
Motivational Programme to Support Publication and Grant Activities of FEM Academic Staff and Doctoral Students for 2025

Background

The Motivational Programme to Support Publication and Grant Activities is intended for academic staff employed at CZU who engage in continuous teaching and creative activities at FEM, as well as for FEM doctoral students for the year 2025 (hereinafter referred to as the "Motivational Programme"). Continuous teaching activities include, in particular, teaching, supervising theses, and providing consultations in both semesters, including activities related to long-term staff internships. Exceptions to the conditions of the Motivational Programme may be granted by the faculty dean.

Performance in the publication and grant fields is quantified and considered when determining each employee's personal evaluation. The Motivational Programme emphasizes the quality of publications and grants, encourages employees and doctoral students to achieve outstanding results, and sets rewards for preferred types of activities. The programme recognizes activities that contribute to high-quality future research and development outcomes while also accounting for the risks associated with publishing in unreliable journals, even if they are indexed in the Web of Science (WoS) or Scopus databases.

Supported Publication and Grant Activities

Supported Publication Activities

In line with the national research and development policy (as defined by the M17+ Research Organization Evaluation Methodology and the University Evaluation Methodology 2025+, hereinafter referred to as the "Methodology"), the requirements of the National Accreditation Authority, and the faculty's long-term priorities, only publications in journals with an assigned impact factor (IF) (i.e., Jimp category according to the Methodology) and journals indexed in the Scopus database (Jsc) are supported. Special emphasis is placed on publications in FEM priority disciplines according to the FORD classification, particularly in economics, management, social sciences, and informatics.

Supported Grant Activities

Grant applications are supported if their implementation brings financial resources to the faculty from external sources, including both scientific grants (e.g., Horizon 2020, GAČR, NAZV) and other types of grants (e.g., Erasmus+, operational programmes). If a project is carried out by a consortium of multiple partners, scientific projects are supported both when FEM acts as a project coordinator and as a partner, while for other types of projects, only participation as a project coordinator is supported. Internal grant projects (e.g., IGA FEM) are excluded from support, as well as repeated grant applications that previously failed in grant competitions and have not been significantly revised. The Center for Projects, Innovation, and

Technology Transfer (CPITT) continuously monitors and evaluates the similarity of grant applications.

Publication and Grant Requirements and Documentation

Authors are eligible for rewards for publications published (including Early Access) in 2025, provided the publication year is stated in the bibliographic record. The publication must meet the definition of a "J" outcome according to the current Methodology and fall within one of the relevant categories. It must be properly recorded in the CZU registration system (currently the CV application) and linked to the ORCID identifier of the respective authors. Compliance with these conditions is verified by the VVK department.

Before publishing articles in Open Access mode in hybrid journals from Springer Nature, Wiley, and Taylor and Francis Group, authors must contact the CZU Library at openaccess@lib.czu.cz or the VVK department at FEM to request an APC token (more information: OpenAccessSupport: <https://lib.czu.cz/cs/r-16393-open-science/r-16878-aktuality/podpora-open-access-publikovani.html>)

The reward amount allocated to each author will be determined after the FEM publication export is finalized in the Research, Development, and Innovation Information System (RIV – Register of Research Results), which is typically in March 2026. Authors will receive the full amount as a bonus, which will be paid in the next available payroll period.

The FEM administration supports initiatives that assist authors in selecting reputable journals, such as "Think. Check. Publish" and "Stop Predatory Practices" (www.stoppredatorypractice.com). **Authors are required to ensure that their publications meet quality standards and must provide documentation of the peer-review process upon request.** The FEM administration or the VVK department may assess potentially problematic journals through the CZU Library or seek an expert opinion from independent specialists. **Publications in journals published by MDPI and Frontiers are not supported and will not be included in the Motivational Programme.** If the FEM administration approves a publication, it will be classified as a "J" category output and included in the programme; otherwise, it will be moved to category "O", making it ineligible for a reward.

The research team submitting a grant project will be eligible for a reward, provided that the project is properly and timely submitted to the relevant grant competition in 2025. The project must be registered and approved in the project database (ep.czu.cz) and must not be disqualified from the competition for formal reasons. From a qualitative perspective, the project must meet the acceptability criteria during the substantive evaluation of the grant competition. If these criteria are not explicitly defined within the competition, or if the evaluation process involves multiple rounds (especially for large international scientific projects), the FEM administration will determine whether the project meets the qualitative requirements for a Motivational Programme reward.

Submitted grants must be documented with an extract from ep.czu.cz and a confirmation of the project evaluation status from the relevant agency. This can include a link to the competition's interim results, an export from the grant competition management system, or similar proof.

The project status confirmation form is attached to this document and is also available at the VVK department. Payments are made on an ongoing basis, provided that the research team submits all required documentation to the VVK department.

Author Contributions

Authors of publications are rewarded based on their authorial contributions. If a publication includes multiple "internal authors" (i.e., authors affiliated with FEM), the reward for the respective publication is divided equally among all such authors unless they agree otherwise. In such a case, the author team must submit information regarding their authorial shares to the VVK department.

The compensation for a submitted external project is distributed among FEM employees and PhD students who contributed to preparing the grant application. The lead project investigator from FEM is responsible for submitting a proposal for the allocation of the reward.

Compensation for Publications and Submitted Project Applications

Rewards for Created Publications

a) Compensation for Exceeding Accreditation Requirements

A reward is granted for one publication with a non-zero IF (Impact Factor) or SJR (SCImago Journal Rank) that does not meet the criteria for recognition under section b). This reward amounts to 10,000 CZK. If an author has multiple publications in this category, the publication with the highest authorial contribution is awarded.

b) Compensation for Achieving Excellent Publication Results

Rewards are due for all Jimp-type publications in journals ranked in the 1st or 2nd quartile in their field of FORD according to the AIS indicator in the WoS database, which are included in the Science Citation Index Expanded (SCIE), Social Science Citation Index (SSCI) or Arts & Humanities Citation Index (AHCI), i.e. **not in the Emerging Sources Citation Index (ESCI)**, with an additional award for ranking in the 1st decile. The AIS values used for evaluation will be based on the status in effect at the time of evaluation (March 2026).

A special bonus will be given to authors of publications that, according to the journal's field of focus, fall into the following FORD fields:

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 field FORD	150 000 CZK	120 000 CZK	80 000 CZK
Jimp in other fields FORD	100 000 CZK	75 000 CZK	50 000 CZK

If a journal is included in more than one FORD field, it is sufficient that it is indexed in Q1 (D1) or Q2 in at least one of them.

The faculty management reserves the right not to pay remuneration to employees who do not fulfil the obligation of timely registration of the created publication output in the cv.czu.cz database or other designated database (in accordance with the instructions of the Vice-Dean for Research and Development).

Rewards for submitted project applications

The following awards will be made for project applications submitted that meet the above conditions.

AMOUNT OF REQUESTED FINANCIAL SUPPORT FOR FEM ČZU incl. VAT	SCIENTIFIC PROJECTS		OTHER PROJECTS
	COORDINATOR	PARTNER	COORDINATOR
Up to 1 mil. CZK (up to 40 tis. EUR)	7 000 CZK	5 000 CZK	5 000 CZK
Over 1 mil. CZK (over 40 thousand EUR), up to 5 mil. CZK (up to EUR 200 thousand)	15 000 CZK	10 000 CZK	10 000 CZK
Over 5 mil. CZK (over 200 thousand EUR)	50 000 CZK	30 000 CZK	15 000 CZK

Other supported activities

In addition, the following activities will be supported through the Motivational Programme.

Payment for publications in Open Access journals - Article Processing Charge

Authors (co-authors) of articles that have been accepted for Open Access publication in a journal that charges an Article Processing Charge (APC) for this type of publication can apply for this type of support. Support can be applied for under the following conditions.

- Authors cannot apply for support for reimbursement of these costs if the costs are covered through an allocated APC token or other university-wide support arrangements.
- it is a support for publication in a journal with non-zero IF and AIS in the WoS database outside the ESCI edition;
- support for a publication published in a foreign scientific journal (outside Slovakia).

The actual payment of the APC is made by the author (author's collective) from the funds available to him/her (typically from the funds of his/her department). Subsequently (on the basis of an approved request), this payment will be recharged to the FEM Dean's Office within the internal accounting.

The application shall be submitted in the form of a letter to which the authors shall attach the following particulars:

- the amount of the APC to which the application relates;
- the name of the journal, publisher, WoS edition - citation index, FORD field(s) of the journal and its quartile ranking in these FORD fields (according to AIS);
- review process.

At the same time, the provisions on journals published by untrustworthy publishers apply - see above.

Applications are accepted on a rolling basis at the VVK FEM department. The support is not eligible, the approval of the application is decided by the FEM management according to the following criteria:

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

The maximum amount of aid may be:

RESULT TYPE/Quartile (decile) by AIS	Q1 or Q2	Q3*	Q4*
Jim in preferred field FORD	100 %	50 %	0 %
Jim in other fields FORD	100 %	20 %	0 %

* Apart from publications in journals published by MDPI and Frontiers,

Citation responses of papers registered in the Web of Science database

The support is aimed at rewarding activities leading to the promotion of own works that have been published in high-quality scientific journals with IF or in proceedings registered in the WoS database. The measure of success is the h-index given in the citation report of the WoS database over the registered works of the author. An academic staff member or a PhD student of the FEM will be rewarded if he/she reaches the following h-index value for the first time in 2025:

- reaching the value $h = 3 \dots 5\,000$ CZK;
- reaching the value $h \geq 4 \dots h * 2\,000$ CZK;

The reward is paid only up to a maximum h-index value of 15.

In the event of an increase in the h-index value by more than one index point in the course of one year, the reward is calculated for each h-index point separately (i.e. the resulting sum of the reward is the sum of the partial entitlements arising in the course of the year), but up to a maximum h-index value of 15.

The FEM management encourages FEM authors to act in accordance with ethical standards, principles of scientific work and rules for dissemination of scientific results when promoting the results of their scientific work in order to increase their citation rate. At the same time, it asks them to refrain from any activity that could be judged as purposeful or unethical and to ensure the quality of their scientific output, rather than producing an excessive number of scientific articles without adequate scientific value. In the event of proven unethical behaviour, action will be taken in accordance with normal scientific standards, including possible referral to an ethics committee and other relevant measures.

Conditions for joining the Motivational Programme

To enable easy verification of the publication activities of academic staff and PhD students of FEM and especially their citation feedback, it was determined that the condition for payment of the above-mentioned rewards from the Motivational Programme is

- a) have an active registration in the ORCID system, <http://orcid.org/>;
- b) have all publications in the WoS database associated with your identification number;
- c) have all publications in the Scopus database assigned to your identification number;
- d) submit his/her ORCID number to the FEM Department for Science, Research and Quality.

Further information about ORCID and assistance with the registration process is available from the FEM Department for Science, Research and Quality.

prof. Ing. Lukáš Čechura, Ph.D.
dean FEM CZU in Prague

In Prague on 12. February 2025

Annex: Form for documenting project status for the Motivation Programme