

Rules for rewards for excellent science and research activities at FLD in 2025

Article 1

Introductory provisions

- (1) This Regulation is valid for the Faculty of Forestry and Wood Sciences, Czech University of Life Sciences in Prague (hereinafter “FLD”) and establishes the rules for rewards for excellent science and research activities at FLD in 2025.
- (2) In accordance with the Methodology for the Evaluation of Research Organizations and the Evaluation of Targeted Support Programmes for Research, Development and Innovation (hereinafter “M24+”), the aim is to keep the high number of: FLD publications in selected top journals on Web of Science (WoS); quality outputs intended for society and practice; and further on, keep the FLD involvement in major international projects; increase motivation of FLD employees to promote scientific outputs; support for open access; commercialization of outputs; and increase cooperation with external institutions.
- (3) The Regulation includes calls for the promotion of (I) open access, (II) creation of new, high-quality outputs for society and practice, (III) commercialization of FLD outputs, and (IV) cooperation with external institutions.

Article 2

Rules for rewards for excellent science and research activities at FLD in 2025

A reward may be claimed for:

A) Accepted excellent publications in journals

- 1) Registered in **Nature index**.
- 2) **In top 10% (1D) of journals according to the OECD field structure division: Fields of Research and Development (FORD) and according to Article Influence Score (AIS)** – with multidisciplinary journals, the journal must always be included at least once in the first decile (1D).
- 3) **In the first quartile (1Q) according to FORD and AIS** – with multidisciplinary journals, the journal must always be included at least once in 1Q.

The basic bibliometric indicator is AIS. In the analysis, when assessing journals from WoS database, the basic FORD field structure division will be used. Thus, WoS fields (WoS Categories) are converted into FORD structure based on the Converter (OECD field structure [Frascati Manual]) [The list of journals, their AIS, and classification into quartiles in individual FORDs is HERE](#). The value of AIS and the subsequent classification of the journal into quartiles in the individual FORDs is determined according to the current AIS of the journal at the time of accepting the article.

Conditions for paying the reward

The total maximum amount is as follows:

	Nature Index (NI)	In 1D according to FORD and AIS (D1)	In 1Q according to FORD and AIS (
Significant FORD for FLD *	150 000 Kč	120 000 CZK	60 000 CZK
Other FORD		60 000 CZK	30 000 CZK

* *Significant FORD for FLD are* Agriculture, Forestry, and Fisheries; Biological sciences; Materials engineering; Environmental engineering; Other engineering and technologies; Economics and Business.

The final remuneration for the FLD team of authors is determined by the share of the number of FLD authors from the total number of authors of the article (e.g. the total number of authors of the publication is 10, of which 6 authors have an affiliation to FLD = final remuneration is 60% of the maximum amount, see the table above). The minimum remuneration for an article for FLD authors is 10% of the maximum remuneration, i.e. for "NI" 15 000 CZK, "D1" 12 000 CZK (or 6 000 CZK – other FORD) and Q1 6 000 CZK (or 3 000 CZK – other FORD).

In exceptional cases, the FLD Dean can decide on the overall remuneration for an author from FLD; for example, if it is an excellent output, and the FLD author is in first place in the team of authors and there are no other authors from FLD, or the other FLD authors do not figure significantly with regard to the overall number of authors of the publication. There can be other exceptional cases when the Dean can decide on the amount of the remuneration differently from what is stated above.

This reward is not requested. Outputs are regularly checked by the FLD S&R Department. If the output from 2025 meets the conditions above, the FLD S&R Department will invite the FLD authors of the article to state the author's share in the article. Remuneration for individual members of the team of authors will be calculated according to the percentage of individual authors stated in WorkIS application. PhD students will have this reward paid in the form of a special scholarship. Employees and PhD students will be informed about their reward.

FLD can support the payment of article publication costs for Open Access in the form of a call ([Call I.](#)).

Within support of cooperation with external institutions, a call for these activities is announced ([Call IV.](#)).

B) Support of high-quality outputs for society and practice

These are all outputs except for publications in journals on the WoS and SCOPUS. These are, for example, professional books, chapters in professional books, software, patents, utility models, methodologies, specialized maps with professional content, research reports, and audio-visual output. These outputs must have an extraordinary **contribution to knowledge or social relevance**.

Such outputs (except articles) will be rewarded which FLD will use within the so-called Collection of Quality Outputs (CQO) – Module 1 M25+.

Reward for the FLD team of authors with more than half of the share applied for 2025 (or with assessment level 1 or 2 according to M25+) will be paid as follows:

Qualitative scale (assessment of evaluators according to M25+)				
1	2	3	4	5
100 000 CZK	40 000 CZK	0 CZK	0 CZK	0 CZK

The reward will be paid in 2026, when the Ministry of Education, Youth and Sports will publish the results of the evaluation of outputs sent in 2025. If the authors' share on the FLD output is not more than half, the reward will be reduced. In this case, the FLD Dean decides on the total reward. Remuneration for individual members of the FLD team of authors will be calculated according to the percentage share of the output in WorkIS application.

3

Rewards for **outputs within CQO**, which will be graded 1 or 2 within the M25+ assessment (in 2025), are not requested.

In the form of a call, FLD can support the creation of new high-quality outputs intended for society and practice ([Call II.](#)) and the commercialization of FLD outputs ([Call III.](#))

C) Preparation and approval of international projects at FLD

Rewards can be paid for international research projects. An international research project means funds that the applicant obtains in international public tenders, where the provider of funds comes from abroad, or it is a Czech provider that only co-finances the given research programme for researchers from the Czech Republic, but the evaluation of submitted applications takes place at the international level. These are mainly (but not exclusively) projects in the EU's Horizon Europe Framework Programme for Research and Innovation (with a significant emphasis on ERC grants), Interreg, etc.

Reward amount:

- A maximum of 400,000 CZK for FLD researchers who get a project from the European Research Council, so called ERC grant.

- A maximum of CZK 150,000 for FLD researchers who will get the MSCA (Marie Skłodowska-Curie Actions – Postdoctoral Fellowships) project, i.e., will go on an internship abroad as part of this project, or for a FLD employee who participated in a successful MSCA-PF application where the host institution is FLD.
- A maximum of 300,000 CZK for a FLD team participating in the preparation and approval of a project where FLD CZU is the leader of the consortium and the entire project, or maximum 150,000 CZK for a grant holder within the COST programme.
- Maximum 150,000 CZK for a FLD team participating in the preparation and approval of a project where FLD CZU is a partner of an international project.

Conditions for the payment of a reward:

Researchers, or team members applying for a reward must have an employment relationship with FLD CZU or be FLD PhD students. The application, signed by all participating FLD employees (PhD students), must be uploaded to the UIS by the main researcher in PDF format: eAgenda Contact centre / Searching for solution / [FLD Science and Research](#) / [FLD - Call - Preparation and approval of international projects at FLD](#). The FLD Dean can reduce the overall reward with regard to the importance of the international project, namely the significance of the grant title, the amount of FLD co-financing, the level of FLD involvement, the significance and role of FLD in the project consortium (leading of a part of the project). The reward for individual members of the research team will be calculated according to the percentage of the individual members as indicated and confirmed by signatures in the application for a reward. PhD students will have this reward paid in the form of a special scholarship.

4

D) Motivation of FLD employees and PhD students to promote scientific outputs to the public and into practice

On the proposal by the head of the relevant department/faculty workplace or marketing manager, for 2025, an FLD employee or PhD student may be paid a reward for extraordinary activity in promoting scientific outputs to the public and in practice, e.g. media appearance, lectures for the public, promotion of scientific outputs into practice. The heads of departments/faculty workplaces or marketing manager may submit a proposal for reward in writing to FLD Vice-Dean for Science, Research and PhD Studies between 1.1. - 31.3. 2025, or 1.4. - 30.6., 1.7. - 30.9., 1.10 - 12.12. 2025. For each quarter it is possible to propose a reward of up to 10,000 CZK for an employee and PhD student. The FLD Dean will decide on the total amount of reward, especially in relation to the importance of these activities and their contribution to FLD. PhD students will have this reward paid in the form of a special scholarship.

Article 3

Final provisions

- (1) A reward for the outputs referred to in Article 2 may be paid for the period of **1 January 2025 – 12 December 2025** (unless otherwise stated).
- (2) PhD students who are to be paid a reward in the form of an extraordinary scholarship according to this Regulation are obliged to keep records of their work activities in accordance with Dean's Regulation No. 17/2021 Determining the amount of scholarships for students in PhD study programmes.
- (3) This regulation comes into force and effect on the day of the Dean's signature.

Prague, 5 December 2024

prof. Ing. Róbert Marušák, PhD.
Dean FLD

CALLS for support of (I) open access, (II) creation of new outputs intended for society or practice, (III) commercialization of FLD outputs, and (IV) cooperation with external institutions at FLD in 2025

(I)

FLD Dean announces open access support in the form of a competition

Financial support is intended to cover the publication costs of Open Access (OA) articles in 2025. The conditions for support approval are as follows:

- The application for support is always submitted by the first member from the FLD team of authors of the article, or correspondent author, if from FLD.
- The applicant must be a FLD employee or PhD student.
- There must be an affiliation to FLD in the submitted article.
- Support can be requested for articles that were published between 1 January 2025 and 30 November 2025 and are already successfully accepted, or conditionally accepted with minor revisions.
- In the case of an application for support of an already published article, the applicant is obliged to document the publication of the order in the register of contracts, if it is an order exceeding 50,000 CZK without VAT.
- If other institutions participate in the output, the application must state how they contribute to covering the publication costs for OA.

The article must be accepted for publication in a journal included (on the date of application) in the WoS database in 1Q according to FORD and AIS – for multidisciplinary journals, their average quartile must be less than 1.5.

The maximum financial support is set for articles in the WoS database in the **1st D** according to FORD and according to AIS and articles included in the Nature index journal database in the amount of up to **60,000 CZK incl. VAT on one publication**, in journals in the **1st Q** up to **30,000 CZK incl. VAT per publication**. One applicant can apply for support for multiple publications if they meet the conditions.

Applications for support will be evaluated continuously until resources are exhausted.

To obtain financial support for publications in Open Access, it is necessary to fill in the form on UIS: eAgenda Contact centre / Searching for solution / [FLD Science and Research](#) / [FLD – Call – Open access](#)

(II)

FLD Dean announces support for "Projects for creation of excellent outputs intended for society or practice" for FLD employees in the form of a competition

Time period: February 2025 – December 2025

The application is to be submitted by **31 January 2025** in UIS: eAgenda Contact centre / Searching for solution / [FLD – Call - excellent outputs for society or practice](#).

The application for support must include:

- project name,
- composition of the research team (main researcher and other researchers),
- project objectives,
- project methodology (including description of existing data),
- project schedule,
- planned project output or outputs,
- budget / financial balance sheet with justification (salary funds can only be drawn for team members who are not FLD employees, FLD employees can propose rewards of 10% of the project budget).

It is possible to apply for financial support up to **150,000 CZK**.

The application for support can be submitted in Czech or English.

At least one output intended for society or practice is considered as the project result. It must not be an output that has already been supported by a similar project of excellence at FLD in the past. The FLD output authors must have a significant share in the output.

The funds must be used exclusively to support science and research through work on the planned output and can only be spent in 2025.

The application is evaluated by an expert committee appointed by the Dean. The committee will assess project quality, the feasibility of achieving the planned output(s), taking into account the team staff, and the funding required. The committee prepares a brief report containing a verbal assessment and a recommendation for the Dean. The result of the assessment is the following statement: A) Project supported in the full amount proposed, B) Project supported with a reduced budget, C) Project will not be supported. When assessing the applications, the possible competition results of researchers from previous years will be taken into account. The committee may also recommend a blanket grant reduction in the case of a large number of awarded projects.

(III)

FLD Dean announces support for the commercialization of FLD outputs in the form of a competition

The main aim of the call is to support the completion and development of FLD professional outputs with the aim of their subsequent application in practice. The prerequisite is an already created output (software, application, methodology, utility model, patent, etc.), which must be modified or adapted by features that will significantly increase the subsequent applicability in practice, i.e. especially in the commercial environment, in state and public administration, with interest groups, etc.

The partial goals are:

- significantly increase the subsequent use of outputs created at FLD in practice,
- significantly increase the potential for quality application of registered outputs within M25 + Module 1 (contribution to knowledge or social relevance),
- significantly increase the awareness of the academic community about the need to apply the outputs in practice.

Time period: February 2025 – December 2025

The application is to be submitted by **31 January 2025** in UIS: eAgenda /Contact centre / Searching for solution / [FLD - Call - Commercialization of FLD outputs](#).

The application for support must contain:

- name of the output with application potential,
- composition of the research team (main researcher and other team members),
- detailed overall description and status of the output development,
- a detailed plan for the completion and development of the output with the aim of subsequent application in practice, including schedule,
- description of the target group for which the output is to be intended,
- budget with justification (it is necessary to fill in table „[Budget table](#)“) and upload as an attachment to online application in UIS.

The budget should meet the following criteria:

- i. it is appropriate to state an item in the area of services for the activities of an external consultant/specialist for commercialization (the recommended amount is 40,000 CZK incl. VAT),
- ii. it contains the usual chapters (services, materials, travel expenses, etc.).

It is possible to apply for financial support up to **500,000 CZK**.

The application for support can be submitted in Czech or English.

The application is evaluated by an expert committee appointed by the Dean. From the submitted application, the committee will assess in particular the potential applicability of the output in practice, the need and scope of the completion and development of the output, and the required budget of the application. The committee prepares a brief report containing a verbal assessment. The result of the assessment is the following statement: A) Project supported in the full amount proposed, B) Project supported with a reduced budget, C) Project will not be supported. When assessing the applications, the competition results of researchers from previous years will be taken into account. The committee may also recommend a blanket grant reduction in the case of a large number of awarded projects.

(IV)

FLD Dean announces support for cooperation with external institutions in the form of a competition

The main aim of the call is to support cooperation with external institutions (local as well as international), focusing on the subsequent increase in FLD publishing activity. The condition is the involvement of an external expert(s) in FLD scientific research activities. The partial goal is to significantly increase international cooperation in the submission of scientific projects.

Time period: 2025 (applications are submitted continuously)

Applications are submitted continuously during 2025 in UIS: eAgenda Contact centre / Searching for solution / [Cooperation with external institutions](#) .

The application for support must contain:

- contact person from FLD (applicant for support),
- external expert (experts) who will be involved in the FLD research activities,
- very brief introduction of the expert(s) with a focus on publishing activities (number of publications on WoS, major publications, etc. is sufficient),
- publication plan of outputs in Nature Index, 1D, and 1Q according to FORD and AIS, **which would not exist without the involvement of an external expert(s),**
- budget (within this call it is possible to draw only salary funds and only for team members who are not FLD employees – funds for external members can be paid, for example, by agreement or contract for work – DPP, “smlouva o dílo”).

It is possible to apply for financial support up to **250,000 CZK**.

The application for support can be submitted in Czech or English.

The application is evaluated by an expert committee appointed by the Dean. The committee will assess the submitted application and states the following opinion: A) Project supported in the full amount proposed, B) Project supported with a reduced budget, C) Project will not be supported.