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Signature of the authorised person:	Prof. Ing. Zuzana Tučková, Ph.D.	

PART ONE

BASIC PROVISIONS

Article 1

Introductory Provisions

This Dean's Decision supplements Dean's Directive SD/06/2025 – Dean's Directive Supplementing Rector's Directive SR/10/2025 Evaluation and Management of the Development of Teaching, Creative, Managerial and Other Activities of Academic and Research Staff of TBU at the Faculty of Logistics and Crisis Management (hereinafter referred to as the FLCM) of Tomas Bata University in Zlín and regulates the procedure for rewarding teaching, creative, managerial and other activities exceeding the scope of activities defined in the Dean's Directive.

The purpose of this regulation is to support the achievement of high-quality research and development results funded through institutional support (Act No. 130/2002 Coll.) for academic and research staff of the FLCM, Tomas Bata University in Zlín.

PART TWO

GENERAL PRINCIPLES

Article 2

General Principles

- (1) Remuneration for the activities specified in Article 3 of this Decision shall be provided in the form of an extraordinary one-off bonus to internal employees of the FLCM.
- (2) An extraordinary one-off bonus is a non-entitlement component of salary and shall be paid only upon submission of documentation proving that the activity has been carried out and provided that sufficient funds are available in the relevant budget chapter of the FLCM, Tomas Bata University in Zlín.
- (3) The bonus shall be paid only up to the maximum amount specified for the relevant activity, depending on the intellectual contribution of the individual authors. The maximum bonus amounts are specified in Article 3 of this Decision.
- (4) The proposal for payment of an extraordinary one-off bonus shall be submitted to the Dean of the FLCM by the Vice-Dean for Creative Activities after verifying the performance for which the bonus is proposed. The proposal for granting an extraordinary bonus for the activities specified in Article 3(3) of this Regulation for a calendar year shall be submitted by the Vice-Dean for Creative Activities to the Dean no later than the end of May of the following calendar year, on the basis of data entered in the OBD database and supported by all documents necessary for evaluation. The results for the calendar year must be entered into the OBD database no later than 28 February of the following calendar year, and all supporting documents required for evaluation must be submitted to the Research Officer by the same date.
- (5) For the purposes of this Dean's Decision, an internal employee means any employee of the Faculty of Logistics and Crisis Management of Tomas Bata University in Zlín.

PART THREE

LIST OF ACTIVITIES

Article 3

Remuneration for Activities Exceeding the Scope of Dean's Directive SD/06/2025 "Dean's Directive Supplementing Rector's Directive SR/10/2025 Evaluation and Management of the Development of Teaching, Creative, Managerial and Other Activities of Academic and Research Staff of TBU"

- (1) Personal career advancement: completion of the first Ph.D. programme (CZK 10,000), first habilitation (Associate Professor) – CZK 30,000, First appointment as Professor – CZK 50,000

The above amounts apply to a full-time employment contract (1.0 FTE). For lower workloads, the amount shall be reduced proportionally.

(2) Accreditation activities: Preparation of accreditation documentation for the extension of accreditation (CZK 10,000), Successful extension of accreditation (CZK 5,000), Preparation of accreditation documentation for a new study programme (CZK 40,000), Successful accreditation of a new study programme (CZK 20,000).

(3) Creative activities

- a. Evaluation shall be carried out in accordance with the currently valid Methodology for the Evaluation of Research Organisations and the Evaluation of Programmes of Targeted Support for Research, Development and Innovation (hereinafter referred to as the Methodology) issued by the Government Office of the Czech Republic. A high-quality research and development result (hereinafter referred to as an R&D result) means a result published under the affiliation Tomas Bata University in Zlín, in accordance with the defined categories of research outputs specified in the appendix *Definitions of Types of Results* to the Methodology.
- b. If the Faculty has covered costs associated with achieving a high-quality research result from its operating funds (e.g. translation or language proofreading), the bonus may be reduced proportionally.
Subject to the Faculty's financial possibilities, staff participating in R&D outputs shall be given priority support for their creative activities, particularly for participation in international conferences, professional training courses, exchange stays, publication support, or translation of scholarly papers.
These staff members may also receive priority placement in English language improvement courses held abroad.
- c. If direct costs have been incurred for publishing the research output (e.g. article processing charges), the bonus may be reduced accordingly.
- d. Bonuses related to achieving high-quality R&D results are established as follows:

J_{imp} : The quartile for the evaluated year shall be determined according to the Journal Citation Reports (JCR) valid on 30 April of the year in which the bonus is determined. For an article published in a journal indexed in the Web of Science (WoS) database with an assigned impact factor, the bonus shall consist of two components:

- First component – according to the J_{imp} WoS impact factor quartile
 - Q1 = CZK 45,000
 - Q2 = CZK 30,000
 - Q3 = CZK 10,000

If the journal is classified in more than one FORD (Fields of Research and Development) discipline, the discipline defined as the strategic FORD discipline for the FLCM (hereinafter referred to as the *strategic discipline*) shall be considered. If the journal is classified in more than one strategic discipline, the best

quartile among these disciplines shall apply. If the article is published in a journal outside the strategic disciplines, the bonus shall be reduced to 50% of the specified amount, while the best quartile among these disciplines shall apply.

- Second component – bonus for excellent Jimp outputs according to Article Influence Score²

1st decile CZK 180,000

1st quartile (excluding 1st decile) CZK 135,000

2nd quartile CZK 90,000

3rd quartile CZK 45,000

4th quartile CZK 15,000

If the journal is classified in more than one FORD discipline, the discipline defined as the strategic discipline shall be considered. If the journal is classified in more than one strategic discipline, the best quartile among these disciplines shall apply. If the article is published in a journal outside the strategic disciplines, the bonus shall be reduced to 50% of the specified amount, while the best quartile among these disciplines shall apply.

J_{SC}: The quartile for the evaluated year shall be determined according to the SCImago Journal Rank (SJR) valid on 30 April of the year in which the bonus is determined.

For an article published in a journal indexed in the **SCOPUS** database with an assigned SJR factor, the bonus shall be determined as follows:

Q1 = CZK 45,000

Q2 = CZK 30,000

- e. Contributions published at the CrisCon conference shall also be supported. The bonus for a conference contribution shall be: CZK 2,500 per contribution.
- f. Citations of J_{SC} and J_{imp} articles included in the Web of Science and SCOPUS databases shall also be supported. The decisive date for determining the number of citations for the evaluated year is 28 February of the following year. A bonus of CZK 500 per citation applies only to citations by authors outside the FLCM. Self-citations and citations by other authors from the FLCM shall not be included in the calculation of the bonus.
- g. The intellectual contribution percentages of individual authors must be stated identically in all Current Research Information Systems (e.g. OBD), including foreign systems.
- h. All documentation necessary for the assessment and evaluation of an R&D result shall be submitted by the employee to the Research and Development Office. The evaluation of results for a calendar year and the proposal of bonuses shall be carried out in the following year. The proposed bonuses shall be submitted for approval to the Dean of the FLCM, Tomas Bata University in Zlín.

- i. Bonuses paid pursuant to this Regulation shall apply to publication outputs achieved in 2025 and subsequent years.

PART FOUR

FINAL PROVISIONS

This Decision replaces RD/07/2020.

Uherské Hradiště, 4 December 2025

Prof. Ing. Zuzana Tučková, Ph.D.
Dean of the Faculty

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