

Pursuant to Article 11, Paragraph 2, item 3 of the Law on Higher Education ("Official Gazette of Montenegro", no. 44/14, 52/14, 47/15, 40/16, 42/17, 71/17, 55/18 and 3/19), the Council for Higher Education on session held on April 16th 2019, issued the

CONDITIONS AND CRITERIA FOR PROMOTION TO ACADEMIC TITLES

I BASIC PROVISIONS

Article 1

This Act defines terms and conditions for promotion to academic titles at Higher Education institutions.

Article 2

The academic titles are:

- 1) Full Professor,
- 2) Associate Professor,
- 3) Assistant Professor.
- 4) Teacher at a Higher Education Institution and
- 5) Lecturer at a Higher Education Institution

II CONDITIONS AND CRITERIA FOR PROMOTION INTO ACADEMIC TITLES

Article 3

Entities who meet requirements stipulated by the Law on Higher Education and this Act can be promoted to academic titles.

Article 4

Into academic title shall be promoted a person who:

- 1) holds a PhD in philosophy for the field of promotion, i.e. higher education for artistic courses and courses related for them on the faculty and academy for fine, applied, music, dramatic arts and architecture (hereinafter: artistic discipline);
- 2) acquired tested pedagogical skills, defined by the Council of organisational unit of the highest number of course lessons, or field of the competition announced;
- 3) meets requirements for promotion into title for an adequate scientific, or artistic discipline with international comparability, in accordance with this Act;
- 4) has recognised artistic works, for disciplines of art.

1. CONDITIONS AND CRITERIA FOR RELATED SCIENTIFIC/ARTISTIC DISCIPLINE

Article 5

As a criterion for election, i.e. re-promotion into academic title a candidate's scientific or

artistic, pedagogical and professional activity shall be taken into consideration.

Bibliographic value of scientific, expertise, artistic, pedagogical achievements of a candidate shall be assessed qualitatively and quantitatively (Annex 1, Annex 2, Annex 3 and Annex 4).

Article 6

Person being promoted into academic title in related scientific fields shall meet the following qualitative criterion:

Scientific and research results of the candidate are published in scientific journals from citation lists or bases of scientific papers SCI/SCIE/SSCI/A&HCI (categories Q1, Q2, Q3 and Q4, Annex 1).

2. QUALITATIVE EVALUATION OF BIBLIOGRAPHY

Article 7

Science and research results of the candidate referred to in Article 6 of this Act are evaluated for specific fields by number of points, as follows:

A) The Field of Natural-Mathematical, Technological, Medical and Agricultural Sciences and Architecture

- 1) In order to be promoted into title of Assistant Professor, a person shall have:
 - minimum 8 points for papers published in renowned journals from categories Q1, Q2, Q3 and Q4 (number of points in $Q1+Q2+Q3+Q4 >_8$),
 - minimum 15 points in total from science and research activity.
- 2) In order to be promoted into title of Associate Professor, a person shall have:
 - minimum 8 points (after promotion) for papers published in renowned journals from categories Q1, Q2, Q3 and Q4 (number of points in $Q1+Q2+Q3+Q4 >_16$),
 - minimum 15 points in total (after promotion) from science and research activity.
- 3) In order to be promoted into title of Full Professor, a person shall have:
 - minimum 16 points (after promotion) for papers published in renowned journals from categories Q1, Q2, Q3 and Q4 (number of points in $Q1+Q2+Q3+Q4 >_16$),
 - minimum 25 points in total (after promotion) from science and research activity.

B) The field of social and humanistic sciences

- 1) In order to be promoted into title of Assistant Professor, a person shall have:
 - minimum 8 points for papers published in renowned journals from categories Q1, Q2, Q3 and Q4 (number of points $K^* (Q1+Q2+Q3+Q4) >_8$),
 - minimum 15 points in total from science and research activity
- 2) In order to be promoted into title of Associate Professor, a person shall have:
 - minimum 8 points (after promotion) for papers published in renowned journals from categories Q1, Q2, Q3 and Q4 (number of points $K^* (Q1+Q2+Q3+Q4) >_8$),
 - minimum 15 points in total (after promotion) from science and research activity.

3) In order to be promoted into title of Full Professor, a person shall have:

- minimum 16 points (after promotion) for papers published in renowned journals from categories Q1, Q2, Q3 and Q4 (number of points $K * (Q1+Q2+Q3+Q4) > 16$),
- minimum 25 points in total (after promotion) from science and research activity.

When giving points to publications in categories Q1, Q2, Q3, Q4 for social and humanistic sciences the hardness coefficient $K=1.5$ is applied (Annex 1).

C) Filed of Arts

1) In order to be promoted into title of Assistant Professor, a person shall have:

- minimum 15 points from the field of arts work,
- minimum 10 points from the field of arts must be achieved through two representative and recognized references in narrower artistic filed of promotion (categories U1 and U2).

2) In order to be promoted into title of Associate Professor, a person shall have:

- minimum 30 points from the field of arts work,
- minimum 15 points from the field of arts must be achieved through two representative and recognized references in narrower artistic filed of promotion (categories U1 and U2),
- minimum 6 points in pedagogical skills, after promotion into title.

3) In order to be promoted into title of Full Professor, a person shall have:

- minimum 50 points from the field of arts,
- minimum 30 points from the field of artistic work shall be achieved through minimum three representational references that present exquisite artistic works influential on development of culture and art in narrower artistic field of promotion (U1 and U2),
- Minimum 10 points from pedagogical skills after promotion into Associate Professor.

Article 8

Authorship in scientific papers is scored so that first author is given a full number of foreseen points for bibliographical unit, while other authors, conditioned that number of authors is not higher than 5, divided by number equivalent with ordinal position of the author.

If first author is not at the same time the leading author of a paper, the evidence on leading authorship is needed (written statement of the first and other authors). In this case, leading author gets full number of points for bibliographic unit (as it is on the first position) and points to the rest of authors are given in accordance with the changed position.

For publications with number of authors higher than 5, authorship is scored in a way so that total number of points for publications is divided by total number of authors (for all authors including the first one).

Article 9

Publications in scientific journals with disputable reputation and inadequate review (e.g. journals from predatory lists), as well as frequent publication in the same journal that is disproportionate to the number of publications of candidates in other journals (i.e. in cases where the impartiality of the journal editorial team is suspected), shall be further analyzed in order to be excluded from consideration when evaluating the candidate's contribution by the expert body or body of the Senate competent for scientific issues. In these cases, the author shall submit additional documentation to the expert body or body of the Senate competent for scientific issues: confirmation of sending the paper, decision of the editor together with the comments of reviewers and the like.

Article 10

A person who has affirmed oneself in the profession, i.e. the field for which is being elected, shall be promoted to a high school lecturer title.

It is considered that a candidate for a high school lecturer meets the condition referred to in paragraph 1 of this Article if he / she achieves a cumulative minimum of 5 points in evaluation of published papers.

Article 11

Into title of a higher school professor shall be promoted a person who:

- has professional papers proving affirmation of the candidate in the field for which is being elected,
- has an appropriate bibliography that includes papers and achievements that the profession recognizes as an appropriate way of presentation in the field for which it is chosen, and
- has a positive assessment of pedagogical work for the previous election period.

The candidate for a professor of a higher vocational school should achieve a cumulative minimum of 10 points based on published papers, of which at least 5 points after defense of the doctoral dissertation.

Equivalents for Evaluation of Bibliography

Article 12

Exceptionally, when evaluating bibliographic references for candidates being promoted to academic titles who do not meet the requirements concerning criteria for papers from categories Q1, Q2, Q3 and Q4 (listed in Article 7), it is possible to apply one of the following equivalences:

- 1) M1: Author's scientific monograph published by a renowned international publisher of scientific literature can be equivalent to one paper in a renowned journal (Q1 category);
- 2) M2: A chapter in a monograph published by a renowned international publisher of scientific literature can be equivalent to a single paper in a renowned journal (Q3 category);
- 3) R1: Editorial board in a Q1 journal may be equivalent to working in a Q1 journal, and editorial in a Q2 journal may be equivalent to working in a Q2 journal;
- 4) I1: International patent (EU patents, US patents) can be equivalent to one paper in a journal from Q3 category;
- 5) A paper published in a journal from a list determined by the Ministry of Education may be equivalent to one paper in a Q4 category journal.

Article 13

When applying the equivalence referred to in Article 12 of this Act, authorship of scientific papers shall be scored in accordance with Article 8 of this Act.

The candidate may use for equivalence only one of the categories listed in Article 12 of this Act and only one contribution from that category may be equivalent to paper in related journal.

III EVALUATION OF PEDAGOGICAL COMPETENCE

Article 14

When evaluating pedagogical competences of a candidate, the selection criteria are:

- Scope and content of knowledge about the field in which the candidate performs pedagogical work;
- Ability for modern organization of educational work and success in conducting lectures, exercises, seminars, consultations and exams;
- Professional, pedagogical and methodological value of scientific papers, textbooks and manuals;
- Mentoring in preparation of graduate, specialist, master's and doctoral theses;
- Evaluation of overall pedagogical work.

Article 15

Minimum number of points for pedagogical activity of candidates who are promoted to titles of associate and full professor:

- Minimum 6 points in total in pedagogical skills for promotion to title of associate professor (in classification bibliography a complete pedagogical activity of the candidate is stated),
- Minimum 10 points in total in pedagogical skills for promotion to title of full professor (a complete bibliographic activity of the candidate is stated in the classification bibliography).

IV TRANSITIONAL AND FINAL PROVISIONS

Article 16

Interpretation of provisions of this Act shall be given by the Higher Education Council.

Article 17

Procedures for promotion into academic titles initiated before this Act comes into force of will be completed in accordance with the Criteria on Conditions and Criteria for Promotion to Academic Titles, number: 05-1-107 / 2016 from September 9th 2016, i.e. in accordance with the Act provided that it is more favorable for the candidate.

Article 18

On the day this act enters into force, the Criteria on Conditions and Criteria for Election to Academic Titles, number: 05-1-107 / 2016 of September 9, 2016, shall cease to be valid.

Article 19

This Act shall come into force on the day of publishing on internet page of the Higher Education Council.

Number: 631-3/2019-3

PRESIDENT OF THE COUNCIL

Podgorica, April 16th 2019

Srdjan Stankovic, PhD

ANNEX 1

Description of categories for science and mathematics, technical, medical, agricultural sciences and architecture

Category	Description	Points
Q1	Journals in the top 25% of web-science journals list (SCI / SCIE, SSCI, AHCI)	10
Q2	Journals in the top 50% of web-science journals list (SCI / SCIE, SSCI, AHCI)	8
Q3	Journals in the top 75% of web-science journals list (SCI / SCIE, SSCI, AHCI)	6
Q4	Other journals from web of science list (SCI/SCIE, SSCI, AHCI)	4

Description of categories of journals for social sciences and humanities

Category	Description	K*Points
Q1	Journals in the top 25% of web-science journals list (SCI / SCIE, SSCI, AHCI)	15
Q2	Journals in the top 50% of web-science journals list (SCI / SCIE, SSCI, AHCI)	12
Q3	Journals in the top 75% of web-science journals list (SCI / SCIE, SSCI, AHCI)	9
Q4	Other journals from web of science list (SCI/SCIE, SSCI, AHCI)	6

Categorisation and ranking of journals (Q1, Q2, Q3, Q4 category) is performed on the basis of Web of Science ranking or Scopus ranking (only papers that are on the SCI / SCIE / SSCI / AHCI lists are observed), and ranking that is more favorable for the candidate can be selected.

Status of the journal is assessed at the time of publication of the candidate's paper.

ANNEX 2

QUANTITATIVE EVALUATION OF SCIENTIFIC-RESEARCH AND PROFESSIONAL BIBLIOGRAPHY

I. Types and quantitative evaluation of scientific research results

<i>Category</i>	<i>Label</i>	<i>Description</i>	<i>Number of points</i>
Author's scientific monographs	M 1	Monograph of international significance	10
	M 2	A chapter in a monograph of international significance	6
	M 3	Monograph of national importance	4
	M 4	A chapter in monograph of national importance	2
Papers in scientific journals	Q1	Paper in a leading international journal (journal indexed on WoS lists, ranked in the top 25% of journals according to Scopus ranking)	10
	Q2	Paper in an eminent international journal (journal indexed on SCI / SCIE / SSCI / A & HCI lists, ranked in the top 50% of journals according to Scopus ranking)	8
	Q3	Paper in an international journal (journal indexed on SCI / SCIE / SSCI / A & HCI lists, ranked in the top 75% of journals according to Scopus ranking)	6
	Q4	Paper in international journal (other journals indexed on SCI / SCIE / SSCI / A & HCI lists,)	4
	Q5	Paper in an international journal not indexed on the SCI / SCIE / SSCI / A & HCI lists	4
	Q6	Paper in journal of a national importance	2
	Papers at scientific conferences, participation in exhibitions, and the like	K1	Lecture by invitation at the international conference printed in its entirety (invitation letter required)
K2		Scientific paper at the international scientific	2

		conference (printed in its entirety)	
	K3	Scientific paper at the national scientific conference (printed in its entirety)	1
	K4	Press release at the international scientific conference (printed in excerpt)	0.5
	K5	Press release at the international scientific conference (printed in excerpt)	0.2
	K6	Curatorial work at an international exhibition (with international selection and catalog printed in one of the world's languages); participation in the jury of the international competition; participation in the jury of international competitions.	1
	K7	Participation in an international exhibition (with international selection and catalog printed in one of the world languages)	2
	K8	Participation in exhibitions of national importance (with national selection and printed catalog)	1
Professional monographs and books	S1	Professional monograph published abroad	4
	S2	Chapter in a professional monograph published abroad	2
	S3	Professional monograph published in the country	2
	S4	A chapter in a professional monograph published in the country	1
	S5	Professional book published abroad	2
	S6	Professional book published in the country	1
Editing and reviewing activities	R1	Editorial board in a top international scientific journal (annually) - categories Q1	10
	R2	Editorial board in a renowned international scientific journal (annually) - categories Q2	8
	R3	Editorial board in an international scientific journal (annually) - Q3, Q4	4
	R4	Editorial board in the national scientific journal (annually)	2
	R5	Editing a monograph of international importance	4
	R6	Editing a monograph of national importance	2
	R7	Reviewing a monograph of international	2

		importance	
	R8	Reviewing a monograph of national importance	1
	R9	Reviewing a study book published abroad	0.5
	R10	Reviewing a study book published in the country	0.3
	R11	Review of papers published in international journals (Q1, Q2, Q3, Q4)	2
	R12	Reviewing papers published in other journals	0.5
	R13	Review of papers published in collection papers of international significance	0.2
	R14	Review of papers published in collection papers of national significance	0.1
Other expertise	R15	Derived facility (interior, adopted spatial / urban plan) of international importance, with the main results published and presented in an international journal or monograph of international importance	6
	R16	Award in an international competition, selection in the expert bodies of international organizations	3
	R17	Derived facility (interior, adopted spatial / urban plan) of national importance, with the main results published and presented in a national journal or monograph	2
	R18	Stay at a foreign institution (minimum 6 months) supported by renowned foundations (Marie Curie, Alexander von Humboldt foundation, Fulbright scholar program, etc.)	10
Innovative activity	I1	International patent	6
	I2	National patent	4
	I3	New product, technology, software or hardware, prepared for domestic or foreign market, solution of the problem reviewed and accepted at the national or international level (with proof)	6
	I4	Significantly improved product, technology, software or hardware, prepared for domestic or foreign market, solution of the problem reviewed and accepted at the national or international level (with evidence) 3	3
	I5	Prototype, new method, software, standardized instrument, new genetic testing (with proof)	6

	I6	Realized strain, variety or race, architectural, construction or urban author's work at the international level	6
	I7	Realized strain, variety or race, architectural, construction or urban copyright work at national level	3
Projects	I8	Participation in an international scientific project	4
	I9	Participation in a national science project	2
	I10	International project management	6
	I11	National project management	3

* In case of equivalence, the number of points for publication is awarded in accordance with the category with which the contribution is equivalent.

PRILOG 3

QUANTITATIVE EVALUATION OF RESULTS IN THE FIELD OF ART

Category	Reference	Label	Number of points
U 1	Premiere performance / presentation of a piece of art abroad at events of exceptional international importance, with published reviews	U 1.1	Up to 15
	Premiere performance / presentation of a piece of art in the country, with published criticism (work of exceptional national importance)	U1.2	Up to 10
	Exhibition of piece of art in solo exhibitions abroad, with published reviews	U1.3	Up to 15
	Exhibition of piece of art in solo exhibitions in the country, with published reviews	U1.4	Up to 10
U 2	Premiere performance / presentation of a piece of art at international festivals, reviews, events	U 2.1	Up to 10

	Premiere performance / presentation of a piece of art at national festivals, festivals, events	U 2.2	Up to 5
	Exhibiting a piece of art at collective (jury) exhibitions, salons or events abroad	U 2.3	Up to 10
	Exhibition of artwork at collective (jury) exhibitions, salons or events in the country	U2.4	Up to 5
U 3	Repeated performance / presentation of an author's work of art abroad	U 3.1	Up to 5
	Repeated performance / presentation of an author's work of art in the country	U 3.2	Up to 3
	Repeated performance / presentation of an author's work of art in the country	U 3.3	Up to 5
U 4	Commercial realization of a work of art abroad	U 4.1	Up to 4
	Commercial realization of a work of art in the country	U 4.2	Up to 6
U 5	Conducting art projects, festivals and seminars	U 5.1	Up to 4
	Participation in the work of the jury, selection committee, artistic council in competitions, contests, event	U 5.2	Up to 4
U 6	Published professional monograph or professional book abroad by eminent international publishers	U 6.1	Up to 10
	Published professional monograph or professional book in the country	U 6.2	Up to 5
U 7	Published research papers in journals and publications abroad	U 7.1	Up to 2
	Published art research papers in journals and publications in the country	U 7.2	Up to 4

For each individual representative reference for which the author, performer or producer has an appropriate representative artistic award, the number of points increased by 6 if it is a prize won in the country, or by 12 points if the prize was won abroad at representative national and international festivals, events and competitions.

Note: The number of points **up to**, indicates and directs candidates to score individual representative references in relation to the character and status of the artistic production within which the work of art is premiered or in relation to the character and status of national and international event where the work of art is performed, exhibited, realized and published. For each reference, it is necessary to enclose accurate information and evidence that confirms nature of the event and manifestation.

ANNEX 4

Quantitative evaluation of pedagogical competencies

Category	Label	Description	Number of points
Textbooks	P1	University textbook used abroad (with confirmation)	8
	P2	University textbook used in our country	4
	P3	New, revised edition of a textbook used abroad (with confirmation)	4
	P4	New, revised edition of books used in the country	2
Manuals	P5	Manuals, dictionaries and lexicons published abroad	2
	P6	Manuals, dictionaries and lexicons published in the country	1
Visiting Professor	P7	Visiting Professor at universities abroad	5
	P8	Visiting Professor at local universities and universities in the region ranked in the first 500	2
Mentoring (Co-mentoring is awarded half points)	P9	in Doctoral studies	4
	P10	in master studies	2
	P11	in specialisation studies	1
	P12	in undergraduate studies	0.5
Membership in commissions	P13	Member of the committee for evaluation / defense of the doctoral dissertation at the home university	2
	P14	Member of the commission for evaluation or defense of the doctoral dissertation at another university - ranked in the first 100	5
	P15	Member of the commission for evaluation or defense of the doctoral dissertation at another university - ranked in the first 500	4
	P16	Member of the committee for evaluation or defense of the doctoral dissertation at another university (not covered by the previous points)	2
Quality of teaching	P17	Quality of pedagogical work, i.e. quality of teaching	do 5

ANNEX 5

List of renowned international publishers

Academic Press London / Oxford (an imprint of Elsevier Science)
Allen and Unwin
American Chemical Society (ACS)
Ashgate/Avebury
Aspen
Australian National University Press
Basic Books, Inc.
Berg, Oxford
Blackwell
Brill
Bruylant
Cambridge University Press
Columbia University Press
Cameron May
Clarendon Press
Cornell University Press
CRC press Ghent Belgium (part of Taylor and Francis)
CRC press New York (part of Taylor and Francis)
Curzon Press
Duke University Press
Earthscan
Edward Elgar
Elsevier Science
Foundation Press
Francis and Taylor
Frank Cass
Garland Science (part of Taylor and Francis)
Garrisberg MacMillan
Harvard University Press
Harcourt Brace Jovanovich, Inc.
Harper & Row Publishers, Inc./Ballinger Publishing Co.
Hart
Harwood Academic Publishers
Heinemann
IWA publishers
James Currey
John's Hopkins University Press
John Wiley
Karthala
Kegan Paul International
Kluwer Academic Publishers
Kluwer Law International
LexisNexis
Liule, Brown and Company
Lynn Rienner
M.E.Sharpe Inc.
Macmillan/Palgrave Press
Martinus Nijhoff Publishers
Methuen
MIT Press Cambridge, Massachusetts
NITA
Nomos

Oxford University Press
Palgrave
Pergamon Press
Permanent Black/Orient Longman
Pluto Press, London
Polity Press
Praeger
Princeton University Press
Psychology Press (part of Taylor and Francis)
Random House Inc, New York
Routledge
Routledge Cavendish
Routledge Curzon
Rowman and Littlefield Publishers
Royal Society of Chemistry (RSC)
Sage Publications
SETAC Press
Springer
St. Martin Press
State University of New York Press
Stanford University Press
Swets Blackwell
Taylor and Francis
Texas University Press
Thomson – Sweet & Maxwell
T&T Clark
United Nations University Press = UN University Press = UNU Press
University of California Press
University of Chicago Press
University of Michigan Press
University of Pennsylvania Press
Verso
VS Verlag für Sozialwissenschaften
Yale University Press
West Publication (Thomson Reuters Corporation)
Westview Press
Wiley and Sons

***The list may be added by other publishers and by expert organ or body of the Senate competent for scientific issues.**