

FF UHK Dean's Decree No.29/2020

Remuneration of the academic and scientific staff and students for publications and support of its scientific impact

I. Preliminary provisions

This decree sets the rules for remuneration of academic staff and researchers and students of the PF UHK. Its aim is especially:

1. To promote quality and excellence of the publication outcomes of the academic staff and researchers and remunerate their high quality publications;
2. To remunerate publications important for the career development of the academic staff, for accreditations of the study programmes at the PF UHK and improving skills of the Ph.D. and MA students;
3. To promote scientific impact of excellent publication outcomes of academic and scientific staff and students.

The remuneration shall be payable only for a published publication (in case of electronic publications it is necessary to have a DOI and a full text must be available at the webpage of the publisher including a proper link; the magazine must have an eISSN). The publication including all formalities and its full text inserted in the Personal bibliographic database (hereinafter OBD). If it is not possible (e.g. because of the size of the file) to insert the text in the OBD, the publication will be handed over to the Department of Science and Research of the PF UHK. The publication must contain affiliation of the author to the Philosophical Faculty University of Hradec Králové and this affiliation must be stated in the OBD, in the text of the publication and in the respective database. The duty to mention affiliations applies for all types of outputs, i.e. monographies or chapters in monographies etc. (concerning the form see the Dean's decree 3/2019).

II. Types of remunerated publication outputs according to the Article I. point 1.

1) Articles published in international and national magazines of a type Jimp or Jsc

Remuneration will be paid for articles published in respected international and national magazines that follow standard review procedures (the articles are anonymously reviewed by two specialized reviewers etc.) They are solely texts flagged "Article ", "Review " or "Letter" published in magazines that belong to the databases Web of Science (result like Jimp) or Scopus (result like Jsc). In the evaluation is taken into account

ranking of the magazine in the specific area. In case of magazines registered in the database WoS the ranking is set according to the IF (see www.webofknowledge.com), in case of magazines registered in the Scopus database according to SJR (see <http://www.scimagojr.com>) at the time of publishing.

Remuneration does not apply to outputs published in so-called "predatory" magazines (for basic characteristics of such magazines see e.g. <https://bit.ly/35cgM8h>; <http://knihovna.cvut.cz/podpora-vedy/publikovani/predatorske-casopisy>). In case of doubts, the Dean of the faculty decides about classification of the magazine as a predatory magazine.

Calculation of the remuneration will be done according to the data inserted in the table that is attached of this decree (Attachment A). If the publication is a result of cooperation in an international team¹, another 10 000 crowns will be added to the remuneration. In case that the magazine will be indexed and has its ranking in the database WoS same as in the database Scopus, the output must always be recorded as Jimp, however for the calculation of the remuneration will be used a calculation with higher financial evaluation. In case the magazine is indexed in the database Scopus same as in the database WoS, but in the so-called ESCI regime (without the IF being set), it will be recorded and remunerated as a result type Jsc. In case that the magazine belongs to more categories on Web of Science, eventually Scopus, for the calculation of the remuneration will be used a calculation with higher financial evaluation. In case the article is written by more authors with affiliation to the UHK, the remuneration corresponds to the proportional author's share on the total number of authors with affiliation to the UHK or its creative share. The number of authors outside the UHK does not influence the division of the remuneration sum.

The remuneration for publications according to the article II. point 1) will be paid in a single payment and thus in the soonest pay period after presenting the application. The documents (ID record in OBD and calculation of the remuneration according to the Excel table in the Annex A of this decree) will be sent to the Department of Science and Research of the PF UHK and thus always until 15th day in each month, so that the control of the data and remuneration payment can be realized immediately.

2) Professional publications published in international publishing houses

The remuneration will be paid for authorship of a professional monograph (result of type B) published in one of internationally respected publishing houses named and categorized in the attachment B of this decree. The remuneration will be calculated according to the categories A, B and C to which publishing house belongs, in the following way:

- The monograph was published by a publishing house in the category A: the author will be given a remuneration of 200 000 CZK;

¹ They are publications that undoubtedly originated according to affiliations in cooperation with foreign researchers affiliated to foreign research and educational institutions.

- The monograph was published by a publishing house in the category B: the author will be given a remuneration of 150 000 CZK;
- The monograph was published by a publishing house in the category C: the author will be given a remuneration of 100 000 CZK

If the monograph has more authors, the remuneration will be calculated proportionally according to the share on the number of authors (respectively according to the mental share of the author, if it is specified.)

Remuneration for publications according to the Article II point 2) will be paid as a single payment in the soonest pay period after presenting the application. The documents (ID record in OBD and calculation of the remuneration according to the categories A, B and C to which the publishing house listed in the Attachment B belongs) will be sent to the Department of Science and Research of the PF UHK and thus always until 15th day in each month, so that the control of the data and remuneration payment can be realized immediately.

The Dean can propose an exceptionally valuable publication published in a different publishing house for evaluation, if the publishing house is part of the sector-specific rating of prestigious publishing houses. Nomination must be accompanied by such a rating/ documents about the quality of the publishing house.

3) Chapters in professional monographs published in international publishing houses

The remuneration will be paid for authorship of chapters in professional monograph (result of type C) published in one of international respected publishing houses listed in the Attachment B of this decree. The basis for the remuneration for the chapter in a monograph will be calculated according to the categories A, B and C to which the publishing house belongs (see Article II, point 2) and furthermore according to the share of the chapter (number of pages) on the total number of pages of the monograph². To the basis will be further added:

- The monograph was published by a publishing house in the category A: the author will be given a remuneration of 20 000 CZK;
- The monograph was published by a publishing house in the category B: the author will be given a remuneration of 10 000 CZK;
- The monograph was published by a publishing house in the category C: the author will be given a remuneration of 5 000 CZK

If the chapter was written by more authors, the remuneration will be calculated proportionally according to the share on the number of authors (respectively according to the mental share of the author, if it is specified.)

Remuneration for publications according to the Article II point 2) will be paid as a single payment in the soonest pay period after presenting the application. The documents (ID record in OBD and calculation of the remuneration according to the category A, B or C

²The total number of of pages of the monograph includes the (editor's) introduction, chapters including the list(s) of literature and notes. The total number of pages does not include e.g. the factual and/or name index.

to which belongs the publishing houses listed in the Attachment B) will be sent to the Department of Science and Research of the PF UHK and thus always until 15th day in each month, so that the control of the data and remuneration payment can be realized immediately.

The Dean can propose an exceptionally valuable publication published in a different publishing house for evaluation, if the publishing house is part of the sector-specific rating of prestigious publishing houses. Nomination must be accompanied by such a rating/ documents about the quality of the publishing house.

4) Publication outputs nominated in the Module 1 according to the methodology 17+

Publication outputs nominated in the Module 1 according to the methodology 17+ that will be evaluated by grades 1 and 2 will be remunerated as follows:

- The output evaluated by grade 1 will be remunerated by 150 000 CZK
- The output evaluated by grade 2 will be remunerated by 120 000 CZK

If the output was written by more authors, the remuneration will be calculated proportionally according to the share on the number of authors (respectively according to the mental share of the author, if it is specified.)

Remuneration for publications according to the Article II point 2) will be paid as a single payment in the soonest pay period after the results of the evaluation are made public after presenting a request (Attachment C) to the Department of Science and Research of the PF UHK.

III. Types of remunerated publication outputs according to the article I.

point 2

1) Articles published in professional magazines in the database ERICH PLUS

The remuneration will be paid for articles published in international or national professional magazines belonging to the database ERICH PLUS (i.e. subcategory of outputs type Jost). For a publication of an article in this category will be paid a flat-rate remuneration of 3 000 CZK.

Remuneration for outputs according to the article III point 1) will be paid once a year. The documents (ID record in OBD) will be sent to the Department of Science and Research of the PF UHK and thus always to 15th October of the given year.

2) Professional monographs and chapters published in national publishing houses

Remuneration will be paid for professional monographs type B published in other publishing houses including Czech and Slovak publishing houses that are on the list of the attachment B of the decree. The Dean will set a commission that will evaluate the publication outputs aspiring for remuneration. The commission may require independent reviews for the purpose of evaluation.

The remuneration for authorship of a monograph will be set by the Dean on based on the evaluation of the indicators of quality of the given publishing house (including the

expert reviews) and in accordance with recommendation of the commission in the range between 0 and 15 000 CZK. The remuneration for the chapter will be calculated according to the share of the author (number of pages of the chapter) on the total number of the monograph pages.

The remuneration for publications according to the article III. point 2) will be paid once a year. The documents (ID record in OBD) will be sent to the Department of Science and Research of the PF UHK and thus always until 15th October of the given year.

IV. Scientific staff with 0, 1 – 1, 0 of full time equivalent funded from the RVO (Development of a Research organization, hereinafter RVO) appropriations, visiting professors and staff working on the postdoctoral positions of the PF UHK

Scientific staff whose salary is funded from RVO appropriations or external scientific staff will be given remuneration for publications according to the article II and III as follows:

- External scientific staff – agreement to complete a job = 100% of remuneration;
- Scientific staff (principal occupation, agreement to perform a work, agreement to complete a job):
 - 0, 1 of the full-time equivalent = 90% of the remuneration;
 - 0, 15 of the full-time equivalent = 85% of the remuneration;
 - 0, 2 of the full-time equivalent = 80% of the remuneration;
 - 0, 2 of the full-time equivalent = 75% of the remuneration;
 - 0, 3 of the full-time equivalent = 70% of the remuneration;
 - 0, 35 of the full-time equivalent = 65% of the remuneration;
 - 0, 4 of the full-time equivalent = 60% of the remuneration;
 - 0, 45 of the full-time equivalent = 55% of the remuneration;
 - 0, 5 of the full-time equivalent = 50% of the remuneration;
 - 0, 55 and more of the full-time equivalent = 33% of the remuneration.

The visiting professors will be given 33% of the total sum of remuneration calculated according to the article II and III.

V. Support of the impact of the publication activities in the framework of Open Access

The fees related to the publication in the regime Open Access are primarily funded from other sources – especially external grant schemes, internal projects etc. Financing of the costs related to the publication in Open Access regime can be provided to the staff only under extraordinary circumstances i.e. previously unexpected or serious reasons sufficiently explaining not using of other grant schemes. This support can be requested only for outputs ranked in the first or second quartile of the WoS database and furthermore in the first quartile in the Scopus database. The fees related to publication in the regime Open Access will be funded solely after accepting the outputs by the editor to be printed. The support can be of 40 000 CZK as maximum. In case of exceptional and significantly beneficial publications, it is possible to give a higher support. The final decision about the sum of the support will be made by the dean.

VI. Transitional provisions

1) Provisions in the article II. points 1), 2) and 3) are related to the publication sent to the editor after 30th September 2020. Remunerations for outputs that were unquestionably submitted for editing (without the necessity of radical or complete revision) before this date is governed by the Dean's decree 9/2018. In that case, it is necessary to prove the date of sending the documents for editing with extract from the publishing system or written confirmation from the editor.

2) Provisions in the article III. point 1) related to the remuneration for publications in magazines registered in the database ERIH PLUS shall be terminated since 1. 1. 2021.

VII. Validity of the decree

This decree enters into force on the day of publishing it on the notice board. At the same time, also the attachments of the decree enter into force:

- Decree of the Dean of the PF UHK No. 29/2020 Attachment A – table for calculation of remuneration according the Article II point 1)
- Decree of the dean of the PF UHK No. 29/2020 Attachment B – List, categorization of editor houses and a table for calculation of remuneration according the Article II point 2) and 3)
- Decree of the dean of the PF UHK No. 29/2020 Attachment C – table for calculation of remuneration according to the Article II point 4)

This decree invalidates the decree of the dean of the PF UHK No. 9/2018 – Remuneration of academic and scientific staff and students for publication activities, including its attachments.

The Dean of the PF UHK reserves the right to give a higher, lower, zero or ad hoc remuneration in case of specific circumstances.

Mgr. Jan Prouza, Ph.D.
Dean of FF UHK

Attachment A:

Table for calculation of the remuneration according to the Article II point 1)

Attachment B:

List, categorization of the publishing houses and a table for calculation of the remuneration according to Article II., points 2) and 3)

Attachment C:

Table for calculation of the remuneration according to Article II. point 4)