



DEAN'S REGULATION

2 / 2019

Motivational programme for FoH MENDELU for 2019

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Prepared by:	Vice-dean for Science, Research and Doctoral Studies				
Approved by:	doc. Dr. Ing. Alena Salašová			date:	01/07/2019
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Record of revisions

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Record of changes

Number	Article	Description of change	Approved by, date

List of related regulations

Title of regulation	Place of reference	Referenced parts
Directive No. 7/2012 Mendel University in Brno dated 5 December 2012 Ref No. 27321/2012-980 – Career rules	Article I, item 8 and 9	Organizational unit's motivational programme; Financial incentive

Preamble

The Motivational programme for employees and doctoral students of the Faculty of Horticulture is executed for the purpose of support of science-research and creative activities and support of expansion of qualifications, in relation to the following areas.

Article 1

Science-research, creative and publication activities

- (1) Employees and doctoral students of the FoH are entitled to a reward according to this Motivational programme for the specified evaluated period. The dean will assess whether to pay a reward and in what amount (up to the aliquot amount) to part-time employees. The relevant vice-dean submits a proposal for payment of a financial reward from the Motivational programme to the dean of the faculty.
- (2) Only complete results registered in the currently used university system for keeping records of results may be assessed. In the case of author collectives with a higher number of FoH workers and doctoral students, each author is entitled to a share in the relevant financial incentive. This share is equivalent to the author's simple share in the authorship of the FoH collective. The motivational programme only applies to the results of research and development affiliated with the Faculty of Horticulture of MENDELU.

- a) RIR (Research rating for 2017)

The procedure during assessment will comply with the currently valid Methodology of assessment of the results of research and development (hereinafter the Methodology) and be based on the results of assessment of RaD for 2017 published by the Government committee. Financial compensation shall be provided according to the following formula:

A) Jimp, Jscop type publication results: The author shall be entitled to a financial reward in the value of CZK 17,000 for results in the Q1 category, and in the value of CZK 11,000 for results in the Q2 category.

B) The best 10% of other results of creative activities (type B, C, Z, F, G, H, N, R, S, V, A, E, M, W, O) will receive a reward in the value of CZK 13,000.

- b) RAO (Assessment of certified outputs for 2017)

The procedure during assessment of the outputs of artistic activities shall be based on the final number of points awarded to the outputs for the calendar year 2018 in compliance with the currently valid RAO assessment methodology.

Excellent artistic performance in category "A" shall be rewarded in the sum of CZK 17,000 and artistic performance in category "B" shall be rewarded in the sum of CZK 9,120.

Article 2

Achievement of a scientific title and scientific-pedagogic qualifications

- (1) A one-off reward shall be awarded in the year the title of professor (CZK 35 thousand) or senior lecturer (CZK 25 thousand) is conferred.

Article 3

Acquisition of an external project registered in CEP, innovation voucher, SAIF project or foreign research project in 2018

- (1) A one-off reward in the value of CZK 0.5 thousand shall be awarded for each CZK 100 thousand acquired in funds for the project, but up to a maximum amount of CZK 15 thousand. Distribution of rewards is determined by the competent researcher on the basis of the involvement of specific team members in preparation of the project (only FoH employees). The reward shall be calculated on the basis of a contract for execution of the project concluded between the researcher and the provider and after allocation of SPP elements by the economic department.

Article 4

Extraordinary stipend for doctoral students at the supervisor's proposal

An extraordinary stipend for doctoral students at the supervisor's proposal may be awarded:

- (1) Up to the value of CZK 10 thousand for passing the state doctoral examination within four years from registering in the Doctoral degree programme, studied full-time throughout this period. Interruption of studies is included in this period, with the exception of approved foreign exchange stays.
- (2) Up to the value of CZK 15 thousand for handing in the thesis by the end of the due study period (interruption is included in this period, with the exception of approved foreign exchange stays) from the time of initial registration in the Doctoral degree programme, studied full-time throughout this period.
- (3) Up to the value of CZK 3 thousand for scientific publications (not conference papers), which are registered in the Web of Science (WoS) Database or CZK 2 thousand for publications that are registered in the Scopus Database and the doctoral student is always the first author of these. The date these publications are made public in the specific databases is between 30/10/2018 and 30/10/2019. The results are substantiated by submitting the published work and must be registered in the currently used university system for keeping records of results. Results in the phase of acceptance for printing cannot be included in the assessment.
- (4) In relation to support of expansion of qualifications a five-year period is set for achieving the title of Ph.D. for academic and science-research workers of the FoH with a 0.5 job equivalent and higher. The time limit is set from the date the worker starts his job. In the event that these conditions are not fulfilled, the specific employee's employment contract will not be extended.

Closing provisions

- (1) The relevant managing employee will assess employees once a year and submit this assessment to the dean of the FoH by 31/8 of the specific year. Rewards are paid out after assessment of the monitored outputs, usually in the 3rd quarter of the calendar year, as a lump sum.
- (2) Employees submit a brief report of fulfillment of the set criteria to the relevant head of the workplace or the relevant vice-dean, on receipt of a request in writing.
- (3) Proposals for extraordinary compensation for the scientific and creative activities of a doctoral student according to this regulation are submitted by the supervisor to the dean of the FoH throughout the year, but by 31/ 10 of the relevant year (with the exception of Article 1) at the latest.
- (4) This regulation invalidates Regulation No. 1/2018 - Motivational programme for FoH MENDELU for 2018, dated 13/4/2018.
- (5) This regulation was discussed by the Academic Senate of FoH MENDELU on 1/7/2019
- (6) This regulation becomes valid and effective on the date it is published. The aforementioned levels of rewards are valid in the year the Motivational programme was announced and may be modified

in subsequent years on the basis of changes to the faculty's budget or the methodology for assessing RaD.

doc. Dr. Ing. Alena Salašová
Dean of FoH MENDELU