
Incentive programme to support publication and grant activities of FEM academic staff and PhD students for the year 2024

Starting points

The incentive program to support the publication and grant activity of FEM academic staff and doctoral students for the year 2024 (hereinafter the Incentive Program) assumes that the publication and grant activity resulting from the research and scientific activity of FEM academic staff and doctoral students is an integral part of their workload and study obligations.

Performance in this area is quantified and taken into account when determining the personal evaluation of each employee. The main purpose of this program is rather to inspire employees and doctoral students to higher goals (than the normal publication level at the faculty) with regard to the quality of publications created and grants submitted. Setting the amount of rewards for individual types of activities corresponds to this purpose.

The incentive program further specifies the faculty's approach to any publications by academic staff and doctoral students of the faculty in untrustworthy journals, or journals published by untrustworthy publishing houses, even if these journals are indexed in the SCOPUS database. Although the publication of updates to the list of untrustworthy journals (the so-called Beall lists or similar lists) has been stopped and the SCOPUS database continuously excludes low-quality journals, the problem cannot be considered solved.

Last but not least, the Incentive Program recognizes the activities of FEM employees and doctoral students, which, although not connected to the creation of immediately appreciable S&R results, nevertheless by their nature create prerequisites for achieving quality S&R results in the future.

Supported publication and grant activities

Supported publication activities

With regard to the setting of scientific policy in the Czech Republic (defined by the Methodology for the evaluation of research organizations M17+), the requirements of the National Accreditation Office (accreditation standards) and the long-term priorities of the faculty, only journal publications in impact journals (i.e. J_{imp} category according to the Methodology classification) and journals that are indexed in the SCOPUS database (J_{sc}).

Special emphasis is placed on publications that fall into the priority FORDs of FEM, especially in the field of economics, management and other social sciences and informatics.

Supported grant activities

The submission of grants is also supported, the implementation of which brings the faculty financial resources from external sources, both scientific (e.g. Horizon 2020, GACR, NAZV, etc.) and others (e.g. ERASMUS+, Operational programs, etc.). If the project is solved by a consortium of several partners, the subject of support is, in the case of scientific projects, involvement both in the role of project coordinator and in the role of partner. For other projects, involvement only as a project coordinator is encouraged.

Internal grant projects (e.g. IGA FEM) are excluded from support. Repeated grant applications that have failed in grant competitions in the past and that have not been substantially (at least 50%) reworked are also excluded from support.

Matters of publications and grants and their documentation

The authors of publications that are published in 2024 are rewarded. The year of publication of the publication is indicated by data in the bibliographic record, i.e. it must be a journal publication with the year of publication in 2024. The publication must correspond to the definition of result "J" according to the current Methodology M17+ in any of the above subcategories. The publication must be properly registered in the CZU registration system (now the CV application) and at the same time must be assigned to the ORCID identifier of the respective authors. Verification of compliance with these conditions is carried out by the S&R department.

The amount of remuneration due to each author will be calculated after the conclusion of the export of FEM publications to RIV (March 2024) and the author will be given the choice of whether they wish to:

- to pay the entire specified amount in the form of a reward, in which case the reward will be remitted to them on the nearest payment date;
- pay part of the specified amount in the form of a reward and leave part of this amount (or even the entire amount) to be used in another way (e.g. payment of the deposit for a conference or APC magazine, payment of expenses for a business trip, purchase of technology, literature (but for the department's records), etc. In such a case, the amount designated for the reward will be paid out on the nearest payment date and the remainder will be transferred to the budget of the relevant department together with information on the total amount of the amount transferred and its distribution among the authors. The authors will be able to use the allocated funds in the above-mentioned ways during the year. Payment of scholarships from this amount is prohibited. Payment in the form of a reward is possible, however, additional costs must be taken into account (see super-gross salary, vacation), which will not be co-financed by the faculty.

The management of FEM does not support publications in low-quality journals, or in magazines that are published by untrustworthy publishers. In addition to initiatives that help authors choose a journal (e.g. "Think. Check. Publish"). In case of doubt, the author may be asked to document

the progress of the review process and demonstrate that the publication has undergone a proper review process. The assessment is carried out by the management of FEM, which for this purpose may contact experts in the field who are impartial and not biased towards the author with a request for an expert opinion on the submitted application. If the FEM management approves the publication, the publication will be recorded as a category "J" output and will be the subject of the Incentive Program, otherwise it will be moved to category "O" without the right to remuneration.

For the submitted grant projects, the research team is rewarded, whose project was duly and timely submitted to the relevant grant competition in 2024. The project must be registered and approved in the relevant CZU IS application and may not be excluded from the grant competition for formal reasons. From a qualitative point of view, the project must meet the criteria of acceptability during the substantive evaluation of the grant competition. If these criteria are not clearly established within the grant competition, or if the evaluation of the projects will take place in multiple rounds (this applies in particular to large international scientific projects), the decision on meeting the qualitative aspect for the purposes of awarding a reward from the incentive program will be made by the FEM management.

It is evidenced by an extract from the relevant CZU IS and a confirmation of the project evaluation status from the relevant agency (e.g. a link to the page with the interim results of the competition, an extract from the application for the organization of the grant competition, etc.). The form for documenting the status of the project is attached to this document and is also available at the S&R department. Payment takes place on an ongoing basis, the condition is that all the above-mentioned facts are documented by the research team at the S&R department.

Copyright shares

Authors of publications are remunerated based on author shares. In the event that the article consists of several FEM "home authors", the remuneration for the relevant publication is divided equally among all these authors, unless these authors agree otherwise. The departments will hand over the documents for the calculation of rewards from the incentive program with the calculation of the agreed shares to the FEM S&R department by the date determined by the schedule for the registration of S&R results for sending to the RIV. In the case of remuneration for a submitted external project, the amount is divided between FEM employees and doctoral students who participated in the creation of the project application. The distribution of support is proposed by the responsible project solver, or head of the research team from FEM CZU in Prague.

Amount of rewards for individual types of publications and submitted project applications

Rewards for publications created

a) Reward for above-standard fulfillment of accreditation requirements

A maximum of 1 publication with an assigned non-zero IF or SJR that does not meet the conditions for the award according to point b) will be rewarded, in the amount of CZK 10,000. In case of achieving more results in this category, the publication with the highest authorship will be applied.

b) Reward for achieving excellent publication results

All Jimp-type publications in journals that have been ranked in the 1st or 2nd quartile in their FORD according to the AIS indicator in the WoS database are rewarded (with an additional award for placing the journal in the 1st decile). AIS values valid at the time of evaluation (in March 2024) are used. A special bonus will be given to the authors of publications that fall into the following FORDs according to the journal's field of study:

1.2 Computer and Information Sciences

5.2 Economics and Business

5.4 Sociology

| TYPE OF RESULT/Quartile (decile) according to AIS | D1 | Q1 | Q2 |
|---------------------------------------------------|-------------|-------------|------------|
| Jimp in preferred FORD | 150 000 CZK | 120 000 CZK | 80 000 CZK |
| Jimp in other FORDs | 100 000 CZK | 75 000 CZK | 50 000 CZK |

If the magazine is included in several FORDs, it is sufficient that it is indexed in Q1 (D1) or Q2 in at least one of them.

c) The management of the faculty reserves the right not to pay remuneration in the case of those employees who do not fulfil the obligation to register the publication output created by them on time (i.e. within the specified deadline) in the cv.czu.cz database or another specified database (according to the instructions of the vice-dean for S&R).

Rewards for submitted project applications

The following rewards are awarded for submitted project applications that meet the conditions.

| AMOUNT OF REQUESTED FINANCIAL SUPPORT FOR FEM CZU incl. VAT | SCIENTIFIC PROJECTS | | OTHER PROJECTS |
|-----------------------------------------------------------------------------------------|---------------------|------------|----------------|
| | COORDINATOR | PARTNER | COORDINATOR |
| Up to 1 million CZK (up to 40 thousand EUR) | CZK 7000 | CZK 5 000 | CZK 5 000 |
| Over 1 million CZK (over 40 thousand EUR), up to 5 million CZK (up to 200 thousand EUR) | CZK 15 000 | CZK 10 000 | CZK 10 000 |
| Over 5 million CZK (over 200 thousand EUR) | CZK 50 000 | CZK 30 000 | CZK 15 000 |

Other supported activities

Furthermore, the following activities will be supported through the Incentive Program.

Payment of the fee for publications in Open Access journals - Article Processing Charge

This type of support can be requested by authors (co-authors) of articles that have been accepted for publication in Open Access mode in a journal that charges for this type of publication through the Article Processing Charge (APC). Support can be requested under the following conditions:

- authors cannot apply for support for the payment of these costs within the framework of university-wide support measures;
- this is to support a publication in a journal with a non-zero IF assigned in the Web of Science database;
- this is support for a publication published in a foreign scientific journal (outside Slovakia).

The author (author's collective) pays the APC himself from the resources available to him (typically from the resources of his workplace). Subsequently (on the basis of an approved application), this payment will be transferred to the FEM dean's account within the internal accounting system.

The request is submitted in the form of a letter, to which the authors provide the following details:

- the amount of the APC to which the application applies;
- name of the magazine, publisher, FORD(s) of the magazine and its quartile classification in these FORDs (according to AIS);
- the course of the review procedure.

Applications are accepted continuously at the S&R department of FEM. The support is not eligible, the FEM management decides on the approval of the application according to the following criteria:

- proven quality of the review process;
- available budget allocated for this measure;
- cumulation of publications in the same journal in a given calendar year.

The amount of the support can amount to a maximum of:

| TYPE OF RESULT/Quartile (decile) according to AIS | Q1 or Q2 | Q3* | Q4* |
|----------------------------------------------------------|-----------------|------------|------------|
| Jump in FORD preferred | 100% | 50% | 20% |
| Jump in other FORDs | 100% | 20% | 0% |

*Excluding publications in journals published by the MDPI publishing house.

Citation responses of works registered in the Web of Knowledge database

Support is aimed at awarding activities leading to the promotion of one's own works, which have been published in quality scientific journals with IF, or in collections registered in the Web of Knowledge database. The measure for evaluating success is the h-index given in the citation report of the Web of Knowledge database over the registered works of the given author. A FEM academic or PhD student will receive the award if they reach the following h-index value for the first time in 2024:

- reaching the value $h = 3$... 3,000 CZK;
- reaching the value $h = 4$... 5,000 CZK;
- reaching a value of $h \geq 5$... $h * \text{CZK } 2,000$.

In case of an increase in the value of the h-index by more than one index point in the course of one year, the reward is calculated for each point of the h-index separately (the resulting reward amount is the sum of partial claims arising during the year).

The management of FEM strongly requests the authors of FEM to act strictly in accordance with the ethical standards and principles of scientific work and the dissemination of its results when promoting the results of their own scientific work with the aim of increasing their citation, and refrain from any activities that could be judged as expedient and unethical.

Conditions for joining the Incentive Program

For the possibility of easy verification of the publication activities of FEM academic staff and PhD students, and especially their citation responses, it was established that the condition for the payment of the above-mentioned rewards from the Incentive Program is

- a) have an active registration in the ORCID system, <http://orcid.org/>;
- b) have all publications in the WoS database assigned to their identification number;
- c) have all publications in the SCOPUS database assigned to their identification number;
- d) transfer your ORCID number to the FEM S&R department.

More information about ORCID and assistance with the registration process is provided by the S&R FEM department.

doc. Ing. Tomáš Šubrt, Ph.D.
Dean of FEM CZU in Prague

In Prague on January 8, 2024

Attachment: Form for documenting the status of the project for the purposes of the Incentive Program