

## Guidelines 4/2015: Bonuses

Effective from October 1, 2015. Minor amendments in March, 2016 and October, 2017.

---

These guidelines summarize calculation of bonuses for faculty members (APs).

### Course quality

- Every 6 months: Fall courses are rewarded in May/June. Spring courses in November/December.
- Bachelor courses are ranked by the IES Quotient (Overall score x Difficulty score). Only courses with 5 or more responses and 10 or more graduates are included. Top three eligible courses are denoted TOP. The other eligible courses are ranked into 4 equally-sized groups (with border cases upcoded), denoted Q1, Q2, Q3, Q4.
- Master courses are ranked by the IES Quotient (Overall score x Difficulty score). Only courses with 5 or more responses and 10 or more graduates are included. Top three eligible courses are denoted TOP. The other eligible courses are ranked into 4 equally-sized groups (with border cases upcoded), denoted Q1, Q2, Q3, Q4.
- PhD/Research seminars are attributed the Q2 coefficient.
- Each of the courses is attributed a quality score: 100% for TOP, 75% for Q1, 50% for Q2, 25% for Q3 and 0% Q4.
- The courses win bonuses proportionally to the quality scores. The exact amount is to be determined every six months.
- The bonus is distributed to course lecturers based on their jointly announced division of work.

### Thesis supervision

- Every 6 months: Theses defended in February are rewarded in May/June. Theses defended in June and September are rewarded in November/December.
- The exact amounts are announced every six months.

### Pro bono

- Data are collected in late April and late October.
- Each faculty member receives a link to a Google document into which he or she fills eligible activities. Previous activities are listed as a template.
- The period to cover is the last half year.
- A non-exhaustive list of activities:

- Committee membership (Erasmus+ selection committee; Doctoral Studies Committee – esp. entrance exam participation; PRVOUK)
- External committee membership (Scientific Councils, Executive Board Members in Scientific Associations, Hlavka Foundation)
- Grant agency membership (Charles University, National Science Foundation, Expert Panel of the Ministry of Education)
- BEF, MEF, and CSF admission
- Study-abroad admission
- Preparing Master's and Doctoral entrance exams
- Organizing extra early exams for non-EU study-abroad students (IEF track of UPCES)
- Graduation officer at ceremonies
- Call, selection, and assignment of CERGE Teaching Fellows
- Program development
- Accreditations
- Open Door Day
- Presentations at (typically international) high schools
- Media (esp. institutional rankings and achievements)
- Preparing PR materials and generating new PR content
- Meeting university advisors
- Coordinating PR activities
- International agreements: negotiations here and abroad
- Journal editor or co-editor
- Special project management
- Extra high profile projects (European Commission etc.)
- Coordinating international research projects
- Workshop organization
- Research visit organization
- Public events (talks, skills workshops)
- Thesis award organization (with or without corporate support)
- Preparing student teams for team competitions (e.g. CFA Challenge)
- Recommendation letters (transfers, exchanges, CFA scholarship etc.)
- Database and special software administration
- Handling special requests of the administration of Faculty of Social Sciences and intermediating policies of Faculty of Social Sciences
- Negotiating company support
- Consulting for public authorities (e.g., forecasts for Ministry of Finance)
- Visiting professors, including funding of their stays
- The Institute also independently collects attendance at (i) final exams, (ii) Open Days, and (iii) ceremonies.

## **Research**

- Every fall, the publication record of faculty members is evaluated.
- A publication counts for a bonus if there is hard evidence of acceptance (e.g., editor's letter, online view), details of the publication are on the author's homepage, and the Institute's full affiliation is in the accepted publication.
- It is expected that the author regularly submits his or her finished publications into OBD and dedicates publications to the Institute in the OBD. The dedication is verified ex post and not dedicating the publication is considered a serious omission.
- For authors with multiple affiliations, publications are normally dedicated equally to all affiliations.
- Deputy Director for Research calculates AIS (Article Influence Score) points and Book points following the methodology on the Institute's homepage, section Research. The initial calculation is then sent out to all faculty members for control.
- The exact bonus rate is announced every year.

## **International research collaboration**

- Each researcher assigned to an international collaborating project is entitled to an extra bonus provided on the annual basis if the personnel costs of the researcher are calculated and reported on the basis of the actual working hours worked on the project.
- The maximum amount of the bonus, corresponding to the full time work on the project, is 12,000 CZK per month.
- The exact amount of the bonus is calculated proportionally based on the actual hours worked on the project.

## **Dissertation advice**

- Advisors of every successful PhD dissertation receive a bonus. The exact bonus rate is announced every year.
- In addition, for successful defenses in the first four years of the studies, the Faculty of Social Sciences awards the advisor with a bonus of 30,000 CZK that is provided directly by the Ministry of Education.

Martin Gregor

Director  
Institute of Economic Studies  
Faculty of Social Sciences, Charles University