific journal in a language other than a world language (AEC) | 5 points |
| 19. published invited contribution at an international scientific conference (AFA) | 10 points |
| 20. published invited contribution at a domestic scientific conference (AFB) | 7 points |
| 21. published contribution at a foreign scientific conference (AFC) | 7 points |
| 22. published contribution at a domestic scientific conference (AFD) | 5 points |
| 23. professional book publication by a foreign publisher in a world language (BAA) | 20 points |
| 24. professional book publication in a domestic publishing house (BAB) | 15 points |
| 25. professional book publication in a foreign publisher in a language other than a world language (BAA) | 15 points |
| 25. Translation of a scientific monograph (EAJ) | 60 points |
| 26. Translation of a scientific study in a scientific journal or anthology (EDJ) | 10 points |
| 27. Review in a scientific journal (EDI) | 5 points |
| 28. Editorial and compilation work of a book nature (FAI) | 20 points |
| 29. other professional and review publications (BBA, BBB, BCB, BCI, BDC, BDD, BDM, BDN, EAI) | 5 points |
| 30. other professional publications (BCK, BDA, BDB, BDE, BDF, BEE, BEF) | 5 points |
- (2) For the purposes of these rules, world languages are understood to be English, German, French, Spanish, Russian and Chinese.
- (3) In the case of a publication written and published in co-authorship, the employee shall receive a number of points corresponding to his or her share of authorship in the publication. If the publisher does not specify the scientific contributions, we consider the contributions of the co-authors to be equal. In the case of a non-integer contribution, the number of points is mathematically rounded to the nearest integer. The minimum author contribution for the publication to be counted is 20%.
- (4) The point evaluation of book publications (AAA, AAB, ACA, ACB, BAA, BAB, EAJ, FAI) specified in Article II, point (1) applies to the first edition of a book publication. A book publication that is a second or subsequent amended edition of a book publication is evaluated with half the number of points compared to the scoring valid for the first edition. A book publication that is a second or subsequent unamended edition of a book publication is not evaluated.
- (5) For the purposes of these rules, renowned scientific publishers are understood to be Springer, Hermann Editions, SUNY Press, Bloomsbury, Elsevier, Brill, MIT-Press, Oxford, Cambridge, etc.
- (6) For the purposes of these rules, Q1, Q2, Q3, Q4 are understood to be quartiles assigned in the SJR Scimago Journal & Country Rank database <https://www.scimagojr.com/journalrank.php> (accessed on 18 September 2024).
- (7) For the purposes of these rules, the time of publication is understood to be the time at which the article was assigned to an issue of the journal. The time of publication is not understood to be its online-first publication.
- (8) For these rules, a published contribution does not mean a publication that includes only an abstract.

Article III

Responses to publication activity

- (1) Responses to the publication activity of persons referred to in Article I(1) shall be evaluated according to the following point system:
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| 1. citation in a foreign publication registered in WoS or Scopus | 6 points |
| 2. citation in a domestic publication registered in WoS or Scopus | 4 points |
| 3. citation in a foreign publication not registered in WoS or Scopus | 3 points |
| 4. citation in a domestic publication not registered in WoS or Scopus | 2 points |
| 5. review in a foreign publication | 6 points |

6. review in a domestic publication 4 points
- (2) The point evaluation specified in Article II, point (1) applies to one citation.
- (3) Self-citations and semi-self-citations are excluded from the point evaluation.
- (4) In the case of a citation of a publication written and published in co-authorship, the employee shall receive a number of points for the citation corresponding to his or her share of authorship in the publication. In the case of a non-integer share, the number of points shall be mathematically rounded to the nearest integer.

Article IV

Grant activity

- (1) Grant activity of persons referred to in Art. I(1) shall be evaluated according to the following point system:
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| 1. principal investigator of a foreign grant with a subsidy of over EUR 20,000 (inclusive) per year | 90 points |
| 2. Deputy principal investigator of a foreign grant with a subsidy of over EUR 20,000 (inclusive) per year | 45 points |
| 3. Co-investigator of a foreign grant with a subsidy of over EUR 20,000 (inclusive) per year | 25 points |
| 4. Principal investigator of a foreign grant with a subsidy of up to EUR 20,000 per year | 45 points |
| 5. Deputy principal investigator of a foreign grant with a subsidy of up to EUR 20,000 per year | 20 points |
| 6. Co-investigator of a foreign grant with a subsidy of up to EUR 20,000 per year | 15 points |
| 7. Principal investigator of a domestic grant with a subsidy of over EUR 20,000 (inclusive) per year | 50 points |
| 8. Deputy principal investigator of a domestic grant with a subsidy of over EUR 20,000 (inclusive) per year | 25 points |
| 9. Co-investigator of a domestic grant with a subsidy of over EUR 20,000 (inclusive) per year | 15 points |
| 10. Principal investigator of a domestic grant with a subsidy of up to EUR 20,000 per year | 40 points |
| 11. Deputy principal investigator of a domestic grant with a subsidy of up to EUR 20,000 per year | 20 points |
| 12. Co-investigator of a domestic grant with a subsidy of up to EUR 20,000 per year | 10 points |
| 13. Principal investigator in a submitted application for a relevant foreign grant that received a positive evaluation | 70 points |
- (2) The point evaluation of activities in Article II, point (1) applies to the performance of one activity. If an employee performs several activities of the same type, the number of points for the relevant type of activity is multiplied by the number of activities performed.
- (3) For the purposes of this regulation, a relevant foreign grant means: ERC starting grant (EU), ERC consolidator grant (EU), Templeton Foundation (USA), National Endowment for the Humanities (USA), Agence Nationale de la Recherche (FR), etc.

Article V

Other scientific, professional and organisational activities

- (1) Other scientific, professional and organisational activities of persons referred to in Article I(1) shall be evaluated according to the following point system:
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| 1. Director of the institute | 90 points |
| 2. Deputy Director of the Institute | 40 points |
| 3. Head of department | 30 points |
| 4. Chair of the Scientific Council of the Institute | 30 points |
| 5. Scientific Secretary | 30 points |
| 6. Vice-Chair of the Scientific Council of the Institute | 15 points |
| 7. Member of the Scientific Council of the Institute | 10 points |
| 8. Chair of the Institute's Administrative Board | 30 points |

9. Vice-chair of the institute's board of directors	15 points
10. Member of the Institute's Board of Directors	10 points
11. Editor-in-chief of a scientific journal published by the institute	65 points
12. Executive editor of a scientific journal published by the institute	40 points
13. Member of the editorial board of a scientific journal published by the institute	8 points
14. Member of the Slovak Academy of Sciences Assembly or Slovak Academy of Sciences committees	10 points
15. Member of a commission or council of a grant agency (APVV, VEGA, KEGA, etc.)	10 points
16. Member of a trade union committee, examination committee or defence committee	5 points
17. Member of the scientific council of a domestic faculty/university	5 points
18. Member of the Scientific Council of a foreign faculty/university	13 points
19. Member of the editorial/scientific board of a domestic scientific journal (not published by the institute)	5 points
20. Member of the editorial/scientific board of a foreign scientific journal	13 points
21. Principal investigator of a project without grant funding	15 points
22. Member of a project team without a grant subsidy	10 points
23. Chair of the programme or organising committee of an international conference	8 points
24. Member of the programme or organising committee of a foreign conference	6 points
25. Chair of the programme or organising committee of a domestic conference	6 points
26. Member of the programme or organising committee of a domestic conference	4 points
27. Invited lecture at a foreign conference	30 points
28. Invited lecture at a domestic conference	20 points
29. Lecture (not invited) at an international conference	15 points
30. Lecture (not invited) at a domestic conference	10 points
31. Invited lecture at another academic, scientific research, higher education, or similar institution abroad	15 points
foreign institution	
32. Invited lecture at another academic, scientific research, higher education, etc.	10 points
domestic institution	
33. Professional or popularisation lecture, participation in a discussion	5 points
34. Advisory, expert or assessment activities for state and public administration bodies	10 points
35. Assessment activities for grant agencies	5 points
36. Assessment activities for scientific journals and publishers	5 points
37. Supervision of a doctoral student trained at the institute	20 points
38. Supervision of an external doctoral student trained at the institute	10 points
39. Research internship at a foreign university	10 points
40. Significant popularisation output in a media outlet with nationwide reach	30 points
41. Chair of the selection committee for research staff at the institute	10 points
42. Member of the selection committee for research staff at the institute	5 points
43. Member of the selection committee for doctoral students at the institute	5 points
44. Member of the team for preparing the institute's annual report	30 points
45. Scientific supervisor of a researcher within the framework of a visiting grant obtained by this researcher	15 points
46. Reviewer for universities or colleges	10 points

(2) For the purposes of these rules

- a) an invited lecture at a conference means a lecture that is listed in the programme of a conference or similar event as invited or requested (or as a "keynote lecture", "plenary lecture", etc.) or for which there is clear evidence that it was requested by the event organiser,
- b) an invited lecture at another institution means a lecture for which proof of invitation signed by a responsible representative of the inviting institution has been submitted; an invited lecture at another institution does not mean a lecture given by an employee on the basis of an employment relationship with that other institution.

- (3) Activities under Article II, point (1), in particular in the case of points 12, 15–27, may only be counted if there is evidence of their performance (e.g. conference programme, confirmation from the editorial office of a journal or publishing house, confirmation from the institution, relevant email correspondence, etc.).
- (4) The point evaluation of activities in Article II, point (1) applies to the performance of one activity. If an employee performs several activities of the same type, the number of points for the relevant type of activity is multiplied by the number of activities performed.

Article VI

Overall evaluation

- (1) The Institute's Certification Committee shall, on the basis of the total number of points awarded in accordance with Articles II to V of these rules, evaluate on an ongoing basis each year the work of its scientific staff referred to in Article I(1).
- (2) The evaluation period is three years, with points for activities performed in the relevant calendar year and in the two previous calendar years being included in the calculation of the employee's point score. Researchers are required to achieve at least the following number of points for activities under Articles II to V on average per year of the evaluation period:
 - a) senior researcher (i.e. the scientific qualification level I) 180 points,
 - b) researcher (i.e. the scientific qualification level IIa) 160 points,
 - c) junior researcher (i.e. the scientific qualification level IIb) 140 points,
 - d) specialist with a completed second-level university education who performs scientific and research activities 120 points.

At least half of the above points must be obtained by the employee for publishing activities.

- (3) Researchers whose working hours are less than the established weekly working hours are required to obtain an average number of points per year of the evaluation period corresponding to the product of the number of points for the relevant job classification according to Article VI, point (2) and the amount of work expressed as a decimal number. In the case of a non-integer result, the number of points is mathematically rounded to the nearest integer.
- (4) The results of the evaluation of employees by the attestation committee shall serve as the basis for the extension of employment contracts and the increase or decrease of the working hours of the institute's scientific staff.

Article VII

Final provisions

- (1) These Rules for the Evaluation of Research Staff were approved by the Board of Directors of the Institute of Philosophy of the Slovak Academy of Sciences at its meeting on 8. September 2025.
- (2) These Rules for the Evaluation of Research Staff were approved by the Supervisory Board of the Institute of Philosophy of the Slovak Academy of Sciences at its meeting on 5. December 2025.
- (3) These Rules for the Evaluation of Research Staff shall enter into force on the day following their publication on the Institute's website.

In Bratislava on 8. December 2025

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Director of the Institute of Philosophy of the
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