
Incentive programme to support publication and grant activities of
FEM researchers for the year 2025

Article 1

General provisions

- (1) The motivational programme for the support of publication and grant activities is intended for all employees who are not covered by the Dean's Regulation No.2/2025 "Motivational programme for the support of publication and grant activities of academic staff and PhD students of the Faculty of Economics and Management for the year 2025", or employees who do not perform continuous teaching and research activities at the Faculty of Economics and Management (hereinafter referred to as "employee" or "author").
- (2) The Employee must be in an employment relationship with the CZU, including a legal relationship based on an agreement on work performed outside the employment relationship.
- (3) An evaluation under the Incentive Programme does not in itself confer an automatic entitlement to remuneration. The aim is to provide staff with feedback on their publication performance in relation to their job description.
- (4) Exceptions to the terms of the Incentive Programme may be granted by the Dean of the Faculty.

Article 2

Supported publication activities

- (1) With regard to the national R&D&I policy settings (defined by the Methodology for the Evaluation of Research Organizations M17+ and the Methodology for HE2025+, hereinafter referred to as "Methodology"), the requirements of the National Accreditation Office (accreditation standards) and the long-term priorities of the Faculty, only publications in journals with an assigned impact factor (hereinafter referred to as "IF") (i.e. the Jimp category according to the classification of the Methodology) are supported.
- (2) Authors of publications are obliged to publish articles in Open Access mode before in hybrid titles published by Springer Nature, Wiley and Taylor and Francis Group should contact the ČZU Library at openaccess@lib.czu.cz or the Department of VVK FEM and request an APC token (for more information, see: <https://lib.czu.cz/cs/r-16393-open-science/r-16878-aktuality/podpora-open-access-publikovani.html>).
- (3) **Authors are obliged to ensure that their publications meet the quality requirements and to provide evidence of the review process upon request.** The FEM management or the VVK department may assess potentially problematic journals through the ČZU library, or ask independent experts for an expert opinion.
- (4) **Publications in journals published by MDPI and Frontiers are not encouraged and will not be included in the Incentive Program.**

Article 3 Remuneration and royalties

- (1) Remuneration is due to authors of publications published (including Early Access) in 2025, and the year of publication must be indicated in the bibliographic record.
- (2) Rewards are payable for all Jimp-type publications in journals ranked in the 1st or 2nd quartile in their FORD field according to the AIS index 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) editions, **i.e. not in the Emerging Sources Citation Index (ESCI) edition**, with the additional award of the journal's ranking in the 1st decile. The AIS values used for evaluation will be based on the status in effect at the time of evaluation (usually March).
- (3) Publications must be properly registered in the CMA registration system (currently the CV application - cv.czu.cz) and assigned to the ORCID of the corresponding authors. The fulfilment of these conditions is verified by the VVK department.
- (4) The amount of remuneration per author will be determined after the export of FEM publications to the Research, Development and Innovation Information System (RIV - Register of Information on Results) is completed (usually in March). The authors will be paid the full amount in the form of a bonus, which will be paid at the next payout date.
- (5) Authors of publications are remunerated on the basis of their author shares. In the event that an article is authored by more than one "domestic author" (i.e. authors from the FEM), the remuneration for the respective publication is divided equally among all these authors, unless the authors agree otherwise. In this case, the author collective must submit information on the author shares to the VVK department.

Article 4 Remuneration for excellence in publishing results

- (1) Authors of publications which, according to the journal's field of study, fall into the following FORD fields will receive a special bonus:
 - a. Computer and information sciences (FORD 1.2),
 - b. Economics and Business (FORD 5.2),
 - c. Sociology (FORD 5.4),
 or which fall within the Social Sciences (FORD 5.x).
- (2) 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.
- (3) **In the event that a co-author from among the academic staff of the FEM who perform continuous teaching activities is listed among the authors of a publication, a bonus for that publication is due, increased by 20%.** The purpose of this bonus is to motivate researchers to collaborate on research with departmental staff.
- (4) The amount of the possible remuneration is set out in the table:

TYPE OF RESULT/Quartile (decile) by AIS	D1	Q1	Q2
Jimp in preferred field FORD 1.2, 5.2, 5.4	120 000 CZK	80 000 CZK	40 000 CZK
Jimp in Social Sciences (FORD 5.x)	80 000 CZK	60 000 CZK	30 000 CZK
Jimp in other fields FORD	40 000 CZK	25 000 CZK	0 CZK

Article 5

Payment of the Article Processing Charge for Publications in Open Access Journals

- (1) Authors (co-authors) of articles that have been accepted may apply for this type of support for publication in Open Access mode in a journal that charges for this type of publication through the Article Processing Charge (APC).
- (2) Authors cannot apply for support to pay for these costs if the costs are paid through an allocated APC token or other University-wide support arrangements.
- (3) Support applies to publications in a journal with an assigned non-zero IF and AIS in the WoS database outside the ESCI edition.
- (4) Support applies to publications published in a foreign scientific journal (outside Slovakia).
- (5) The actual payment of the APC is made by the author (author collective) from funds available to him/her (typically from the Dean's Office or his/her department). Subsequently (on the basis of an approved application), this payment will be recharged to the Dean's Office of the FEM within the internal accounting.
- (6) The request is submitted in the form of a letter to which the authors shall provide the following: the amount of APC to which the request applies; the name of the journal, publisher, WoS edition - citation index, the FORD field(s) of the journal and its quartile ranking in these FORD fields (according to AIS); the review process.
- (7) Applications are accepted on a rolling basis at the FEM's VVK department. Support is not eligibility; the FEM management decides on the approval of the application.

Article 6

Final regulations

- (1) The management of the FEM reserves the right not to pay remuneration to employees who fail to timely register 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).
- (2) The condition for payment of the above-mentioned rewards from the Incentive Programme is
 - a. have an active registration in the ORCID system, <http://orcid.org/>;
 - b. to have all publications in the WoS database associated with his/her identification number.
 - c. to submit your ORCID number to the FEM's VVK department
- (3) None of the above rewards are vested; the approval of the remuneration is decided by the Dean of the FEM.

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dean FEM ČZU in Prague

In Prague, 7 May 2025