



MEASURES OF THE DEAN OF THE FE No. 171/2019

for financial support of research, development and pedagogical activities at the Faculty of Economics of the University of South Bohemia in České Budějovice

29 August 2019

Article 1 Introductory Provisions

This document provides for the effective use of funds to support research, development and innovation and to support teaching activities at the FE USB. The aim is to support quality outputs so that the faculty can pass the accreditation process and at the same time achieve recognition in the academic sphere. At the same time, this document provides for additional one-time extraordinary remuneration.

Article 2 Allocation of Funds Earmarked for Performance Bonuses

These funds are divided into the following pillars at FE USB, as follows:

Pillar I.	45%
Pillar II.	45%
Pillar III.	5%
Pillar IV.	5%

Table 1- Distribution of funds into pillars

Pillar I: Direct performance bonuses for staff based on publication outputs.

In this pillar, only those employees who meet the minimum publication and teaching standards are remunerated, see the Measure of the Dean No. 170/2019.

The distribution of the amount allocated to this pillar is determined according to the contribution of each academic and research (for research staff, points are divided by two) staff member to the total points according to the following methodology.

The evaluation of the publication activity is assessed for each academic/research staff separately and updated once a year, usually in May, so that the results can be used to set the performance bonus applicable from July.

The evaluation of publication activity is carried out as follows:



- 1) It is always evaluated on a rolling basis over the last 5 years, i.e. the results for the years 2014 - 18 enter into the evaluation in 2019.
- 2) Only the results that the employee entered in the OBD database within the prescribed period shall be evaluated.
- 3) The results with the FE USB affiliation are included in the evaluation.
- 4) Authors' shares in FE are determined by the first FE author. The total FE authors' share is determined by the proportion of the number of authors with FE affiliation out of all authors.
- 5) The evaluation of individual outputs (with full affiliation to FE) is as follows:

Category	Publication type	Score
D10	Research article with IF in the first decile	7
Q1	Research article with IF in the first quartile	5
Q2	Research article with IF in the second quartile	4
Q3	Research article with IF in the third quartile	3
Q4	Research article with IF in the fourth quartile	2
Sc	Research article indexed in Scopus	1
special	Other research outstanding result	x

Table 2 – Definition of Publication Scoring

x - The evaluation of other outstanding R&D result is decided by the faculty management on the basis of a proposal from the Vice Dean for Science.

Pillar II: Performance bonuses for the department.

The share of funds received by the Head of the Department for redistribution to the department is given by the share of the department in the adjusted point evaluation of the faculty in HAP (Evaluation of Academic Staff) for the last evaluated year. All categories of HAP evaluation (see <https://hap.jcu.cz/>) with the final evaluation are included in the evaluation, only some are adjusted by the FE coefficient. The aim of the regulation is to bring the evaluation of pedagogical activities closer to the habitual practice of FE. The adjustment of points from HAP consists in the fact that the values in the following selected categories will be multiplied by the following coefficients:

Category	Weighting
Professional subjects lectures in a foreign language	0,75
Examined students at the State Examination	0,5
Examined students at the State Doctoral Examination	0,15
Defence of the dissertations	0,25
Supervised Bachelor thesis	0,6
Supervised Master thesis	0,6
Oponents review on Master theses	0,5
Supervised doctoral students	0,3

Table 3 - Definition of conversion factor (weighting) values for activity categories

Furthermore, this share may be reduced by the faculty management by a possible penalty in case of reporting false data, or adjusted at the suggestion of the Vice-Dean for Science and Research in case of reporting results that contradict the faculty's attitude towards predatory journals, conferences, etc.



Pillar III: RVO funds for the departments

The share of the departments in funds in this section is determined by the share of the departments in points calculated according to Table 2 - Definition of Publication Scoring.

Resources are earmarked to support research in relation to the department's defined research agenda.

The earmarking is limited:

- (i) translations into English,
- (ii) entrance and travel fees for scientific conferences, scientific congresses, both domestic and international,
- iii) publication of articles and monographs,
- iv) purchase of professional and scientific literature, databases, specialised software.

Authors of results supported by this pillar are required to indicate the dedication of the result with the number of the corresponding budget action.

The Head of Department is responsible for the use of these funds. The Head will receive in writing the total budget amount, the number of departmental points and the number of points of each member of the department.

Pillar IV: Faculty Internal Grant Competition and Extraordinary RVO (development of the research organization), (this pillar may be funded from other sources)

The goal of this category is to support projects that will be directed toward the preparation of major grant applications, quality publications in the field, and professional growth of individual staff members.

Academic and research staff and students of the DSP at the FE USB are eligible to apply for support. Support is not provided for scholarships, salaries and remuneration.

Support is awarded on the basis of contribution to the applicant's personal development and the faculty's development priorities.

Supported activities include:

- - Preparation and submission of the project to a major grant agency.
- - Scientific cooperation between individual departments, or parts of USB, national and international cooperation aimed at specific scientific outputs.
- - Internships at foreign departments with a clear R&D objective (grant preparation, cooperation on publications, etc.).
- - Scientific research activities leading to professional growth of employees.

The effectiveness and dedication of these contributions is according to the same principles as in Article 2, Pillar III of the Measure of the Dean. The project leader is responsible for accuracy.

The faculty internal grant competition and extraordinary RVO are announced regularly by the relevant Measure of the Dean. The distribution of allocated funds in this pillar takes place in the form of competition.

Article 3

One-time Remuneration for Career Development

For the achievement of academic degrees in fields of study developing the focus of the FE USB, FE USB employees will be granted an extraordinary remuneration in the following amount:

- 50 000 CZK for the degree of Professor,
- 30 000 CZK for the degree of Associate Professor,



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- 10 000 CZK for the degree of Ph.D.

The remuneration is paid only to employees who have 50 (or more) percent of their time at FE not constituted by a contract for any project. In the case of part-time employment at the FE USB, the remuneration is reduced according to the amount of time.

Article 4

The FE Dean's Award

As part of the annual evaluation of publication activities, the FE R&D Council may propose to the Dean of the FE, for extraordinary scientific achievements in the faculty focus, the Dean's Award, which is associated with an extraordinary one-time remuneration.

Article 5

Validity and Effectiveness of this Measure of the Dean of the FE

This Measure replaces the Measure of the Dean of the FE No.138/2018 and 139/2018 and enters into force on 1 September 2019. The performance-related bonuses calculated according to the original Article 2(3) of the Measure of the Dean of the FE No. 139/2018 cover the period from 1 July 2019 to 31 December 2019.

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