

Dean's measures to strengthen the excellent creative performance of academic and research employees of the Faculty of Science of UHK

For several years, the Czech Republic has been undergoing the finalization of the reform of the research, development and innovation evaluation system, see "Evaluation Methodology 17+", which means a complete departure from the *quantity* of financing towards the *quality* of publishing and other creative activities (more precisely *quality of selected results, social relevance, viability and strategy and concepts*). However, the international dimension of cooperation in science and research is more strongly reflected in this evaluation system. In view of this, it is necessary to focus more specifically on the support of scientific and research work at our faculty.

As of **1/1/2020**, this Dean's decision replaces the Dean's Decision No. **8/2019**.

Part I

Art. 1

Minimal creative performance of academic and scientific staff

Given that each academic employee has the scope of a certain teaching obligation and thus a related scientific and research obligation under the "Internal Wage Regulations of UHK", the following *five-year minimum publishing performance* of academic staff and researchers for a full-time job at UHK is determined as follows:

Job classification	Minimum number of articles in WoS or Scopus	Minimum accumulated author's share of articles in WoS or Scopus databases
Assistant professor	4	1
Associate professor	7	3
Professor	8	4
Researcher	15	5

Comment on the table:

- a. The *number of articles* (second column of the previous table) and *accumulated author's share* (third column of the table) only include publications with the "Article, Letter or Review" flag and are listed in the WoS Core Collection or Scopus database:
 - i. in the column "*number of articles*", the articles are counted for all co-authors with the value of one (i.e. the author's share in the publication is not significant here),
 - ii. in the column "*accumulated author's share*", the articles are counted for all co-authors with the value calculated according to the author's shares in the publication (i.e. the total number of authors of the publication and the number of addresses given by the worker shall be reflected here),
 - iii. only if the author's workplace is listed as FoS UHK and they are entered into the OBD in the last five calendar years at its closure (usually 31 January of the following year).
- b. As for an assistant professor, it does not matter in which quartile the journals in which they published their article in WoS (according to IF or AIS) or Scopus (according to SJR) occur.
- c. As for an associate professor, at least two of the published articles shall be published in a journal that is in Q1 or Q2 in WoS (according to IF or AIS) or Scopus (according to SJR).
- d. As for a professor, at least three of the published articles shall be published in a journal that is in Q1 or Q2 in WoS (according to IF or AIS) or Scopus (according to SJR).
- e. As for a researcher, at least two of the published articles shall be published in a journal that is in Q1 in WoS (according to IF or AIS) or Scopus (according to SJR), and similarly at least another four at least in Q2.
- f. If during this five-year period, the worker has advanced in a job, their minimum publication performance is calculated by the ratio of the number of months in these different job positions according to the table above.
- g. If an academic or a researcher at FoS UHK is part-time employed or works for a period shorter than the evaluation period, then their five-year minimum creative output is determined as a proportional part corresponding to their amount of work and the length of employment at FoS UHK. The researcher is subject to such evaluation only one a year after the commencement of employment at FoS UHK while the academic staff only after two years from the commencement of employment at FoS UHK.
- h. Failure to meet the minimum publication performance can be replaced by obtained scientific grants or applied results such as those of the *patent* type.
- i. For special reasons (e.g. due to long-term illness, extreme teaching load, extreme involvement in activities related to the university's third role, etc.), the Dean of FoS can, on the proposal of the relevant Head of Department, make a temporary exception to the minimum creative obligation.

Art. 2

Measures in case the minimum creative output is not met

If a worker fails to meet the mandatory minimum publication performance pursuant to Art. 1, then the head of the relevant department prepares their proposal for solving the situation and, together with such an employee, they see the Dean for further analysis. The usual steps can be expected to be as follows:

- a. increase of the teaching duties or activities within the third role of the university,
- b. reduction of personal financial evaluation,
- c. success in the nearest selection procedure.

Part II

Motivational rewards for creative performance

Given the effort to create a positive motivational environment, leading academics and researchers to excellence, financial rewards are divided into several subcategories. The aim is to reward in a certain way both the quantitative and above all the qualitative aspects of publishing as well as other creative activities. The remuneration can be characterized both as “long-term research work” and as “immediate reward for excellence in research output”.

Art. 1

Personal evaluation of an academic

The scientific and research performance of each member of academic staff is one of the components used to determine the personal evaluation according to the Dean's Decision No. 6/2011, while the number of their publications is a very important factor here.

Art. 2

Competition for the Dean's Prize of FoS UHK

This competition serves as a one-time evaluation of research quality of work. For more information see the separate Dean's Decision No. 7/2019.

Art. 3

Immediate reward for an article published in a WOS or SCOPUS citation database

This reward, similarly like the rewards in Art. 2, is intended for a one-time evaluation of the research quality of outcomes, but unlike the “Dean Prize Contest”, it is a reward paid to an employee or student of FoS UHK at the earliest possible date of payment after the approval of all the data supplied by the author of the article to the Vice-Dean for Creative activities. The author (or co-author) of an article can receive such reward only if all of the following conditions are met:

- a. they supply a copy of their published article (it shall be kept in databases only with the flag *Article*, *Review* or *Letter*, in which **one of the listed addresses is**

FoS UHK and there is a thanking to FoS UHK for financial support), to the science officer,

- b. they provide a completed form (attached to this Decision) with details of all authors, field and group of fields to which the journal and the submitted article belong,
- c. they have entered such article in the OBD as a home author of FoS UHK and the record has the status "*Accepted*" in the OBD,
- d. a reference to this article is already in WoS or SCOPUS,
- e. they deliver a *PrintScreen(s)* copy of a WoS or SCOPUS screen showing the journal's ranking and the total number of journals in all the journal categories in which the journal is included,
- f. when filling in the *application form*, it is necessary to respect the following conditions:
 - i. in the form section regarding the journal ranking in the category:
 - if the journal is included in the WoS database and has an order in a certain category (the current year when submitting the application), then the application form shall be filled in according to the WoS order (according to IF or AIS),
 - If the journal is included in the WoS database (in the current year when submitting the application) but no ranking has been yet calculated in any category, then the application form shall be filled in the "order" according to WoS (the author selects a category in WOS that corresponds the subject area of the article, and he fills in the application form entry with order increased by one than the total number of journals is in the selected WOS category),
 - if the journal is included in the SCOPUS database and is not included in the WOS database, then the application form shall be filled in according to the order of the journal in Scopus (according to SJR). The journal rank and its order in a given category in Scopus shall be stated only in relation to all journals ("Journals" option in the result type menu).
 - ii. in the form section regarding the number of all authors:
 - the field "Number of all authors from the Czech Republic" indicates the number of authors (including the application submitter) whose at least one address given is an address of a Czech research institution,
 - the field "Number of all authors outside the Czech Republic" indicates the number of foreign authors, i.e. those whose addresses given are only those of foreign universities and research institutions.

If the Vice-Dean for Creative activities finds discrepancies in the data provided by the author of the article or unforeseen uncertainties arise, then he will request the author to complete and correct the data and suspend the approval process until the necessary data is added.

The financial reward FR is determined by the quality of the journal in which such article was published. For journals from the Web of Science database, the author can choose to use IF or AIS to complete the ranking (as measured by the journal ranking p in the total number of journals c in the given field according to the *Journal of Citation Report in the Web of Science*) and for journals from the SCOPUS database (measured by the SJR citation index) by the formula¹

$$FO = \left(1000 \left\lfloor \left(6 + \frac{324 \left(1 - \left(\frac{1}{10} + \frac{p-1}{c-1} \right)^3 \right)}{1 + 100 \left(\frac{1}{10} + \frac{p-1}{c-1} \right)^3} \right) \right\rfloor \cdot \frac{2}{(2N + M)(A_Z + A_N)} \right) K\check{s},$$

where $\lfloor \cdot \rfloor$ denotes the floor function, A_Z or A_N is the number of addresses from foreign or Czech universities or faculties or research institutions, which the domestic author generally mentioned in the article, N is the number of all authors from the Czech Republic and Z is the number of all authors outside the Czech Republic.

Therefore, the maximum amount of remuneration according to this formula is **CZK 300,000**.

Part III Application of the decision

This Decision shall apply to all applications submitted after 1/1/2020.

Hradec Králové on 31/10/2019

Assoc. Prof. Dr. Jan Kříž, Ph.D.
Dean of FoS UHK

¹ If the article is assigned to more than one category on WoS or Scopus, then the author chooses only the category in which the article is the best of all.