

## Measures to Strengthen Excellent Creative (Research) Activity of Academic and Scientific Staff of the PŘF UHK

### Paragraph 1

This measure seeks to create a positive motivational environment, guiding academic and scientific staff towards excellence. The aim is to reward appropriately in particular the qualitative aspect of publishing and other creative activities, while keeping the reward system simple and financially sustainable. Authors with typically more outputs are incentivised to focus on improving the quality of outputs.

### Paragraph 2

#### **Personal incentive bonus of an academician**

The scientific and research performance of each academician is one of the components used to determine their personal incentive bonus according to Dean's Decision No. 7/2016, and the *quality of their publication outputs* is a very important factor.

### Paragraph 3

#### **Immediate reward for scientific articles published in a journal listed in the WoS citation database**

This reward is intended to evaluate the quality of creative work. It is paid to an employee or student of PŘF UHK once a year after approval of the accuracy of all data supplied by the author of the article to the **Vice-Dean for Creative Activities**.

The author of the articles provides a correctly filled in Excel form attached as Annex 2 of this Decision. In it, he/she fills in his/her name and the following information for each of his/her articles that are classified no worse than Q2 according to the WoS AIS:

- **Article ID in OBD;**
- **Author contribution** to the article. The author contribution for a given internal author is determined as 1 divided by the product of the number of all authors of the article and the number of affiliations of the given author. If the author contributions differ significantly, one of the authors may provide the Science Officer with a form (attached as Annex 3 of this Decision) in which the internal authors of the given article otherwise divide the sum of

their author contributions calculated according to the previous sentence. This form must be signed by all internal authors.

- **Rank of the article** in the given WoS category according to AIS and the **total number of journals** in this category. If the journal is ranked in more than one WOS category, the author chooses the category in which this ratio is most advantageous for him/her. The AIS ranking of journals is given in Annex 1 of this Decision. This Annex may be updated according to the latest WoS data by 31 August of every given year at the latest.

The author must submit the form with all his/her articles between 1 and 30 September of the given year to the PřF UHK Science Officer. The form attached as Annex 2 to this Decision may only include articles that meet the points listed below:

- The articles are **entered into the OBD**, the author is listed there as the home author of PřF UHK and the record has the status "**Accepted**" in the OBD.
- The reference of this article is already listed in **WoS** (but it is not listed here as *Early Access* only); the article shall be listed in WoS as *Article, Review* or *Letter*.
- The journal has a non-zero *AIS* value in the WoS database and is in **Q1** or **Q2**.
- One of the **author's addresses is PřF UHK** and the article **thanks PřF UHK** for financial support.
- Later of the dates of:
  1. Publication of the article in the journal;
  2. Reference of the article in WoS
 falls within the period from **1 September of the previous year to 30 September of the given year**.
- The author in question **has neither been paid remuneration** for the article in previous years under this decision nor in the first phase under previous decisions.

If the Vice Dean for Science finds inconsistencies in the data provided by the author of the article or if unforeseen ambiguities arise, then he/she will request completion and correction of the data from the author and suspend the approval process until the necessary data is completed.

Authors are asked to enter their published articles that are listed in WoS into OBD as soon as possible to avoid prolonged processing times in September and October.

#### Paragraph 4

#### Calculation of the financial reward

For each of the categories T1 (top 1% of journals in the category), T5 (top 5% of journals that are not T1), D1 (top 10% of journals that are not T5 or T1), Q1 (top 25% of journals that are not T1, T5 or D1), Q2 (top 50% of journals that are not T1, T5, D1 or Q1), the sum of the author contributions for articles in that category is calculated. The number of points for an author contribution of 1 in a given category is given in columns A and B in the table below. If an author receives a total author contribution of more than 1 in the T1, T5 and D1 categories combined, he/she will receive the number of

points in column A for these articles multiplied by his/her author contribution in these categories. In categories Q1 and Q2, he/she will receive the number of points in column B multiplied by his/her author contribution in these categories. If the author does not obtain a total author contribution of more than 1 in categories T1, T5 and D1, the author contribution in category Q1 and possibly also Q2 up to an author contribution of 1 will be added to the author contribution in these categories. For an author contribution less than or equal to 1, the author receives the number of points in column A multiplied by the author contribution in each category. For articles with an author contribution greater than 1, the author receives the number of points in column B multiplied by the remaining author contribution in that category.

Category	Column A: Points attributable to author contribution 1 up to total author contribution of 1	Column B: Points attributable to author contribution 1 over total author contribution of 1
T1	80 points	80 points
T5	50 points	50 points
D1	32 points	32 points
Q1	20 points	5 points
Q2	8 points	2 points

The price of a point in a given year will be determined as the ratio of the amount allocated in the faculty budget for these rewards and the sum of the points obtained by all internal applicants. The reward to the author will be determined as the product of the number of points obtained by him/her and the price of the point. The reward will be paid in October wage.

#### Paragraph 5

If the article is published in a publishing house suspected of a lower standard of peer review, the Dean may decide not to pay or to reduce the reward according to Paragraphs 3 and 4 of this Decision.

#### Paragraph 6

### **Final provisions**

Only a current PřF UHK student or employee can apply for payment.

In justified cases, the Dean may grant an exception to this measure.

This decision replaces Dean's Decision No. 11/2024 which is hereby repealed.

This Decision enters into force and effect on the date of signature.

In Hradec Králové on 27 December 2024

RNDr. Alena Myslivcová Fučíková, Ph.D.

Dean, PřF UHK