

	Directive on Rewards for Publishing Activity	ATTENTION! The copy provided is an unedited document.
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Directive on Rewards for Publishing Activity

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Responsible Department: Vice-Rectorate for Research, Development and Innovation

Process Supervisor: Vice Rector for Research, Development and Innovation

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Article 1

Purpose and Subject of the Directive

1. This directive establishes rules for incentive-based compensation for academic staff at the Moravian Business College Olomouc, (hereinafter "MVSO") for publishing activities and other exceptional academic achievements.
2. The purpose of this directive is to support the quality, international relevance, practical application, and societal impact of the creative work of MVSO academic staff, while also establishing a system for evaluating and differentiating academic staff based on the quality and significance of their publishing activities, taking into account the university's strategic goals and profile.

Article 2

Definition of Terms Used

1. **Publication activity** refers to scholarly publications, particularly original or review articles in peer-reviewed scholarly journals and other scholarly outputs that are indexed in scientific databases (particularly Web of Science) or take the form of a scholarly or scientific monograph or a chapter therein.
2. **An exceptional academic output** is a publication or other scholarly result that, in terms of its content, quality, originality, or impact, significantly exceeds the standard level of publishing activity and contributes to the development of the field, the academic reputation, or the societal impact of MVSO.
3. **AIS (Article Influence Score)** is a measure of the scholarly impact of a scientific article based on the Web of Science methodology, expressing the relative significance of the article within the relevant field.
4. **A quartile (Q1–Q4)** refers to the classification of a scholarly journal into the relevant quartile group according to the current methodology of the Journal Citation Reports (JCR) database.
5. **Academic expertise** refers to the professional and scientific quality of a publication, consisting primarily of the advancement of theoretical knowledge, methodology, or professional understanding within a given field.
6. **Applied expertise** refers to the practical applicability of a publication or scholarly output, particularly its contribution to professional practice, public administration, the business environment, education, or society.
7. **"Author's share"** refers to the percentage contribution of an academic staff member to the final publication.
8. **"Key areas of expertise"** refers to the fields, topics, and areas of academic and research activity that are strategically defined by the MVSO and constitute the institution's long-term academic profile. The MVSO's statutory director publishes an overview of these key areas of expertise annually.

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Article 3

Basic Conditions for Awarding a Bonus

1. Rewards apply to publication achievements made during a single calendar year.
2. The minimum authorship share for each MVSO author contributing to a publication is 20%.
3. Publications must be affiliated with MVSO.
4. The proposal for remuneration is prepared by the Vice-Rectorate for Research, Development and Innovation and submitted to the statutory director of MVSO.
5. Remuneration is not an entitlement, and its award is subject to approval by the Statutory Director of MVSO.

Article 4

Compensation for Academic Staff

1. A one-time financial reward is awarded for a publication in an international peer-reviewed journal:
 - a) Q1 (AIS): CZK 10,000,
 - b) Q2 (AIS): CZK 5,000.
2. In addition to the award specified in paragraph 1, the following may be granted:
 - a) a bonus for academic expertise in the amount of CZK 5,000,
 - b) a bonus for applied expertise in the amount of CZK 5,000.
3. In addition to the award specified in paragraph 1, a bonus of CZK 10,000 may be granted for publications in a key academic field of the university.

Article 5

Compensation for Academic Staff Within 7 Years of Earning a Ph.D. Degree

1. A one-time financial reward is granted for a publication in a professional journal:
 - a) Q3 (AIS): CZK 7,000
 - b) Q4 (AIS): CZK 3,000
2. A bonus of CZK 3,000 may be awarded in addition to the reward specified in paragraph 1 for applied expertise.
3. A bonus of CZK 5,000 may be awarded in addition to the reward specified in paragraph 1 for publications in a key academic field of the school.

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Article 6

Bonus for publications that contribute strategically to the school's profile

1. An MVSO employee may be awarded a bonus for publications in the institution's key field of expertise, provided that the topics are consistent with MVSO's key areas of expertise.
2. The bonus referred to in paragraph 1 may be awarded for:
 - a) a chapter in a professional or scientific monograph, or
 - b) a professional article indexed in a scientific database, or
 - c) a professional presentation at an international conference, or
 - d) a publication-type output, such as an article in a professional journal.
3. The amount of the bonus ranges from CZK 1,000 to CZK 10,000, depending on the significance, quality, and contribution of the publication to MVSO.
4. The bonus under this article may be awarded in addition to other rewards provided for in this directive.

Article 7

Final Provisions

1. This directive takes effect on the date of its approval by the Statutory Director of MVSO.
2. The evaluation of publication activity takes place annually, no later than the end of March of the following calendar year.
3. Amendments to this directive are subject to approval by the Statutory Director of MVSO.

Olomouc, 01/01/2026

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Statutory Director of MVSO



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