

FF UHK Dean's Decree No. 9/2018

Remuneration of Academic and Research Staff and Students for Publishing

I. Opening provisions

This Decree of the Dean sets out the remuneration rules for publishing activities of academic and research staff as well as students in doctoral and master study programs at the Philosophical Faculty of the UHK (henceforth FF UHK). Its primary objective is to:

- 1) Promote the quality and excellence of the publication outputs by academic staff, researchers and students in doctoral and master study programs and to reward their high-quality publications;
- 2) Reward publications important for the career growth of academic staff, study programs accreditation at FF UHK, and to raise the expertise of students in doctoral and master study programs.

Remuneration is due exclusively for a published paper. A publication must be entered into the Personal Bibliographic Database (OBD) along with all relevant details including its full text version. If (e.g. due to file size) the text cannot be entered in the OBD, the publication will be submitted in the printed form to the Science and Research Office of FF UHK (henceforth SROFF). The publication must be explicitly dedicated to FF UHK, and such affiliation must be specified also in the publication text and in the corresponding database.

II. Types of remunerated publication outputs as specified in article I., paragraph 1.

1. Scholarly articles published in international journals classified as Jimp or Jsc

Remuneration is due for scholarly articles published in respected international journals, adhering to standard review procedures (articles anonymously reviewed by at least two expert reviewers) and publishing academic texts in English or another recognized world language. Eligible texts are exclusively texts with "Article", "Review" or "Letter" attributes, published in journals listed in the Web of Science (Jimp type of result) and/or Scopus databases (Jsc type of result).

The evaluation takes into consideration the journal's ranking in its subject category according to the impact factor and the total number of journals in the given subject category in the Web of Science (ranking according to the journal's IF) or Scopus (ranking according to the journal's SJR; see <http://www.scimagojr.com>) databases at the time of publication. The remuneration will be calculated based on the data entered in the table attached to the present Decree (as Appendix A). The resulting amount shall always be increased by CZK 10,000. If the journal is indexed both in WoS and Scopus, the higher financial rating will be used for calculating the remuneration. If the journal occurs in multiple subject categories of Web of Science and/or Scopus, respectively, the higher financial rating will be used for calculating the remuneration. If the article has multiple authors, the remuneration will correspond to the given author's proportional share in the total number of authors.

Remuneration for publications will be paid out monthly. Documents (complete ID record of the publication in OBD; calculation of the amount of remuneration according to the table in Appendix A hereof; data entered in the table in Appendix B) will be sent to the SROFF, always by the 15th day of the month to allow for an immediate data review and payment of remuneration.

2. Scholarly monographs published by international publishers

Remuneration is due for the authorship of a scholarly monograph (B type of result) published by an internationally renowned publishing house listed and categorized in Appendix B hereof. The remuneration amount will be calculated as follows:

- The monograph was published by an A category publishing house: The author is entitled to a remuneration of CZK 250,000 CZK.
- The monograph was published by a B category publishing house: The author is entitled to a remuneration of CZK 175,000 CZK.
- The monograph was published by a C category publishing house: The author is entitled to a remuneration of CZK 100,000 CZK.

If the monograph has multiple authors, the remuneration will be calculated proportionally based on the share in the number of authors (or based on the author's mental share if specified).

Remuneration for publications will be paid out monthly. Documents (complete ID records in OBD; calculation of the amount of remuneration based on the category of the publisher according to the list of publishers in Appendix B hereof; data entered in the table in Appendix B) will be sent to SROFF, always by the 15th day of the month to allow for an immediate data review and payment of compensation.

The Dean may propose for remuneration an extraordinary publication published by another publisher listed in another specific rank of prestigious publishers in a specific field. The nomination is to be documented by such ranking/documents proving the quality of the publishing house.

3. Chapters in scholarly monographs published by international publishing houses

Remuneration is due for the authorship of chapters in scholarly monographs (C type of result) published by an internationally renowned publishing house listed in Appendix B hereof. The remuneration basis for a chapter in such a monograph will be calculated from the share of such chapter (page count) on the total page count of the monograph.¹ This amount will be subsequently increased as follows:

- CZK 20,000 if the monograph was published by an A category publishing house;
- CZK 10,000 if the monograph was published by a B category publishing house;
- CZK 5,000 if the monograph was published by a C category publishing house.

If the chapter has multiple authors, the compensation will be calculated proportionally based on the share in number of authors (or based on the author's mental share if specified).

Remuneration for publications will be paid out monthly. Documents (complete ID record in OBD; calculation of the amount of remuneration based on the author's share and the publisher's category according to the list of publishers in Appendix B; data entered in the table in Appendix B) will be sent to the SROFF, always by the 15th day of the month to allow for an immediate data review and payment of compensation.

The Dean may propose for remuneration a chapter in an extraordinary monograph published by another publisher listed in another rank of prestigious publishers in a specific field. The nomination is to be documented by such ranking/documents proving the quality of the publishing house.

4. Scholarly articles published in national journals classified as Jimp or Jsc

Remuneration is due for scholarly articles published in academic journals adhering to standard review procedures (articles anonymously reviewed by at least two professional reviewers) and publishing scholarly texts in national (non-global) languages (including journals publishing articles in Czech and Slovak languages). Eligible texts are exclusively texts with "Article", "Review" or "Letter" attributes, published in journals listed in the Web of Science (Jimp type of result) and/or Scopus databases (Jsc type of result).

Based on an evaluation of quality indicators of the given journal (including expert reviews), the Dean may recommend remuneration determined according to article II, paragraph 1. (pursuant to table in Appendix A), or may propose an ad hoc remuneration ranging from 0 to CZK 50,000.

Remuneration for publications will be paid out monthly. Documents (complete ID record in OBD; data entered in the table in Appendix A hereof) will be sent to the SROFF, always by the 15th day of the month. Evaluation, statement of compensation and payment will take place subsequently.

¹ The (editorial) introduction, chapters, including bibliography(-ies) and annotations will be included in the total page count of the monograph. Subject and/or name index for instance will not be included in the total page count of the monograph.

III. Types of remunerated publication outputs as specified in article I., paragraph 2.

1. Articles published in scholarly journals in the ERIH PLUS database

Remuneration is due for scholarly articles published in international or national academic journals included in the ERIH PLUS database (i.e., which form a sub-category of Jost type of results). A lump sum remuneration of CZK 3,000 will be paid out for publication of an article in this category.

Remuneration for outputs will be paid annually. Documents (complete ID record in OBD) will be sent to the SROFF, always by the 15 October of the given year.

2. Scholarly monographs and chapters published by national publishing houses

Remuneration is due for scholarly monographs (classified as B-type publications) published by other publishers, including Czech and Slovak ones, than listed in Appendix B hereof. The Dean will set up a committee for evaluating the publication outputs aspiring to compensation. The committee may seek and invite independent expert reviews for the purpose of such evaluation.

Based upon an evaluation of quality indicators of the given publishing house (including expert opinions), the Dean will determine, upon the committee's recommendation, a remuneration for monograph authorship ranging from CZK 0 to 15,000 CZK. The remuneration for a chapter in such a monograph will be calculated from the author's share (chapter page count) in the total page count of the monograph.

Remuneration for outputs will be paid annually. Documents (complete ID record in OBD) will be sent to the SROFF, always by 15 October of the given year.

IV. Research staff paid from RVO funds and visiting professors

Research staff paid from RVO funds (based on Work Performance Agreement (DPP) or contract for work) will be granted remuneration for publications subject to the following terms:

- Researchers (DPP - Work Performance Agreement) whose work-load is less than 0.1 are entitled to 100% of the total amount of remuneration calculated according to the conditions specified in articles II., III. and IV;
- Researchers (contract for work or Work Performance Agreement) whose work-load exceeds 0.1 are entitled to remuneration calculated according to the conditions specified in articles II., III. and IV.:
 - 0.1 work-load = 90% compensation
 - 0.15 work-load = 85% compensation
 - 0.2 work-load = 80% compensation
 - 0.2 work-load = 75% compensation
 - 0.3 work-load = 70% compensation
 - 0.35 work-load = 65% compensation
 - 0.4 work-load = 60% compensation
 - 0.45 work-load = 55% compensation

- 0.5 work-load = 50% compensation
- 0.55 work-load or higher = 33% compensation

Visiting professors are entitled to 33% of the total amount of remuneration calculated according to the conditions specified in articles II., III. and IV.

V. Validity of Decree

The present Decree enters into force by 1 May 2018 and applies to all outputs assigned after submitting the RIV 2018 package.

The following appendices enter into force along with the present Decree:

- FF UHK Dean's Decree No. 9/2018 - Appendix A - Table for Calculation of Remuneration under Article II. Paragraph 1.
- FF UHK Dean's Decree No. 9/2018 - Appendix B - List and Categorization of Publishers for Calculation of Remuneration under Article II. Paragraph 2. and 3.

The present Decree cancels the following Decrees and/or Appendices:

- FF UHK Dean's Decree No. 6/2017 – Remuneration of the academic staff, the research workers and the students for the publications
- FF UHK Dean's Decree No. 6/2017 – Remuneration of the academic staff, the research workers and the students for the publications - English
- FF UHK Dean's Decree No. 6/2017 – Amendment
- FF UHK Dean's Decree No. 6/2017 – Amendment - English
- FF UHK Dean's Decree No. 6/2017 - Appendix A
- FF UHK Dean's Decree No. 6/2017 – Appendix A – English
- FF UHK Dean's Decree No. 6/2017 – Appendix B
- FF UHK Dean's Decree No. 6/2017 – Appendix B - English

VI. Final provision

The Dean reserves the right to grant a higher, lower, null or ad hoc compensation in the event of circumstances of special consideration.

Mgr. et Mgr. Pavlína Springerová, Ph.D.
Dean

Appendix A:
Remuneration Calculation Chart

Appendix B:
List of Publishing Houses