

An Incentive program to support publishing and grant activities of academic workers and doctoral students in 2021

Background/Framework

The Incentive program to support the publishing and grant activities of PEF academic staff and doctoral students for 2021 (hereinafter the Incentive Program) assumes that publishing and grant activities resulting from research and scientific activities of PEF academic staff and doctoral students is an integral part of their work, ergo. study obligations.

Performance in this area is considered in determining the personal evaluation of each employee. The primary purpose of this program is to inspire employees and doctoral students to higher goals (than the normal level of publications at the faculty) regarding the quality of publications and grants. Setting the amount of the rewards for individual types of activities also corresponds to this purpose.

The incentive program further specifies the faculty's approach to possible publications of academic staff and doctoral students of the faculty in untrusted journals, or journals published by untrusted publishers, although these journals are indexed in the SCOPUS database. Even though the publication of updates to the list of untrusted journals (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 appreciates the activities of PEF employees and doctoral students, which are not associated with the creation of immediately recognizable R&D results, but create the preconditions for achieving quality R&D results in the future.

Supported publishing and grant activities

Supported publishing activities

Regarding the setting of science policy in the Czech Republic (defined by the Methodology for Evaluating Research Organization M17+), the National Accreditation Office (accreditation standards) and long-term priorities of the faculty, only journal publications in impact journals (i.e., Jimp category according to M17+ classification) are supported, including ones indexed in the SCOPUS database (J_{sc}). The following text in this chapter specifies the vision of the PEF management related to the desired publication profile of the PEF academic staff, to which everyone should aim in the long run. Given that this area is in the competence of the heads of the departments, this text only has the character of a recommendation, however, it on the principle of determining rewards for publishing activities.

Trends in the evaluation of publication outputs can be summarized as listed below:

- relatively few results are evaluated for a specified period, typically the 5 best results in the last 5 years;
- besides bibliometric analysis, the following are also assessed: publishing house, relation to the field (area of education) of the author and workplace, repeated publications in the same journal, publications in domestic journals and other non-bibliometric attributes;
- indexing of the journal in the Web of Science database is almost absolutely preferred over the SCOPUS database, ergo the decisive factor is the quartile classification of the magazine according to AIS.

Through guidance, publications may be classified as listed:

1) Publication in magazine Q1 or Q2 according to AIS, namely

- publication of one's own research;
- publications in the relevant scientific field, ergo areas of education.

2) Publication in magazine Q1 or Q2 according to AIS, namely

- publications in journals outside the field of education, but with a substantial share of content corresponding to the scientific field, ergo areas of the author's education.

3) Publication in the magazine Q3,4 according to AIS or Q1,2 according to SJR, namely

- publication of one's own research in the relevant scientific field;
- publications in journals outside the field of education, but with a substantial share of content corresponding to the scientific field, ergo areas of the author's education.

4) Other - conditionally supported publications (in limited quantities)

- publications outside WoS, only Q3,4 according to SJR;
- publications with a minority share of content related to the author's scientific field;
- publications published in the Czech Republic or Slovakia;
- publications in domestic journals (published by CZU);
- publications published in discussed, but non-restrictive publishing houses - there is a need to thoroughly document the reviewing process;
- repetitive publications in one journal (more than twice a year, or even once a year for several years and nothing else added), unless there is a relevant reason for this (e.g., co-authorship of the supervisor for relevant publications of several doctoral students, etc.).

5) Unsupported publications

- publication obviously not fulfilling the characteristics of a scientific article which will be published in a journal;
- a publication in a predatory magazine (see the successors of Beall's papers).

Desirable publication profile (5 publications in the last 5 years), which need to be addressed in the long run:

- at least 1 publication of the first or second category;
- the rest of the publications in categories three or four (with an effort to minimize category 4);
- without publications in category 5.

Supported grant activities

The submission of grants is also supported, implementing which brings financial resources of the faculty 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 with scientific projects is the involvement both in the role of project coordinator and in the role of partner. With other projects, involvement is only supported in the role of project coordinator.

Internal grant projects (e.g., IGA PEF) are excluded from support. Also excluded from support are repeated grant applications which have been unsuccessful in grant competitions in the past and which have not been substantially (at least 50%) reworked.

Requirements of publications and grants and their documentation

The authors of publications that are published in 2021 are rewarded. The year of publication is showed by the data in the bibliographic record, i.e., it must be a journal publication with the year of publication in 2021. The publication must meet the definition of result of some above subcategories. The publication must be properly registered in the CZU registration system (now the CV application) and must be assigned to the ORCID of the respective authors. Verification of compliance with these conditions is performed by the R&D department.

The amount of the remuneration attributed to each author will be calculated after the export of PEF publications to the RIV (March 2022) and the author will be given a choice whether he wishes to:

- receive the entire set amount as a reward, in which case the reward will be remitted to him in the nearest payment period;
- receive part of the set amount as a reward and leave part of this amount (or even the entire amount) to be used in other ways (e.g., payment of the conference fee or APC magazine, travel expenses, purchase of equipment, literature but in the records of the department), etc. Here, the amount earmarked for remuneration will be paid in the nearest pay period and the rest will be transferred to the budget of the department, together with information on the total amount transferred and its distribution among authors. Payment as remuneration is possible, however, it is necessary to consider other costs (via super-gross salary, holiday), which will not be co-financed by the faculty.

The PEF management does not support publications in low-quality journals, ergo in magazines published by untrusted publishers. Besides 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 reviewing procedure and to show that the publication has gone through a legitimate reviewing system. The assessment is carried out by the PEF management, which for this purpose may address impartial and non-impartial experts in the field with a request for an expert opinion on the submitted application. If the PEF management approves the publication, the publication will be registered as an output of category "J" and will be the subject of the Incentive Program, otherwise it will be moved to category "O" without the right of remuneration.

The research team is rewarded for the submitted grant projects, the project of which was duly and timely submitted to the relevant grant competition in 2021. 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 eligibility criteria in the factual evaluation of the grant competition. If these criteria are not clearly set out in the grant competition, or the evaluation of projects will take place in several rounds (especially for large international scientific projects), the decision on meeting the qualitative aspect for awarding the reward from the incentive program will be made by PEF management.

It is evidenced by an extract from the relevant CZU IS and confirmation of the status of the project evaluation from the relevant agency (e.g., a link to pages with ongoing competition results, an extract from the application for the organization of a grant competition, etc.). The project status document is attached to this document and is also available from the R&D department. Payment is made actively; the condition is to document all the above facts by the research team at the R&D department.

Author's shares

Authors of publications are remunerated based on authors' shares. If the article comprises several "domestic authors" of PEF, the remuneration for the relevant publication is divided equally among all these authors, unless these authors agree otherwise. The departments submit the documents for the calculation of rewards from the motivational program with the quantification of the agreed shares to the R&D department of PEF within the deadline determined by the schedule of registration of R&D results for sending to the RIV.

In the same way, the reward for a publication is distributed if the author's team comprises "domestic authors" from PEF together with the authors of other research organizations in the Czech Republic. Shares of foreign authors are not considered when calculating authors' shares (equal to zero). The author's affiliation to the relevant research organization is verified by the identification given in the relevant publication.

With remuneration for a submitted external project, the amount is distributed among PEF employees and doctoral students who took part in the project's creation application. The distribution of support is proposed by the responsible project leader, ergo, head of the research team from PEF CZU in Prague.

The number of rewards for individual types of publications and submitted project applications

Rewards for created publications

a) Remuneration for above-standard fulfilment of accreditation requirements

A maximum of 2 publications with an assigned non-zero IF or SJR are rewarded, of which a maximum of 1 can be a publication without an assigned non-zero IF that does not meet the conditions for valuation according to point b), in the amount of 10,000 CZK. If more results in this category are achieved, the publication with the highest authorial share will be used.

b) Reward for achieving excellent publication results

All Jimp publications are rewarded in journals that were included in the 1st or 2nd quartile in their category according to the AIS indicator in the WoS database (with another award for the inclusion of the journal in the 1st decile). The AIS value valid at the time of the assessment (March 2022) will be used.

TYPE OF RESULT/Quartile (decile) according to AIS	D1	Q1	Q2
Jimp (publication in a magazine with IF)	70 000 CZK	50 000 CZK	30 000 CZK

If a journal is included in over one category, it is sufficient that it be indexed in Q1 (D1) or Q2, at least one of them.

Rewards for submitted projects

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

AMOUNT OF FINANCIAL SUPPORT REQUESTED FOR PEF CZU incl. VAT.	SCIENTIFIC PROJECTS		OTHER PROJECTS
	COORDINATOR	PARTNER	COORDINATOR
Up to 1 million CZK (up to 40 thousand EUR)	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 Program.

Payment of fees 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 to cover these costs under university-wide support measures;
- it is a support of a publication in a journal with an assigned non-zero IF in the Web of Science database;
- it is a support of a publication published in a foreign scientific journal (outside Slovakia).

The application is submitted as a letter, to which the authors document:

- the amount of APC to which the application relates;
- name of the journal, publishing house and quartile classification of the journal (according to AIS);
- the course of the reviewing procedure.

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

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

The amount of support may not exceed 100% of the APC in the journals in Q1 or Q2, 50% of the APC in Q3 and 25% APC in Q4.

Citation responses to works registered in the Web of Knowledge database

The support is aimed at rewarding activities leading to the promotion of one's own work, which have been published in high-quality scientific journals with IF, or in proceedings registered in the Web of Knowledge database. The measure for the evaluation of success is the h-index given by the citation report of the Web of Knowledge database on the registered works of the given author. The reward will be awarded to an academic staff member or doctoral student of PEF if, for the first time in 2020, it reaches the following h-index value:

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

PEF management urges PEF authors to strictly adhere to the ethical standards and principles of scientific work and the dissemination of its results when promoting the results of their own scientific work in order to increase their citation, and to refrain from any activities that could be considered purposeful and unethical.

Conditions for entering the Incentive Program

For the prospect of easy verification of publishing activities of academic staff and doctoral students of PEF and especially their citation responses, it was determined that the condition for the payment of the above-mentioned rewards from the Incentive Program is:

- a) have 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) forward your ORCID number to the PEF R&D department.

More information on ORCID and help with the registration process is provided by the PEF R&D department.

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

Ing. Martin Pelikán, Ph.D.
Dean of the PEF CZU in Prague

In Prague on February 17, 2021