
Requirements for Junior and Senior Researcher Status at FEM CZU

Article 1 Background

- (1) The specification of requirements for Junior and Senior Researcher status (hereinafter “status”) is part of the concept of science and research at the Faculty of Economics and Management of the Czech University of Life Sciences Prague (hereinafter “FEM”) aimed at supporting and developing research excellence at FEM.
- (2) The status is intended for academic staff employed at CZU who carry out continuous teaching and creative activities at FEM, as well as FEM doctoral students (hereinafter “applicant“).
- (3) The requirements for granting the status verify the applicant’s scientific qualifications and teaching competence and at the same time include additional criteria reflecting the needs of science and research development at FEM.
- (4) The granting of the status is not a legal entitlement; it is decided by the Dean upon the proposal of the Advisory Panel for Science and Research of FEM CZU (hereinafter “Advisory Panel“).
- (5) The reference period for the evaluation of publication, project, and other outputs is the period specified under individual requirements (if stated), calculated retrospectively from the date of application submission, unless otherwise specified.

Article 2 Junior and Senior Researcher Status

- (1) The applicant must meet the minimum requirements set for the relevant level of status in order to be granted the status, including demonstrable compliance with the ethical principles of scientific work set out in Appendix No. 1 of this directive:

Status – Junior Researcher (guaranteed remuneration + CZK 10,000/month)

- PhD degree (for doctoral candidates, the PhD degree must be obtained within 1 year of being granted the status);
- h-index: minimum 4 according to WoS;
- citations: minimum 30 in WoS (excluding self-citations);
- number of journal articles in the last three years: 2 articles with Impact Factor indexed in WoS and classified in Q1/Q2 quartiles according to AIS (the applicant’s contribution must be substantial, confirmed by a co-author statement), excluding journals published by Frontiers/MDPI;
- completed international traineeship: at least 1 month (continuous);
- external research project: the applicant must be a principal investigator at FEM CZU (project coordinator), co-investigator (coordinator on behalf of a sub-recipient), or have their CV included in a successfully funded project application: minimum 1;
- supervision of theses (Bachelor’s/Diploma) with successfully defended outcomes: minimum 15 (applicant in the role of employee).

Status – Senior Researcher 1 (guaranteed remuneration + CZK 15,000/month)

- academic title: doc./prof.;
- h-index: minimum 6 according to WoS;
- citations: minimum 150 in WoS (excluding self-citations);
- number of journal articles in the last three years: 3 articles with an IF indexed in WoS and classified in the Q1/Q2 quartiles (the candidate's role in the article must be substantial, as confirmed by the authors' group), excluding publications from Frontiers/MDPI; minimum 1 article in FORD's preferred fields as defined by the FEM Incentive Program for Supporting Publication and Grant Activities; this requirement may be substituted by obtaining a registered patent;
- Membership on the editorial board of a scientific journal (excluding Frontiers/MDPI): minimum 1 membership (the Advisory Panel evaluates the prestige of the journal and publisher);
- Completed international traineeship: at least 3 months (a maximum of two internships may be counted toward the total duration);
- external research project as principal investigator at FEM (CZU coordinator): minimum 2; or a research project exceeding 5 mil. CZK (for FEM) as principal investigator at FEM (CZU coordinator) or in the role of co-investigator (coordinator for a sub-investigator): minimum 1;
- successfully defended dissertations of doctoral students under their supervision: minimum 2;
- responsibility for at least 2 courses (or involvement in PhD programme teaching regardless of programme type).

Status – Senior Researcher 2 (guaranteed remuneration + CZK 25,000/month)

- academic title: prof.;
- h-index: minimum 10 according to WoS;
- citations: minimum 300 in WoS (excluding self-citations);
- At least 1 article with an IF listed in WoS and classified in decile D1 over the last four years, and at least 3 articles in journals with an IF listed in WoS and classified in quartiles Q1/Q2 (the author's role in the article must be substantial, as confirmed by the group of authors) in FORD's preferred fields as defined by the FEM Incentive Program for Supporting Publication and Grant Activities (excluding Frontiers/MDPI); this requirement may be substituted by obtaining a registered patent;
- Member of the editorial board of a scientific journal (excluding Frontiers/MDPI): minimum 1 (the Advisory Panel evaluates the prestige of the journal and publisher);
- Completed international traineeship: at least 3 months (a maximum of two internships may be counted toward the total duration);
- an international research project exceeding 200,000 EUR as the principal investigator for FEM (CZU coordinator): minimum 1 in the last 5 years; or a research project exceeding 10 million CZK (for FEM) as the principal investigator for FEM (CZU coordinator): minimum 1 in the last 5 years;
- successfully defended dissertations of doctoral students under their supervision: minimum 3;
- responsibility for teaching at least 2 courses (or involvement in teaching in doctoral study programs, regardless of program type).

Article 3

Additional Requirements

- (1) Applicants for Senior Researcher status must provide mentorship in at least one of the following areas:
 - a) publishing in scientific journals;
 - b) preparing project proposals (particularly for international calls, e.g., the European Commission, COST, and other programs, including support in forming consortia);
 - c) networking with research teams at foreign universities (particularly in economically developed countries);
 - d) transfer of experience from contract research, including support for establishing start-up/spin-off activities.
- (2) Other areas, the scope, and the manner in which the candidate provides mentorship will be discussed by the Advisory Panel and approved by the Dean of FEM after the candidate is granted the status.

Article 4

Application Submission, Evaluation, and Other Conditions

- (1) An applicant shall submit an application for Junior Researcher or Senior Researcher status through the Department of Science, Research, and Quality at FEM CZU Prague (DSRQ), using the completed form provided in Appendix No. 2.
- (2) The application must include supporting documents demonstrating compliance with the requirements set forth in this regulation, in particular evidence of the applicant's publications, citations, research projects, teaching, and other relevant scientific and research activities.
- (3) The DSRQ will conduct a formal review of the application. If the application is incomplete, the DSRQ may request that the applicant provide additional information.
- (4) After the formal review, the application is submitted to the Advisory Panel. The Advisory Panel will discuss the application at its meeting and assess compliance with the established requirements, the quality and significance of the applicant's documented results, and their contribution to the development of science and research at FEM.
- (5) In justified cases, the Advisory Panel may recommend granting an exemption from any of the requirements set forth in this regulation, particularly if the applicant demonstrates exceptional scientific achievements, significant project performance, international excellence, or another exceptional contribution to the development of science and research at FEM.
- (6) The Dean of FEM CZU decides on the granting of status based on the Advisory Panel's recommendation. In the event of a recommendation for an exception under paragraph 5 of this article, the Dean also decides whether to take it into account when granting the status.
- (7) The statuses granted are evaluated annually by the Advisory Panel in accordance with the established conditions and requirements.
- (8) If a status holder ceases to meet the established requirements or violates the ethical principles of scientific work, the Advisory Panel may recommend to the dean that the status be revoked.
- (9) The dean may revoke the status on his or her own initiative, particularly if the status holder ceases to meet the requirements set forth in this regulation, violates the ethical principles of scientific work, or if other serious circumstances arise that are incompatible with continued holding of the status.

Article 5
Final Provisions

- (1) Details regarding the evaluation of scientometric indicators—in particular the h-index, citations in WoS, and journal categorization—may be regulated by an amendment to this regulation or by methodological guidelines issued by the dean.
- (2) The ethical principles of scientific work at FEM ČZU, as defined in Appendix No. 1 to this regulation, may be replaced—upon the adoption of a corresponding internal regulation—by a separate regulation of the dean governing the ethics of scientific work or by the FEM Code of Ethics.
- (3) This regulation shall enter into force and take effect on the date of its publication.

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

Prague, June 15, 2026

Appendix No. 1

Ethical Principles of Scientific Work at FEM CZU

- (1) Employees and doctoral students are required to act in accordance with ethical standards, the principles of Open Science, the FAIR data principles, and the rules for the dissemination of scientific results.
- (2) Authorship of a scientific publication must correspond to the actual and verifiable intellectual contribution of each individual.
- (3) Authorship must not be attributed to individuals who have not made a scientifically relevant contribution (so-called “gift authorship”), nor must it be denied to individuals who have made a significant contribution to the output (so-called “ghost authorship”).
- (4) Authors bear joint responsibility for the integrity of the entire work and individual responsibility for the portion to which they made a professional contribution.
- (5) An employee or doctoral student may be listed as an author of a scientific publication only if they simultaneously meet all of the following conditions (in accordance with the Singapore Statement on Research Integrity, 2010):
 - a. *Substantive intellectual contribution* – the individual has made a significant contribution to one or more key components of the work, in particular:
 - i. the formulation of the research problem, theoretical framework, or hypotheses,
 - ii. the design of the methodology, experimental design, or model,
 - iii. the collection, analysis, or interpretation of research data,
 - iv. the development of software or analytical tools essential to obtaining the results.
 - b. *Participation in the creation of the scientific text* – actively contributed to the drafting of the manuscript or to its expert, critical, and substantial content review.
 - c. *Approval of the final version* – prior to submitting the manuscript to the editor, the employee explicitly approved the final version of the text.
 - d. *Responsibility for integrity* – is prepared to take responsibility for the accuracy and ethical soundness of their own portion of the work and, at the same time, to advocate for the overall integrity of the output.
- (6) The following, in particular, are not considered authorship:
 - a. the provision of funding, infrastructure, or administrative support,
 - b. general supervision, team leadership, or a managerial role without a substantive contribution,
 - c. technical, routine, or operational assistance that does not go beyond standard job duties,
 - d. a formal role within the project without intellectual participation,
 - e. activities such as language editing, graphic design, or technical formatting of the manuscript, unless they involve a substantive contribution.
- (7) Author order:
 - a. must reflect the scope and nature of individual contributions,
 - b. the order of authors is determined by the participating authors by consensus,
 - c. the project or research team leader is not automatically entitled to be listed as the first author without an adequate substantive contribution.

Appendix No. 2

Application for Junior Researcher / Senior Researcher Status at FEM CZU Prague

- (1) Appendix No. 2 to this regulation contains the application form for Junior Researcher and Senior Researcher status and is provided as a separate Word file.