



REGULATIONS
ON THE CONDITIONS AND PROCEDURE FOR OBTAINING THE TITLES OF
RESEARCH ASSOCIATES, TEACHERS AND ASSOCIATES
AT THE UNIVERSITY OF NOVA GORICA

Nova Gorica, September 2024

To be received by: Deans of Schools and the Academy
Programme directors
Heads of Institutes, Laboratories and Centres
Rector

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Revision 1

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Based on Articles 27 and 74 of the Statute of the University of Nova Gorica and Article 6 of the Act on Higher Education (Official Gazette of the Republic of Slovenia 67/93; Slovenian: Ur. list RS 67/93), the Senate, at its 134th session on 18 September 2024, adopted the following

**REGULATIONS
ON THE CONDITIONS AND PROCEDURE FOR OBTAINING THE TITLES OF
RESEARCH ASSOCIATES, TEACHERS AND ASSOCIATES
AT THE UNIVERSITY OF NOVA GORICA**

Article 1

These rules determine the professional conditions, standards and criteria that research associates, university teachers and associates must meet, as well as the procedure by which the Senate of the University of Nova Gorica (hereinafter the University Senate) awards the title of research associate, university teacher or associate.

The Schools and the Academy of the University of Nova Gorica can, if necessary, add special quantitative conditions for election to a title in an individual habilitation field to the professional conditions, standards and criteria from Article 6 of these rules. Special quantitative conditions for an individual School or Academy are adopted by the University Senate upon the proposal of the School or Academy's Senate.

Annexes and an integral part of these Rules are:

1. a list of habilitation fields with a definition of the School and the Academy where the procedure for obtaining the title is carried out (Appendix 1),
2. annexes of the Schools and the Academy on other minimum conditions or, for a certain area, specific interpretations of the minimum conditions for election to individual titles, which are not covered by the Minimum Standards for the election to the titles of higher education teachers, scientific workers and higher education associates at higher education institutions, which have been adopted by the National Agency for Quality in Higher Education, NAKVIS (hereafter NAKVIS minimum conditions) (Appendix 2).

Article 2

Research associates, university teachers and colleagues who are employed at the University of Nova Gorica (hereinafter referred to as the University), or cooperate with the University on the basis of civil law contracts (hereinafter referred to as candidates) may obtain titles for scientific or artistic disciplines and pedagogical fields cultivated by the University and listed in Annex 1. If a person who wishes to obtain the title of research associate, university teacher or associate at the University is not yet

employed at the University and does not have a valid civil law contract for participation at the University, he must attach to the application for election to the title the written consent of the Dean of the School or Academy of the University in which its operation is foreseen. The consent submitted must clearly express positive consent for this type of cooperation, and for the implementation of the election procedure.

The terms used in the rules, written in the grammatical form of the masculine gender, are used as neutral for men and women, and any gender or other identity definitions.

Article 3

Election to the title is an expression of the autonomous academic assessment of the candidate's work, research, artistic, professional and pedagogical competence.

Meeting the NAKVIS minimum conditions is only one of the necessary conditions for consideration of an application for election and does not bring the right to be elected. The professional qualification of candidates, except for the first election to the title of assistant, is individually assessed by an independent group of experts (hereinafter referred to as the expert committee), which is appointed by the University Senate, for each election process, at the proposal of the Senate of the School or Academy that conducts the election process. The duties of the members of the expert committee are defined in these rules. The opinions of the members of the expert committee on the suitability of the candidates for election must be based on the quality professional assessment of the candidate's work. Members of the expert committee who are not employees of the University are entitled to financial compensation for the work performed as a member of the expert committee, in accordance with the valid price list of the University.

Upon first election to the title of assistant, the habilitation committee of the University, in addition to checking the fulfillment of the minimum NAKVIS conditions, also checks the fulfillment of the conditions from point c of Article 6 of these criteria. The habilitation committee informs the University Senate about the fulfillment of the conditions, and the Senate then decides on the awarding of the title.

The titles of scientific workers, higher education teachers and associates can be obtained by candidates who, in addition to the conditions set by law and the minimum conditions of NAKVIS, demonstrate scientific, artistic, pedagogical and professional competence through their scientific, artistic, educational and professional work and are top experts in their field.

Candidates who, according to these rules, obtain the title of higher education teachers or associates, together with the title of higher education teacher or associate, also obtain an equivalent scientific title.

Article 4

Supervision of the implementation of habilitation procedures is carried out by the University's three-member habilitation committee (hereinafter the Habilitation Committee), which is appointed by the rector. The Habilitation Committee has a four-year mandate, and its tasks are:

keeping statistics of election procedures;

checking the compliance of habilitation procedures with these rules;

verification of the completeness of the candidates' applications for habilitation;

verification of fulfillment of the NAKVIS minimum conditions by candidates for the requested habilitation title;

verification of the formal completeness of expert reports on the candidate, given by members of the election committee.

Article 5

Scientific, educational, artistic and professional work at the University is carried out by researchers, university teachers and associates in the following titles:

scientific adviser or full professor (Slovenian: znanstveni svetnik, redni profesor),

senior research associate or associate professor (višji znanstveni sodelavec, izredni profesor),

research associate or assistant professor (znanstveni sodelavec, docent)

senior lecturer (višji predavatelj),

lecturer (predavatelj)

lector (lektor)

assistant (asistent)

senior professional associate (višji strokovni sodelavec)

professional associate (strokovni sodelavec)

skills teacher (učitelj veščin).

Article 6

In order to obtain the title of researcher, university teacher or associate, candidates must meet the following professional conditions, standards and criteria in addition to the NAKVIS minimum requirements, which are in force at the time of submitting the application:

a) Professional associate

- × 2nd level diploma or university degree;
- × at least two years of relevant practice in a field related to the field for which the title is being applied for.

b) Senior professional associate

- × 2nd level diploma or university degree;
- × at least ten years of work in the profession or science.

c) Assistant

- × 2nd level diploma or university degree;
- × average grade of the last completed study level of at least 8.0;
- × upon re-election: research work, and for artistic fields, involvement in artistic practice or the chosen professional field;
- × for the third and subsequent elections: a doctorate in a relevant field, and in the field of arts, demonstrating progress in working in one's field, in accordance with the criteria specific to the specific field listed in Annex 2.

č) Lecturer

- × 2nd level diploma or university degree;
- × at least ten years of work in profession or science;
- × demonstrated professional and research achievements, and for artistic fields, artistic achievements and involvement in artistic practice or the chosen professional field.

d) Senior lecturer

- × 2nd level degree or scientific master's degree;
- × at least ten years of work in the profession or science;
- × demonstrated professional or research achievements, and for artistic fields involvement in artistic practice or the chosen professional field of the art major;
- × professional or scientific publications, and works of art for artistic fields.

e) Research associate/assistant professor

Mandatory conditions

- × a doctorate in science, and for artistic fields a university degree or a 2nd-level degree;
- × demonstrated ability for independent research, artistic or professional work;
- × longer-term cooperation with domestic and foreign research or artistic groups;
- × for scientific fields, the frequency and quality of peer-reviewed publications with a proven international reputation, in accordance with the minimum conditions of NAKVIS and other minimum conditions, or particular, field-specific interpretations of the minimum conditions for election to individual titles;
- × for artistic fields, the frequency and consistency of top artistic achievements, or internationally renowned works and the appearance of the candidate's work in relevant places (exhibitions, festivals, publications, etc.), in accordance with the NAKVIS minimum conditions and other minimum conditions, or with particular, field-specific interpretations of the minimum conditions for elections in individual titles;
- × the modernity of the field of work and the international success of the research group in which the candidate worked after completing his doctorate; or for artistic fields, the establishment of the field of work in the domestic and international professional public.

Additional criteria

- × *pedagogical work (reviewed textbooks, study e-materials, e-classrooms, innovative pedagogical approaches, mentoring work, lectures, etc.);*
- × *awards;*
- × *membership in professional and scientific or artistic associations, commissions;*
- × *organizational skills (project management, production, curation, etc.);*
- × *international exchanges.*

f) Senior research associate/associate professor

Mandatory conditions

- × a doctorate in science, or a university degree, or a 2nd-level degree in artistic fields;

- × demonstrated ability to lead colleagues in research, artistic or professional work;
- × for scientific fields, peer-reviewed publications with a proven international reputation, in accordance with the NAKVIS minimum conditions and other minimum conditions, or particular, field-specific interpretations of the minimum conditions for election to individual titles;
- × for artistic fields, the frequency and consistency of top artistic achievements or internationally renowned works, and the appearance of the candidate's work in relevant places (exhibitions, festivals, publications, etc.), in accordance with the NAKVIS minimum conditions and other minimum conditions, or with particular, field-specific interpretations of the minimum conditions for elections to individual titles;
- × the modernity of the field of work; long-term cooperation with foreign institutions, groups and individuals; project management demonstration and brief description; pedagogical work (textbooks, study e-materials, e-classrooms, innovative pedagogical approaches, lectures, etc.);
- × mentoring in diploma, master's and doctoral theses, where the candidate has been a (co)mentor for at least one completed doctoral dissertation, or has otherwise adequately contributed to the education of experts in his field - such a contribution is considered:
 - successfully completed mentoring for at least one student project awarded with a national professional or international award,
 - for artistic fields, mentoring students with particularly high-quality artistic achievements,
 - mentoring in two completed Master's theses.

Additional criteria

- × *awards;*
- × *new or improved products or technologies;*
- × *cooperation with the economy, for artistic fields involvement in various levels of activity of national and international cultural and artistic institutions or events, projects, programmes, etc.;*
- × *membership in professional and scientific or artistic associations;*
- × *organizational skills or roles (management of projects and groups, management of study programmes, schools and working bodies, organization of international meetings, etc.);*

- × *international exchanges.*

g) Scientific adviser/full professor

Mandatory conditions

- × a doctorate in science, or a university degree, or a 2nd-level degree in artistic fields;
- × demonstrated ability to produce superior research, artistic or professional work;
- × for scientific fields, peer-reviewed publications with a proven international reputation, in accordance with the NAKVIS minimum conditions and other minimum conditions, or with field-specific interpretations of the minimum conditions for election to individual titles. An above-average international reputation (citations and other) of the candidate's work is required, including at least a few highly renowned scientific works;
- × for artistic fields, the frequency and consistency of top artistic achievements or internationally renowned works, and the appearance of the candidate's work in relevant places (exhibitions, festivals, publications, etc.), in accordance with the NAKVIS minimum conditions and other minimum conditions, or with particular, field-specific interpretations of the minimum conditions for elections in individual titles - a few high profile works of art with demonstrably documented popularity are required;
- × experience (including the provision of financial resources) with leading large research groups or artistic communities, laboratories, centers, schools or academies;
- × pedagogical work (textbooks, study e-materials, e-classrooms, innovative pedagogical approaches, lectures, etc.);
- × the modernity of the field of work;
- × long-term cooperation with foreign institutions and groups;
- × demonstration of the ability to manage research or artistic projects, with a brief description and their financial evaluation;
- × mentoring diploma, master's and doctoral theses, and the number and quality of doctoral theses, whereby the candidate has been a (co)mentor of at least one completed doctoral dissertation, or a mentor of at least one, particularly high-quality, artistic achievement;
- × public lecture; or for election to the title of full professor in the field of art, instead of a public lecture, the candidate can present his artwork in a manner customary for his specific field of art.

Additional criteria

- × *lectures at foreign universities or presentation of works of art abroad, etc.;*
- × *awards;*
- × *new or improved products or technologies;*
- × *cooperation with the economy, and for artistic fields, involvement in various levels of national and international cultural and artistic events, projects or programmes;*
- × *membership in professional, artistic or scientific associations;*
- × *international exchanges.*

i) Lector

- × university degree or 2nd level degree in language major;
- × three years of relevant teaching practice;
- × at least three months of working in an appropriate language environment;
- × ability for professional and pedagogical work;
- × a bibliography that corresponds to the field in which the candidate is elected.

j) Skills teacher

- × a university degree or a 2nd level degree in a relevant field;
- × five years of relevant practice.

Article 7

When elected to any teaching title, except for the first election to the title of higher education teacher at the University, an opinion on the quality of the candidate's teaching work, formed on the basis of a survey among students at the School or Academy where the candidate was involved in pedagogical work, is a mandatory attachment to the evaluation of the candidate's application.

Every year, at the end of the lectures in each subject, the respective School or Academy of the University conducts an anonymous survey among students, which evaluates the research associates, university teachers and associates participating in the individual study programme. The dean of the respective School or Academy can also organize interviews with representative groups of students and, in this way, obtain additional or representative feedback on the quality of the pedagogical work of higher education

teachers and associates, especially for lectures and exercises with a small number of listeners, and keep appropriate notes about it.

Conducting the survey from the previous paragraph is anonymous and voluntary. Students' participation in the interviews from the previous paragraph is voluntary, the dean or colleagues appointed by the dean to conduct the interviews can process and transmit the obtained data exclusively in anonymized form.

When a candidate is elected to the title of university teacher for the first time, the candidate's pedagogical competence is also checked with an introductory lecture. This is prepared by the candidate for the students of the School which is in charge of the election process. The lecture is evaluated by the Expert Committee, appointed by the Senate of the School where the election process takes place, and separate minutes are kept about it.

Article 8

The title award is valid for the title:

research associate, assistant professor	5 years
senior research associate, associate professor	5 years
scientific adviser, full professor	indefinite
lector	5 years
senior lecturer	5 years
lecturer	5 years
assistant	3 years
professional associate	3 years
senior professional associate	3 years
skills teacher	3 years

Article 9

With the first election to the title, newly hired colleagues, or colleagues who have entered into a civil law contract with the University for the first time, must submit an application to obtain the appropriate title of research associate, university teacher or associate within two weeks of starting their work, in accordance with these rules.

A candidate who already holds a valid title must submit an application for election to the title at least six months before the expiration of the valid title. For this purpose, the human

resources department warns the candidate, the head of the organizational unit in which the employee is employed, and the dean and secretariat of the School or Academy that managed the previous election procedure, seven months before the expiration of the validity of the title by e-mail.

Article 10

If the candidate has exceptional achievements and results, the dean of the school or academy, the head of the laboratory or center, in agreement with the rector, may at any time propose in writing to the Habilitation Committee that the candidate be invited to submit an early application for election to a higher title. Exceptional achievement must be defined and presented in the dean's or head's proposal. The dean's or head's proposal must be attached to the application for election to the title.

The candidate's exceptional achievement, which justifies early election to the title, is considered to be the receipt of an important, well-known national or international award, very important works with a proven high impact in Slovenia and abroad, or a decisive contribution to the development of an important new field of research or artistic activity.

Article 11

The procedure for election to the title begins with the candidate's application for election to the title, which he submits to the University's human resources department.

The candidate must submit the application for the title of research associate, university teacher or associate in electronic form to the University's human resources department at the address habilitacija@ung.si.

The application must be prepared in the prescribed format, in accordance with the Instructions to candidates for the preparation of an application. Instructions to candidates for the preparation of the application are considered an integral part of these rules.

The following must be attached to the application:

- a) curriculum vitae, which shows the candidate's professional, scientific or artistic and educational work;
- b) proof of fulfillment of the minimum conditions for the requested title;
- c) a bibliography, and for artistic fields, an inventory and evidence of high-profile public performances or presentations of the work of art with a description of the author's input;
- d) a list of the ten most important works from point c, separated by habilitation periods;

e) decision on awarding the currently valid title, if the candidate was habilitated at another higher education institution;

f) if the candidate is not yet employed at the University and does not have a valid civil law contract for participation at the University, the written consent of the dean of the School or Academy of the University in which the applicant's work is planned, for this type of cooperation with the candidate and for the implementation of the election procedure.

After receiving the application, the University's human resources department checks the formal completeness of the application (the application must be in the required format, with prescribed attachments and must be duly signed). If the application is formally incomplete, the candidate is requested to complete it within one week of the request to the e-mail address provided in the application. The summons is deemed to have been served on the first day after the summons was sent. If the candidate does not complete the application in the required manner within the prescribed period, the candidate's application will be rejected.

The University's human resources department forwards the complete application to the Habilitation Committee no later than two weeks after receiving the complete application.

Article 12

The Habilitation Committee checks the content of the application for completeness, the relevance of the habilitation field and the fulfillment of the minimum NAKVIS conditions for the requested habilitation title.

If the candidate does not meet the minimum NAKVIS conditions for election to the requested habilitation title, the candidate's application will be rejected.

If the Habilitation Committee finds that the submitted application or documentation is incomplete in terms of content, it calls on the candidate to remedy the deficiencies within one week. The invitation is sent to the candidate's e-mail address, which he provided in the application. The summons is deemed to have been served on the first day after the summons was sent. If the candidate does not remedy the deficiencies within the specified period, the application will be rejected.

If the candidate's application is adequate, the Habilitation Committee decides, based on the field of habilitation, which school or academy will carry out the habilitation process. The responsibilities of the Schools or the Academy for individual habilitation areas are listed in Annex 1 of these rules.

When it comes to an interdisciplinary field of habilitation, which is defined in Annex 1 as the field of two or more Schools or the Academy, the habilitation procedure is conducted by only one of the schools or academy. If the candidate has already been elected to a title in such a field, then the School or Academy that led the previous election process leads the process. If it is the first election of the candidate in this field, the Habilitation Committee

determines the Schools or Academy that will lead the procedure, in consultation with the deans of the individual Schools or Academy.

The Habilitation Committee must make and forward a decision on the candidate's application within one month of receiving the application. If the application is rejected, the decision is forwarded to the candidate and to the personnel department for the purpose of notification, as well as to the heads of the teaching and research units in which the candidate works. If the application is complete, it is forwarded to the proposed School which continues the habilitation process.

The procedure for obtaining the title of research associate, university teacher or associate is carried out by the respective School or Academy, which, based on the decision of the Habilitation Committee, is in charge of carrying out the procedure for obtaining the proposed title; and the proposed awarding of the title is decided by the University Senate.

Article 13

The candidate's application is considered by the Senate of the School or Academy at its next meeting, after receiving the application. At the dean's proposal, the Senate appoints an Expert Committee of three members to prepare an expert assessment of the candidate's fulfillment of the conditions for awarding the appropriate title.

There must be at least two members of the Expert Committee who hold a title from the narrower field (or fields) for which the candidate is awarded the title, and one can be from the candidate's broader field of work.

The Expert Committee for the election to the title of assistant consists of members with at least the title of assistant professor, while the expert committee for the election to the titles of lector, lecturer and senior lecturer consists of members with the same or higher titles than the title for which the candidate applied. All members of these committees can be associates of the University.

When electing candidates to the titles of assistant professor or research associate, associate professor or senior research associate, full professor or scientific adviser, all committee members must have the same or higher title than the candidate's requested title. At least two members of the Expert Committee must have habilitation at other institutions, and at least one of them abroad.

The members of the Expert Committee prepare their own, independent professional assessment for higher education teachers and scientific fellows, and one joint professional assessment for higher education associates and assistants, in which they state whether and how the candidate fulfills the conditions regarding professional competence, scientific or artistic creativity, practical experience in the profession as well as in terms of pedagogical ability.

The expert assessment must contain the opinion of the members on all elements of the expert assessment in accordance with Article 6 of these rules, and it must be prepared in

accordance with the Technical instructions for the members of the Expert Committee and the Sample for the preparation of the opinion of the members of the Expert Committee. The Technical instructions for the members of the Expert Committee and the Sample for preparing the opinion of the members of the Expert Commission are considered an integral part of these rules. In the expert evaluation, the members of the committee can propose an appropriate title to be awarded to the candidate.

The expert evaluation is prepared by the members of the Expert Committee no later than one month after receiving the documentation, and is forwarded to the dean of the respective School or Academy.

After receiving the professional evaluation, its formal adequacy is checked by the dean of the respective School or Academy. If the dean of the School or Academy finds that the professional evaluation is formally inadequate, he calls on the Expert Committee to supplement the professional evaluation within 14 days.

The Senate of the respective School or Academy considers the candidate's application at the first following meeting after receiving the duly prepared professional evaluation and all required attachments for election to the requested title.

After consideration, the Senate of the School or Academy forwards the professional evaluation, with complete documentation and a proposal for a decision, to the University Senate.

The Senate of the respective School or Academy proposes to the University Senate that:

- × the proposed title is awarded to the candidate, or
- × the candidate is re-elected to the same title, or
- × the candidate's application is rejected due to inadequacy.

Article 14

The decision on awarding the title is taken by the University Senate at the first following session after receiving complete documentation based on the value assessment of all documents, opinions, the proposal of the Expert Committee, and the proposal of the Senate of the respective School or Academy that led the election process, and taking into account the University's rules and standards.

If it appears from the application, documents, opinions, proposal of the committee, or the opinion of the students, that the conditions for appointment to the proposed title are not met, the University Senate may:

- × reject the candidate's application;
- × in the case of election to a higher title, in accordance with the provision of Article 15 of these rules, the same title may be awarded to the candidate again. In order to be re-elected to the same title, in the period since the last election, it is necessary to

fulfill half of the quantitative minimum requirements of NAKVIS and the professional conditions, standards and criteria from Article 6 of these rules, which are necessary for election to the title for which the candidate is being re-elected.

Article 15

The University Senate can award the same title more than once to candidates who are proposed for the award of a certain title (except for the title of full professor/scientific adviser).

Article 16

All employees of the University who are habilitated in the habilitation fields from Annex 1 of these rules must submit an application to regain the title at the University six months before the expiration of the currently valid or recognized habilitation. The University's human resources department shall inform the candidate about the final date of habilitation seven months before the habilitation expires.

Article 17

If a candidate who is employed for educational and/or research work at the University has already been habilitated for the same title at another Slovenian university - a member of the Rector's Conference of the Republic of Slovenia, the candidate's application will be considered by the University Senate, subject to the meaningful application of the individual provisions of these rules. The University Senate may grant the candidate the title for the duration of the original title, or direct the candidate to submit an application for election according to the appropriate procedure in accordance with these rules, based on appropriate evidence of the acquisition and validity of the original habilitation title.

If the candidate joins the teaching work at the University with a civil law contract, and if he has already obtained a habilitation for the same title at another accredited higher education institution in Slovenia, the teaching work can be carried out on the basis of the submitted evidence of valid habilitation for the duration of the title.

Article 18

If a candidate who is employed for educational and/or research work at the University has already been habilitated for the same title abroad, the candidate's application will be considered by the Habilitation Committee, which will check compliance with the NAKVIS minimum requirements and suggest the period of validity of the title. The University Senate

decides on the recognition of the title on the basis of the opinion of the Habilitation Committee and a meaningful application of individual provisions of these rules. The University Senate may grant the candidate the title for the duration of the original title, or direct the candidate to submit an application for election according to the appropriate procedure in accordance with these rules, based on appropriate evidence of the acquisition and validity of the original habilitation title.

If the candidate joins teaching work at the University with a civil law contract and has already been habilitated abroad for the same title, the candidate's application is considered by the Habilitation Committee, based on the relevant evidence and the meaningful application of the individual provisions of these rules, which checks the fulfillment of the NAKVIS minimum requirements and proposes a period validity of the title. The University Senate decides on the recognition of the title on the basis of the opinion of the Habilitation Committee and the meaningful application of individual provisions of these rules. The University Senate may grant the candidate the title for the duration of the original title, or direct the candidate to submit an application for election according to the appropriate procedure in accordance with these rules, based on appropriate evidence of the acquisition and validity of the original habilitation title.

Article 19

A candidate who is employed for educational and/or research work at the University and at the start of employment has a valid title of Adjunct Professor of any rank, in accordance with the *Regulations* on the conditions and procedure for obtaining the titles of scientific associates, higher education teachers and associates at the University of Nova Gorica, which had been valid until these regulations came into effect, must submit an application for obtaining the appropriate title of research associate or university teacher within one month of starting work in accordance with these regulations.

A candidate who is involved in the teaching work at the University through a civil law contract and holds the valid title of Adjunct Professor of any rank on the day these regulations come into effect, in accordance with the *Regulations* on the conditions and procedure for obtaining the titles of scientific associates, higher education teachers and associates at the University of Nova Gorica, which had been in effect until these rules came into effect, can perform teaching work at the University in accordance with the rank of the title until the title expires. If the candidate is involved in educational and/or research work even after the validity of the title has expired, he must submit an application for election to the title within the time limit and in the manner prescribed by these regulations.

Article 20

Candidates who submitted their application for election within the prescribed time, as specified in Article 10 of these rules, and whose title expires during the awarding process, have the validity of this title extended until the end of the process.

The validity of the title can be extended, at the candidate's request, in case of long-term illness for as long as the absence lasted, and for the duration of parental leave.

Article 21

Regardless of the provisions of these regulations, the University may invite recognized teachers, scientists, experts and artists to participate in carrying out the individual parts of a university course or subject area for a certain period of time, regardless of the conditions set for the election to a title.

Article 22

The decision on awarding a title, rejecting the candidate's application and the decision on stopping the procedure is issued by the rector of the University.

Article 23

All procedures that began before the date of enforcement of these regulations shall proceed and end in accordance with the *Regulations* on the conditions and procedure for obtaining the titles of scientific associates, university teachers and associates at the University of Nova Gorica, which were used until the enforcement of these regulations.

Article 24

These regulations shall come into force the day after they have been published.

Rector

Prof. dr. Boštjan Golob