Rules for rewards for excellent science and research activities at FLD in 2027

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 2027.

(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 2027

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 (Q1)
Significant FORD for FLD *	160 000 CZK	140 000 CZK	70 000 CZK
Other FORD		70 000 CZK	35 000 CZK
Journals published by MDPI and Frontiers	-	35 000 CZK	

** Significant FORD for FLD are* Agriculture, Forestry, and Fisheries; Biological sciences; Materials engineering.

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 20% of the maximum remuneration, i.e. for "NI" 32 000 CZK, "D1" 28 000 CZK (or 14 000 CZK – other FORD) and Q1 14 000 CZK (or 7 000 CZK – other FORD). For articles published in MDPI and Frontiers journals classified as "D1", the minimum remuneration is CZK 7,000.

Rewards may be paid for journal articles across all databases included in **the Journal Citation Reports** of the Web of Science (WoS), including journals indexed in the **Emerging Sources Citation Index (ESCI)**. The new AIS values will be published by 1 July 2027, until then the current list will apply for the payment of bonuses.

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 2027 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 2027 (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 2028, when the Ministry of Education, Youth and Sports will publish the results of the evaluation of outputs sent in 2027. 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.

Rewards for **outputs within CQO**, which will be graded 1 or 2 within the M25+ assessment (in 2027), 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

Under this provision, one-off bonuses may be awarded for the successful preparation and securing of international research projects.

For the purposes of this Directive, an international research project is defined as a project secured through an international competitive call for proposals in which the funding provider is a foreign entity, or a project funded by a Czech provider that contributes to the co-financing of an international research programme intended for researchers from the Czech Republic, provided that project applications are evaluated at international level.

This includes, but is not limited to, projects implemented under the EU Framework Programme for Research and Innovation, Horizon Europe, including European Research Council (ERC) grants and Marie

Skłodowska-Curie Actions (MSCA), the Interreg programme and other international research programmes.

Bonus amounts:

1. Individual grants and selected international programmes

The following bonuses may be awarded for successfully securing a project:

- CZK 400,000 to an FLD researcher who secures a European Research Council (ERC) grant.
- CZK 150,000 to an FLD researcher who secures a project under the Marie Skłodowska-Curie Actions – Postdoctoral Fellowships (MSCA-PF) programme and undertakes a research stay abroad as part of the project, or to an FLD employee who contributed to the preparation of a successful MSCA-PF project application in which FLD acts as the host institution.
- CZK 150,000 to a Grant Holder under the COST programme.

2. Projects in which FLD acts as the coordinator of a project consortium

A bonus may be awarded to an FLD research team that contributed to the preparation and successful securing of an international project in which FLD acts as the coordinator of a project consortium, depending on the amount of grant funding awarded to FLD:

Grant funding awarded to FLD	Total team bonus
EUR 400,000 or more	CZK 300 000
EUR 250,000 to less than EUR 400,000	CZK 240 000
EUR 100,000 to less than EUR 250,000	CZK 180 000
Less than EUR 100,000	CZK 120 000

3. Projects in which FLD acts as a partner in a project consortium
A bonus may be awarded to an FLD research team that contributed to the preparation and successful securing of an international project in which FLD acts as a partner in a project consortium, depending on the amount of grant funding awarded to FLD:

Grant funding awarded to FLD	Total team bonus
EUR 400,000 or more	CZK 150 000
EUR 250,000 to less than EUR 400,000	CZK 120 000
EUR 100,000 to less than EUR 250,000	CZK 90 000
Less than EUR 100,000	CZK 60 000

Conditions for awarding and payment of bonuses

1. Persons who contributed to the preparation and successful securing of an international research project and who are employed by FLD or are students enrolled in a doctoral study programme at FLD may apply for a bonus.

2. An application for a bonus may be submitted no earlier than the date of signing the grant agreement under which funding for the project concerned was approved.

3. For the purposes of determining the bonus amount under points 2 and 3 of the "Bonus amounts" section, the decisive factor is the amount of grant funding awarded to FLD, i.e. the amount of funding provided to FLD for the implementation of the project under the relevant grant agreement. This amount excludes funds contributed by FLD as its own co-financing of the project, as well as funding awarded to other members of the project consortium.

4. Bonuses under the individual categories specified in this provision may not be combined. A bonus for the preparation and successful securing of a single international research project may be awarded under only one of the specified categories.

5. The application for a bonus must be submitted by the project's principal investigator through the University Information System (UIS), eAgenda Contact centre / Searching for solution / FLD Science and Research / **FLD - Call - Preparation and approval of international projects at FLD**. The application must be submitted in PDF format and signed by all FLD employees and doctoral students at FLD for whom a bonus is proposed.

6. The Dean of FLD may decide to reduce the total bonus amount, taking into account the nature and significance of the project. In making this decision, the Dean shall consider, in particular, the significance and prestige of the relevant funding scheme, the extent of co-financing provided by FLD, the extent of FLD's involvement in project implementation, and FLD's role and responsibilities within the project consortium, including any responsibility for leading individual components of the project.

7. The total bonus awarded to the research team shall be distributed among its individual members according to the percentage shares specified in the bonus application. The proposed distribution must be agreed upon and confirmed by signature by all team members for whom a bonus is proposed.

8. Doctoral students at FLD shall receive their respective share of the bonus in the form of an extraordinary scholarship.

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 Vice-Dean for External Relations, for 2027, 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 Vice-Dean for External Relations may submit a proposal for reward in writing to FLD Vice-Dean for Science, Research and PhD Studies between 1.1. - 31.3. 2027, or 1.4. - 30.6., 1.7. - 30.9., 1.10 - 12.12. 2027. 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 2027 – 12 December 2027** (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. 14/2025 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, 16 November 2026

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 2027

(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 2027. 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 2027 and 30 November 2027 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.
- Payment is mandatory in the given journal; support is not possible in the so-called hybrid journals where it is possible to publish without open-access fees.

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.

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 2027 – December 2027

The application is to be submitted by **10 January 2027** 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 2027.

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 2027 – December 2027

The application is to be submitted by **10 January 2027** 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 es 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: 2027 (applications are submitted continuously)

Applications are submitted continuously during 2027 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.