

Policy for the Support, Development and Evaluation of Undergraduate Program Staff

The School of Physics aims at the continuous upgrade of its human resources and at encouraging continuous education and research. The Policy for the Support, Development and Evaluation of Staff was updated by the School's Assembly in meeting no. 22/27-4-2026.

The criteria and qualifications for the appointment and promotion of faculty members are described in Article 143 of Law 4957/2022. In summary, the evaluation for the appointment or promotion of a faculty member is based on the candidate's overall teaching and research work, including the assessment of teaching competence, overall scientific and research activity with emphasis on international presence, contribution to knowledge exploitation and technology transfer, as evidenced through patents obtained, participation in the commercialization of research outcomes leading to the establishment of spin-off companies and participation therein as members or shareholders, as well as success in attracting research funding and recognized social presence and engagement. The scientific integrity of the candidate is also considered an essential element of their overall academic profile.

The School of Physics encourages the academic activity of its staff through the introduction of innovative teaching methods and the use of new technologies. It grants educational leaves for mobility and advanced training at universities and research centers worldwide and supports research activities through the development of infrastructure, procurement of modern equipment, and assistance in securing competitive international and national research funding. At the same time, it promotes collaboration with academics from abroad in both teaching and research. Members of staff also demonstrate significant scientific mobility through participation in conferences in Greece and abroad. It should be noted that participation in conferences does not require the granting of official leave.

These activities further strengthen the link between teaching and research and promote the scientific and professional development of staff. The School supports the professional and scientific advancement of its teaching personnel through the approval of various types of leave using fast and efficient procedures, in accordance with current legislation. Such leave is available to all academic ranks and categories of teaching staff.

Leave for Scientific Purposes in Greece or Abroad

(Article 157 of Law 4957/2022)

Faculty members may be granted:

- One year of leave for every six years of continuous service; or
- Six months of leave for every three years of continuous service.

The leave is granted with regular salary. In cases involving activities abroad, remuneration is increased by 80%, provided that the host institution does not offer compensation. Such leave may be granted after the completion of three years of actual service at the Higher Education Institution.

Service in Chairs of Hellenic Studies Abroad

(Article 158(5) of Law 4957/2022)

Faculty members may serve in Chairs of Hellenic Studies at foreign Higher Education Institutions for up to three academic years.

Concurrent Employment at Foreign Universities

(Article 158(3) of Law 4957/2022)

Faculty members may undertake parallel employment at foreign universities for up to one academic semester per academic year.

Educational and Special Teaching Staff (EEP and EDIP)

Educational leave, conference leave, seminar attendance leave, and other relevant leave are granted in accordance with Article 6 of Presidential Decree 147/2009.

The School may collaborate with the Centre for Teaching and Learning Support (KEDIMA) of Aristotle University of Thessaloniki. The Centre supports, among other activities, postgraduate study programmes in teaching-related matters, particularly through the use of new technologies in education, while paying special attention to accessibility and support for people with disabilities.

The Centre collaborates with faculty members, students, and various administrative units of the University (such as the General Directorate of Technical Services and Informatics, the Centre for Electronic Governance, and the Library and Information Centre) in order to improve the effectiveness of modern teaching methods and propose optimal solutions to emerging challenges.

The Centre for Teaching and Learning Support contributes to staff development by:

- Organizing learning cycles, training activities, seminars, and workshops.
- Collecting, designing, and developing research and training materials.
- Creating repositories of supporting research and educational materials (in printed or electronic form), as well as repositories of good practices.

- Cooperating with similar structures at Greek and international universities and developing joint initiatives and collaborations.
- Maintaining a registry of collaborating faculty members and external experts in teaching and learning to support specialized activities and initiatives.
- Providing services for the preparation of studies, the development of innovative educational material related to Teaching and Learning in Higher Education, and the implementation of related research projects.

The School's initiatives are further strengthened through the University's participation in the European University Alliance EPICUR and programmes such as Erasmus Staff Training, Erasmus+, Erasmus International, Erasmus Mundus, the Utrecht Network, the European University Foundation (Campus Europae), and approximately sixty additional international organizations, networks, and associations. These participations provide academic staff with opportunities to travel abroad for research, teaching, and professional training, thereby ensuring continuous awareness of international developments.

Evaluation of Teaching Staff

The evaluation of teaching staff includes several dimensions:

Student Evaluation

Students are invited to evaluate both instructors and courses through electronic questionnaires. Evaluation criteria include course content, organization, the support provided by instructors, and the overall quality of the educational process. Particularly important is the evaluation conducted by students prior to graduation through the Programme Evaluation Questionnaire.

Evaluation through Research Activity

Teaching staff are evaluated on the basis of their research performance, including:

- Publications in established Greek and international scientific journals.
- Participation and presentations at scientific conferences.
- Success in obtaining external research funding.

Internal Evaluation

At the end of each academic semester, teaching staff complete the Course Evaluation Report (M2) for the courses they teach. The report is submitted online to the Quality Assurance Unit (MODIP) and is included in the preparation of the Internal Evaluation (Self-Assessment) Report.

External Evaluation

The Hellenic Authority for Higher Education (ETHAAE) conducts external evaluations examining:

- The overall quality of teaching.
- The achievement of learning outcomes.
- The impact of courses on the wider social and productive environment.

Evaluation by the General Assembly and Competent Bodies

The General Assembly and the competent bodies of the School regularly evaluate members of the teaching staff through the continuous monitoring of the Undergraduate Study Programme. This process includes assessing the quality of both teaching and research through the staff members' scientific and scholarly contributions.

The above evaluation framework serves the continuous improvement of the education provided, the recognition of academic contribution, and the safeguarding of quality within the Institution.

This translation is written in a formal academic style suitable for inclusion in accreditation, quality assurance, or programme documentation.