
Incentive Programme to Support Publication and Grant Activities of Academic Staff and Ph.D. Students of FEM for the year 2023

Background

The Incentive Programme to Support the Publication and Grant Activities of Academic Staff and Doctoral Students of FEM for the year 2023 (hereinafter referred to as the Incentive Programme) assumes that publication and grant activities resulting from the research and scientific activities of academic staff and doctoral students of FEM are an integral part of their workload or study duties.

Performance in this area is quantified and considered for each employee's evaluation. The primary purpose of this programme is to inspire staff and Ph.D. students to higher goals (than the average publication level at the faculty) concerning the quality of the publications produced and grants submitted. This purpose is also reflected in the setting of the level of rewards for each type of activity.

The Incentive Program also specifies faculty access to potential publications by academic staff and Ph.D. students in untrustworthy journals or journals published by untrustworthy publishers, even if these journals are indexed in the SCOPUS database. Although the release of updates to the list of untrustworthy journals (known as Beall's lists or similar lists) has ceased, and the SCOPUS database continues to remove low-quality journals, the problem cannot be considered solved.

Lastly, the Incentive Program recognizes the efforts of PEF staff and PhD students that are not related with the creation of immediate recognizable R&D results, but by their nature establish requirements for attaining quality R&D outcomes in the future..

Supported publication and grant activities

Supported publication activities

Concerning the establishment of Czech Republic science policy (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 impacted journals (i.e., the J_{imp} category according to the Methodology classification) and journals indexed in the SCOPUS (J_{sc}) database are supported. Special focus

is given on articles that fall under the FEM's priority FORDs, particularly in economics, management, and other social sciences, as well as computer science.

Supported grant activities

Furthermore, the submission of grants whose implementation brings the Faculty financial resources from external sources, both scientific (e.g., Horizon 2020, GAR, NAZV, etc.) and non-scientific (e.g., ERASMUS+, Operational Programmes, etc.) is supported. Suppose the project is undertaken by a consortium comprising more than one partner. In that instance, funding is granted for scientific research involving both the project coordinator and the partner; for other projects, funding is offered exclusively for involvement as a project coordinator.

Internal grant projects (for example, IGA FEM) are not eligible for funding. Duplicate grant applications that have previously failed in grant competitions and have yet to be substantially changed (at least 50%) are also excluded.

Essentials of publications and grants and how to prove them

The authors of papers published in 2023 will be rewarded. A reference in the bibliographic record specifies the year of publication, indicating that it must be a journal publication published in 2023. According to the current M17+ Methodology, the publication must meet the result "J" definition in one of the aforementioned subcategories. The publication must be registered with the CZU using its registration system (now CV application). It must also be linked to the associated authors' ORCID. Compliance with these conditions is verified by the R&D department.

The amount of remuneration per author will be computed following the completion of the export of FEM publications to RIV (March 2024), and the author will be given the option of:

- Receive the full amount as remuneration, in which case the compensation will be paid the next closest pay period;
- Receive a portion of the stated amount in remuneration while keeping a portion (or possibly the entire amount) to be used in other ways (e.g., payment of conference or APC journal fees, reimbursement of travel expenses, purchase of equipment, literature (but for the department's records, etc.). In this situation, the remuneration amount will be paid at the next pay day. The remaining will be sent to the budget of the corresponding department, together with information on the overall amount of the remittance and its division among the authors. During the year, authors can use the funds in the ways described above. Payment of stipends from this amount is prohibited. Payment by remuneration is possible, but additional costs must be considered (see super gross salary, vacation), which the faculty will not fund.

Apart for measures that assist writers in choosing a journal, the FEM administration does not promote publication in low-quality journals or journals published by untrustworthy publishers (e.g., "Think. Check. Publish"). In the event of a dispute, the author may be required to provide documentation of the peer review process and to demonstrate that the publication went through a valid peer review procedure. The FEM management conducts the evaluation, which may approach experts who are not biased against the author and may be asked to provide an expert

opinion on the submitted application. If the FEM management authorizes the publishing, it will be classified as a "J" category output and will be eligible for the Incentive Program; otherwise, it will be classified as a "O" category output and will not be compensated.

The proposed grant projects are awarded to the research team whose project was duly and timely submitted to the relevant grant competition in 2023. The project must be registered and approved in the relevant CZU IS application and cannot be disqualified from the grant competition for formal reasons. In terms of quality, the project must meet the acceptance requirements of the grant competition's substantive evaluation. If these criteria are not clearly established in the grant competition, or if the project evaluation will take place in numerous rounds (particularly for major multinational scientific projects), the decision to give the reward from the incentive program will be made by FEM management.

It is verified by an extract from the CZU's relevant IS and confirmation of the project evaluation status from the relevant agency (e.g. link to the website with the interim results of the competition, extract from the application for the organization of the grant competition, etc.). This document includes a form for documenting project status, which is also available at the R&D department. Funding will be made on an ongoing basis, subject to the research team submitting proof of all of the following to the R&D department.

Author's shares

Publication authors are compensated based on their author shares. Unless otherwise agreed by these authors, the compensation for an article written by numerous "home authors" of the FEM is distributed equally among all of these authors. Departments will submit the documents for computing the incentive program awards to the FEM R&D Department by quantifying the agreed shares by the deadline indicated in the timeline for submitting R&D results to RIV. In terms of a reward for external project submission, the money is split between FEM employees and Ph.D. students who helped design the project proposal. The responsible project investigator or the head of the research team from the FEM CZU in Prague proposes the support allocation.

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

Rewards for created publications

a) Reward for above-standard fulfilment of accreditation requirements

A maximum of 1 publication with an assigned non-zero IF or SJR, which does not meet the conditions for the award under point b), is rewarded with 10 000 CZK. With more than one result in this category, the publication with the highest author share will be awarded.

b) Reward for excellence in publishing

All Jimp-type publications in journals that are ranked in the first or second percentile in their FORD according to the AIS indicator in the WoS database are rewarded (with an additional incentive for ranking in the first decile). The current AIS data will be used at the time of evaluation (March 2023). Writers of publications that fall into the following FORDs based on the subject area of the journal will receive a special incentive:

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

c) The management of the faculty reserves the right not to pay bonuses in the case of those employees who do not fulfil the obligation to register their publications in time (i.e., within the deadline) in the database cv.czu.cz or other specified database (according to the instructions of the Vice-Dean for R&D).

Rewards for submitted project applications

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

THE AMOUNT OF FINANCIAL SUPPORT REQUESTED FOR PEF CZU incl. VAT	SCIENTIFIC PROJECTS		OTHER PROJECTS
	COORDINATOR	PARTNER	COORDINATOR
Up to 1 mil. CZK (up to EUR 40 thousand)	7 000 CZK	5 000 CZK	5 000 CZK
Over 1 million CZK (over 40 thousand EUR), up to 5 million CZK (up to 200 thousand EUR)	15 000 CZK	10 000 CZK	10 000 CZK
Over 5 million 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 Incentive Programme.

Payment for publications in Open Access journals - Article Processing Charge

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

- Authors cannot apply for support for these costs under university-wide support measures;
- this is support for a publication in a journal with an assigned non-zero IF in the Web of Science database;
- this is 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 at their disposal (typically from the funds of their department). Subsequently (based on an approved application), this payment will be transferred to the FEM Dean's Office via the internal accounting system.

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, publishing house, FORD(s) of the journal, and its quartile ranking in these FORDs (according to AIS);
- review process.

Applications are accepted continuously at the FEM R&D Department. Support is not claimable; the FEM management decides the approval of the application according to the following criteria:

- proven quality of the 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:

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

* Apart from publications in journals published by MDPI.

Citation feedback of works registered in the Web of Knowledge

The support is aimed at rewarding activities leading to the promotion of own works published in high-quality scientific journals with IF or in proceedings 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 author. An academic staff member or Ph.D. student of the FEM will be awarded if they reach the following h-index value for the first time in 2023:

- achieving value $h = 3 \dots 3\,000$ Kč;
- achieving value $h = 4 \dots 5\,000$ Kč;
- achieving value $h \geq 5 \dots h * 2\,000$ Kč.

In the event of an increase in the h-index value by more than one index point in the course of one year, the remuneration is calculated for each h-index point separately (the resulting sum of the payment is, therefore, the sum of the partial entitlements arising in the course of the year).

The management of FEM strongly urges the authors of FEM to act strictly under the ethical standards and principles of scientific work and dissemination of its results when promoting the results of their scientific work to increase their citation rate and to refrain from any activities that could be judged as purposeful and unethical.

Conditions for joining the Incentive Programme

To enable easy verification of the publication activities of academic staff and Ph.D. students of FEM and especially their citation feedback, it was determined that the condition for payment of the rewards mentioned above from the Incentive 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 your ORCID number to the FEM R&D department.

Further information about ORCID and assistance with the registration process is available from the FEM R&D Department.

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

In Prague, 7 March 2023

Attachment: Project Status Documentation Form for the Incentive Programme