

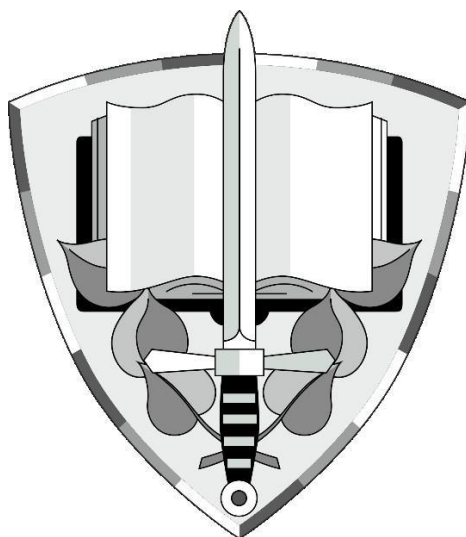
The University of Defense

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Čj. MO 199194/2026-2994

Approved
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Rector

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MEASURE OF THE RECTOR OF THE UNIVERSITY OF DEFENSE

No. 8/2026

DETAILS OF THE HABILITATION PROCESS AND PROFESSOR APPOINTMENT PROCESS REGULATIONS AT THE UNIVERSITY OF DEFENSE

Section 1

Introductory provisions

- (1) In accordance with Article 4(1), Article 10(1), and Article 18(6) of the Regulations of Procedure for the Habilitation Process and Professor Appointment Process at the University of Defense (hereinafter the ‘Regulations’), this Measure establishes:
 - a) minimum requirements for scientific and pedagogical qualifications for the habilitation process,
 - b) minimum requirements for scientific and pedagogical qualifications for the professor appointment process.
- (2) For the purposes of this Measure, the term ‘accreditation holder’ means:
 - a) the University of Defense (hereinafter the “University”), acting through the Rector, where the field of the proceedings is accredited for the University,
 - b) a faculty, acting through the Dean, where the field of the proceedings is accredited for the faculty.

Section 2

Minimum requirements applicable to the habilitation process and the professor appointment

- (1) The minimum requirements for scientific and pedagogical qualifications for the habilitation process are set out in Annex no. 1 of this measure. The table contained in Annex No. 1, indicating whether or not the applicant satisfies the minimum requirements, shall constitute a mandatory annex to the proposal of the habilitation committee.
- (2) The minimum requirements for scientific and pedagogical qualifications for the professor appointment process are set out in Annex no. 2 of this measure. The table contained in Annex No. 2, indicating whether or not the applicant satisfies the minimum requirements, shall constitute a mandatory annex to the proposal of the habilitation committee.
- (3) By means of an internal measure, the accreditation holder may establish:
 - a) minimum requirements for scientific and pedagogical qualifications for the habilitation process that are more stringent than those set out in this measure,
 - b) minimum requirements for pedagogical and scientific qualifications for the professor appointment process that are more stringent than those set out in this measure,
 - c) specific requirements for applicants, provided that such requirements are not inconsistent with the minimum requirements established by this Measure.

Section 3

Transitional provision

Any habilitation process and professor appointment process initiated before the effective date of these Regulations shall be completed in accordance with the previous regulations.

Section 4
Final provisions

- (1) This Measure shall enter into force on the date of its signature by the rector.
- (2) This Measure shall take effect on 1 March 2026. On the same date, Rector's Measure No. 19/2023 of the University of Defense, Details Relating to the Regulations of Procedure for Habilitation Process and Professor Appointment Process at the University of Defense, Ref. No. MO 959999/2023-2994, dated 11 December 2023, shall be repealed.

Annex No. 1

Minimum (Mandatory) Requirements for Appointment as Associate Professor in Habilitation Process at the University of Defense

Criteria	Activities	Minimum requirements
Scientific qualifications	Publication activity in the field of the habilitation process or a related field	author or co-author of at least 10 peer-reviewed scholarly articles, including at least 1 article for which the applicant is the first author or corresponding author, or author or co-author of at least 8 peer-reviewed scholarly articles, including at least 1 article for which the applicant is the first author or corresponding author, and, at the same time, creator or co-creator of at least 2 applied results ¹ of which at least 5 must be indexed in the Web of Science or Scopus databases as document type 'Article' or 'Review'
		a Hirsch index (h-index), according to Web of Science, of at least 3
		no fewer than 20 citations, not counting self-citations, in the Web of Science database or no fewer than 30 citations, not counting self-citation, in the Scopus database
	Other activities demonstrating scientific qualifications	principal investigator, co-investigator, or member of the project team of at least one national or international project ²
	Other scientific activities – Recognition by the scientific community in the field of habilitation or a related field	no fewer than 2 different activities from the following: - membership on a doctoral study program board - membership on a scientific or organizing committee, or chairing a conference session, in the field of the habilitation process - membership on the editorial board of a scholarly journal - reviewer of a scholarly article - reviewer of a teaching publication pursuant to Rector's Measure No. 20/2024 of the University of Defense, Publishing Activities - membership on the governing bodies of a provider of targeted support for research and development - membership in EDA/NATO bodies (EDA CapTech/ NATO STO, ...)

¹ P (Patent), Ztech (verified technology), Zpolop (pilot-scale/semicommercial operation), Fuzit (utility model), Fprum (industrial design), Gprot (prototype), Gfunk (functional sample), Hleg/Hneleg/Hkone (results implemented in legislation, standards, or strategic concepts), NmetS/NmetC/NmetA (certified methodology), Nlec (treatment procedure/clinical guideline), Npam (conservation or heritage methodology), Nmap (map), R (software), S (specialised database).

² According to records in the Central Register of Projects (CEP) or another project database; inclusion in official project documentation at the time of project initiation, during its implementation, or upon its completion, requiring substantiation by documentary or electronic evidence (co-authorship of project results, agreement for work performed outside an employment relationship, contract for work, email communication between investigators or between project partners, or other proof of actual involvement in the project).

		- key note speaker at a conference other than one organized by the University - invited active participation at an international conference, including international conferences organized by the University
Pedagogical competence	Teaching activities	- teaching at a higher education institution in a total extent of at least 200 hours, of which at least 100 hours must be in accredited teaching within the field of the habilitation process or a related field - and, in addition, at least 2 of the following activities³: - o reviewer of a bachelor's thesis - o reviewer of a master's thesis - o membership on a state final examination board in a bachelor's degree program - o membership on a state final examination board in a master's degree program - o membership on a state final examination board in a doctoral degree program - o membership on a doctoral dissertation defense committee
	Supervision of independent and creative student work	no fewer than 2 different activities from the following ⁴ : - supervisor of student research and creative activity - supervisor of a bachelor's thesis - supervisor of a master's thesis - advisor to a master's thesis - supervisor or specialist supervisor of at least one doctoral degree student
	Teaching Publication pursuant to Rector's Measure No. 20/2024 of the University of Defense, Publishing Activity	author or co-author of a teaching publication for an accredited study program in the field of the habilitation process or a related field, with a minimum length of 50 standard pages and assigned an ISBN or e-ISBN (to be documented by a copy)
Research and professional placements⁵		a record of research and professional placements abroad (after being awarded a Ph.D. degree) with a total duration of at least 10 working days, excluding conferences but including teaching assignments and overseas military operations, provided that the activities performed during such operations were related to the field of the habilitation

³ The requirement may be satisfied by the same activity.

⁴ The requirement may be satisfied by the same activity.

⁵ A form of short-term professional placement intended to broaden professional knowledge, establish new contacts, and foster scientific cooperation. A professional placement focuses on acquiring practical experience in a specific field, often within public administration bodies, research institutions, or companies, and provides an opportunity to become familiar with new methods, technologies, or processes. A research placement is typically undertaken at a research institution and serves to enable participation in a specific research project, data collection, laboratory work, or the publication of research results.

	process
A statement of the Rector of the relevant higher education institution, the Dean of the faculty, or the Director of the higher education institute (applicable only to applicants who are not academic staff members exclusively employed by the University), if requested.	

Annex No. 2

Minimum (Mandatory) Requirements for Appointment as Professor in Professor Appointment Process at the University of Defense

Criteria	Activity	Minimum requirements
Scientific qualifications:	Publication activity in the field of the professor appointment process or a related field	author or co-author of at least 20 peer-reviewed scholarly articles, including at least 2 articles indexed in the Web of Science databases for which the applicant is the first author or corresponding author,
		or author or co-author of at least 16 peer-reviewed scholarly articles, including at least 2 articles indexed in the Web of Science databases for which the applicant is the first author or corresponding author, and, at the same time, creator or co-creator of at least 4 applied results ⁶
		of which at least 10 must be indexed in the Web of Science or Scopus databases as document type 'Article' or 'Review'
		a Hirsch index (h-index), according to Web of Science, of at least 6
		no fewer than 50 citations, not counting self-citations, in the Web of Science database or no fewer than 70 citations, not counting self-citation, in the Scopus database
	Other activities demonstrating scientific qualifications	principal investigator, co-investigator, or member of the project team of at least 2 national or international projects ⁷
	Other scientific activities – Recognition by the scientific community in the field of the professor appointment process or a related field	- no fewer than 3 different activities from the following: - membership on a habilitation committee - membership on a professor appointment committee - membership on a doctoral study program board - membership on the scientific council of a higher education institution or one of its constituent parts - membership on the editorial board of a scholarly journal - membership on a scientific or organizing committee of a conference in the field of the professor appointment process

⁶ P (Patent), Ztech (verified technology), Zpolop (pilot-scale/semicommercial operation), Fuzit (utility model), Fprum (industrial design), Gprot (prototype), Gfunk (functional sample), Hleg/Hneleg/Hkone (results implemented in legislation, standards, or strategic concepts), NmetS/NmetC/NmetA (certified methodology), Nlec (treatment procedure/clinical guideline), Npam (conservation or heritage methodology), Nmap (map), R (software), S (specialized database).

⁷ According to records in the Central Register of Projects (CEP) or another project database; inclusion in official project documentation at the time of project initiation, during its implementation, or upon its completion, requiring substantiation by documentary or electronic evidence (co-authorship of project results, agreement for work performed outside an employment relationship, contract for work, email communication between investigators or between project partners, or other proof of actual involvement in the project).

		- reviewing a result of the type Jimp, Jsc, Dwos, Dsc, B, or C - review of a teaching publication pursuant to Rector's Measure No. 20/2024 of the University of Defense, Publishing Activities - evaluation of a grant agency project proposal or membership of the governing bodies of a provider of targeted support for research and development - membership of EDA/NATO bodies (e.g., EDA CapTech, NATO STO, ...) - keynote speaker at a conference other than a conference organized by the University - invited active participation in an international conference, including international conferences organized by the University
Pedagogical qualifications:	Pedagogical activities	- teaching at a higher education institution in a total extent of at least 300 hours, of which at least 150 hours must be in accredited teaching within the field of the professor appointment process or a related field - and, in addition, at least 3 of the following activities⁸: - o reviewer of a master's thesis - o reviewer of a doctoral dissertation - o membership on a state final examination board in a master's degree program - o membership on a state final examination board in a doctoral degree program - o membership on a doctoral dissertation defense committee - o guarantor of an accredited study program or course
	Supervision of independent and creative student work	supervisor or specialist supervisor of at least 3 doctoral students in the field of the professor appointment process, or a related field of whom at least 1 has successfully completed a doctoral degree program
	Teaching Publication pursuant to Rector's Measure No. 20/2024 of the University of Defense, Publishing Activity	author or co-author of at least two teaching publications or independent chapters in a monograph relating to an accredited study program in the field of the proceedings for appointment as professor or a related field, with a minimum aggregate length of 200 standard pages and assigned an ISBN or e-ISBN (to be documented by copies)
Research and professional placements⁹		a record of research and professional placements abroad (after being awarded a Ph.D. degree) with a total duration of at least 10 working days, excluding conferences but including teaching assignments and overseas military operations,

⁸ The requirement may be satisfied by the same activity.

⁹ A form of short-term professional placement intended to broaden professional knowledge, establish new contacts, and foster scientific cooperation. A professional placement focuses on acquiring practical experience in a specific field, often within public administration bodies, research institutions, or companies, and provides an opportunity to become familiar with new methods, technologies, or processes. A research placement is typically undertaken at a research institution and serves to enable participation in a specific research project, data collection, laboratory work, or the publication of research results.

	provided that the activities carried out during such operations were related to the field of the professor appointment process
Letters of recommendation from at least two professors in the field of the professor appointment process or a related field	
A statement of the Rector of the relevant higher education institution, the Dean of the faculty, or the Director of the higher education institute (applicable only to applicants who are not academic staff members exclusively employed by the University), if requested.	