

## **Regulations of the qualifications required to hold the positions of academic teachers in the Medical University of Lodz**

### **Section 1**

The Regulations of qualifications required to hold the positions of academic teachers in the Medical, hereinafter referred to as the Regulations, provide for the qualifying criteria to apply for the posts of academic teachers in the positions and employee groups defined in Section 48 of the Statute of the Medical University of Lodz.

### **Section 2**

The position of the academic teacher in the Medical University of Lodz can be held by the person who fulfils the requirements specified in Art 116 of the Act: Law on Higher Education and Science (Journal of Laws (Dz. U.) item 1668, as amended) and in the Regulations,

### **Section 3**

1. The position of a **professor in a research group** can be held by the person who:
  - 1) is the holder of the title of a professor with outstanding scientific achievements in the relevant discipline;
  - 2) represents the scientific speciality other than the speciality of the unit he/she is employed in.
2. The position of a **professor in a research and teaching group** can be held by the person who:
  - 1) holds the title of a professor;
  - 2) has significant scientific and teaching accomplishments.
3. The position of a **professor in a teaching group** can be held by the person who:
  - 1) holds the title of a professor
  - 2) has significant teaching achievements, particularly in teaching researchers and educating students.

### **Section 4**

1. The position of a **university professor in a research group** can be held by the person who:
  - 1) has outstanding scientific accomplishments in the relevant discipline;
  - 2) speaks at least one of modern languages;
  - 3) has significant achievements in promoting researchers;
  - 4) is experienced in managing research teams or projects, or in conducting research projects independently;
  - 5) has experience in obtaining research funding from external resources;
  - 6) represents the scientific speciality other than the speciality of the unit he/she is employed in.
2. The position of a **university professor in a research and teaching group** can be held by

the person who:

- 1) has outstanding scientific accomplishments in the relevant discipline;
- 2) speaks at least one of modern languages;
- 3) holds the title of a specialist (in the case of clinical and diagnostic specialities);
- 4) has significant teaching achievements, particularly in teaching researchers and educating students;
- 5) has experience in obtaining research funding from external resources.

3. The position of **a university professor in a teaching group** can be held by the person who:

- 1) speaks at least one of modern languages;
- 2) has outstanding achievements in educating students;
- 3) participates in designing the university education programme;
- 4) is skilled at conveying knowledge and encouraging students to deepen their

knowledge;

- 5) hones his/her teaching skills via participation in training schemes or conferences etc.

### Section 5

1. The position of **an assistant professor in a research group** can be held by the person:

- 1) with a high level of research activity, proven i.a. by being the first author of original papers published in prestigious scientific journals, particularly within the previous year;
- 2) who is actively engaged in scientific life manifested particularly by presentations at conferences and symposia;
- 3) who completed at least one research project funded from external resources;
- 4) who speaks at least one of modern languages;
- 5) who represents the scientific speciality other than the speciality of the unit he/she is employed in.

2. The position of **an assistant professor in a research and teaching group** can be held by the person:

- 1) with a high level of research activity, proven i.a. by being the first author of original papers published in prestigious scientific journals, particularly within the previous year;
- 2) is skilled at conveying knowledge and encouraging students to deepen their knowledge, which is confirmed by high appraisal scores for teaching performance given by students and PhD students;
- 3) who speaks at least one of modern languages.

3. The position of **an assistant professor in a teaching group** can be held by the person who:

- 1) has a minimum of 4-year experience in teaching;
- 2) is skilled at conveying knowledge and encouraging students to deepen their knowledge, which is confirmed by high appraisal scores for teaching performance given by students and PhD students;
- 3) who speaks at least one of modern languages.

### Section 6

1. The position of **a research assistant in a research group** can be held by the person:

- 1) who holds a title of at least a medical doctor, MA or an equivalent title in the relevant discipline;
- 2) with research activity, proven i.a. by being the first author of original papers published

in prestigious scientific journals, particularly within the previous year;

- 3) who speaks at least one of modern languages;
- 4) who is skilled at research team work;
- 5) who shows initiative and creativity in seeking solutions to research issues;
- 6) who supports senior researchers in their work;
- 7) who participates in the implementation of research projects funded with external resources;
- 8) who represents the scientific speciality other than the speciality of the unit he/she is employed in.

2. The position of **an assistant in a research and teaching group** can be held by the person:

- 1) who holds a title of at least a medical doctor, MA or an equivalent title in the relevant discipline;
- 2) with research activity, proven i.a. by being the first author of original papers published in prestigious scientific journals, particularly within the previous year;
- 3) who speaks at least one of modern languages;
- 4) who has the aptitude for conducting classes with students;
- 5) who is skilled at research team work;
- 6) who shows initiative and creativity in seeking solutions to research issues;
- 7) who supports senior researchers in their work;

3. The position of **an assistant in a teaching group** can be held by the person:

- 1) who holds a title of at least a medical doctor, MA or an equivalent title in the relevant discipline;
- 2) who is skilled at conveying knowledge and encouraging students to deepen their knowledge, which is confirmed by high appraisal scores for teaching performance given by students and PhD students
- 3) who speaks at least one of modern languages.

### Section 7

1. The position of a **lecturer** can be held by the person who:

- 1) holds the Master degree in philology/language studies;
- 2) has provided at least 2-year service in conducting classes with adult learners;
- 3) has the competence of modern teaching methods with the use of the latest multimedia technologies.

The knowledge of a specialist language of biomedical studies is an advantage.

2. The position of a **senior lecturer** can be held by the person who meets the requirements for the position of a lecturer and:

- 1) has provided at least 8-year service as a teacher (including at least 4 years of work as a lecturer in the University) or a PhD degree and at least 3-year service as a lecturer in the University on a full-time basis;
- 2) obtained an appraisal score for teaching performance evaluated by students and PhD students around a minimum of 4.4 points within the last two years;
- 3) has distinguished professional achievements proven i.a. by the authorship of at least one academic book or coursebook or designing at least three original syllabi;
- 4) received a high evaluation of organisational work and proves engaged in extra-didactic activities in the University, especially in preparation and participation in committees, contests, Acert examinations, holding extra classes for students, designing e-learning

- materials, performing extra functions in the University or engagement in projects funded from external resources;
- 5) develops professional teaching competence, including participation in methodology training, workshops or seminars to improve qualifications or in conferences also in the capacity of a speaker;
  - 6) received a high appraisal score in at least two lesson observation sessions in the University.

### Section 8

1. The position of **an instructor** can be held by the person who holds a Master degree or an equivalent.
2. The position of **a senior instructor** can be held by the person who meets the requirements for the position of an instructor and:
  - 1) has provided at least 4-year service as an instructor in the University on a full-time basis;
  - 2) received a high evaluation of organisational work and proves engaged in extra-didactic activities in the University, especially in contests preparation or in committees membership as well as active involvement in any activities assigned by the superior;
  - 3) develops professional teaching competence, including participation in methodology training, workshops or seminars to improve qualifications or in conferences also in the capacity of a speaker;
  - 4) obtained an appraisal score for teaching performance evaluated by students and PhD students around a minimum of 4.4 points within the last two years;