In Pilsen, 15 May, 2025
Ref: UKLFP/311374/2025

DEAN'S MEASURE NO. 10/2025

RECORDS OF CREATIVE ACTIVITY AND DETERMINATION OF FINANCIAL REMUNERATION FOR PUBLICATION ACTIVITY AT THE FACULTY OF MEDICINE IN PILSEN
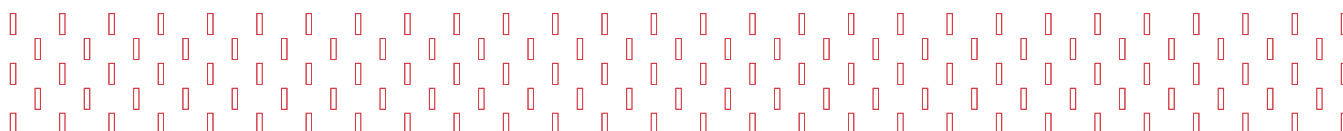
Article 1
Records of creative activity

According to the Rector's Measure No. 40/2021, Records of Creative Activities, Projects and Employee Mobility at Charles University, academic staff, researchers and students of doctoral programmes are obliged to continuously maintain a ranking of the most significant results for the past reporting period for the purposes of preparing accreditation documents and selecting results for internal and national evaluation of creative activities.

Article 2
Determination of financial remuneration for publication activity

2.1 The aim of the financial remuneration for publications is to stimulate quality publication activity at the Faculty of Medicine in Pilsen (hereinafter referred to as the "LFP"). The remuneration for publication activity is a non-refundable remuneration, which is paid according to the current economic results and possibilities of the LFP.

2.2 The calculation of the remuneration shall be carried out in the two steps set out in Articles 3 and 4 of this measure.

Article 3
Determination of the total (theoretical) amount of the publication fee

3.1 In accordance with the system of Performance Indicators for Scientific Performance of Charles University, the reward can be determined for results registered in the Web of Science databases, marked with the "Article", "Letter", "Proceeding Paper" or "Review" flag and published in a source that is assigned the Article Influence Score (AIS) metric in Journal Citation Reports for the given year of publication.

3.2 The total (theoretical) amount of the award will be derived on the basis of the weighting of the result determined according to the AIS percentile (AIS weighting):

- $00{,}8 * Q - 00{,}0$ for the interval $0{,}00 \leq Q < 0{,}25$,

- 00,8 * Q – 00,0 for the interval 0,25 ≤ Q < 0,50,
- 04,0 * Q – 01,6 for the interval 0,50 ≤ Q < 0,75,
- 09,3 * Q – 05,6 for the interval 0,75 ≤ Q < 0,90,
- 56,0 * Q – 47,6 for the interval 0,90 ≤ Q ≤ 1,00,

where Q is the AIS percentile to which the source in which the result was published belongs. In accordance with the methodology used in Journal Citation Reports, the Q value is calculated from the proportion of the numerical ranking of the source in the total number of sources in the index and field according to the Web of Science Categories, where the ranking is determined by descending order of all relevant sources according to the value of the AIS metric:

Q = 1 - the proportion of the numerical ranking of the resource within the total number of resources in the given index and discipline.

3.3 In the case where a resource is found in more than one index and discipline according to Web of Science Categories, the Q value is the one that is the highest.

3.4 The financial reward is then derived from the calculated weight of the publication as follows:

- AIS weight = 0–0,199: reward 500 CZK for 0,1.
- AIS weight = 0,2–0,399: reward 1000 CZK for 0,1.
- AIS weight = 0,4–1,399: reward 2000 CZK for 0,1.
- AIS weight = 1,4–2,799: reward 3000 CZK for 0,1.
- AIS weight 2,8 and above: reward 100 000 CZK.

Article 4
Determination of the individual royalty rate

Individual author shares of the total (theoretical) reward amount will be determined according to the mental shares (MP) entered in the OBD (MP x total reward amount). It is the responsibility of the lead (corresponding) author to determine and enter the mental shares in the OBD. If the mental shares are not entered, the reward will not be calculated and paid.

Article 5
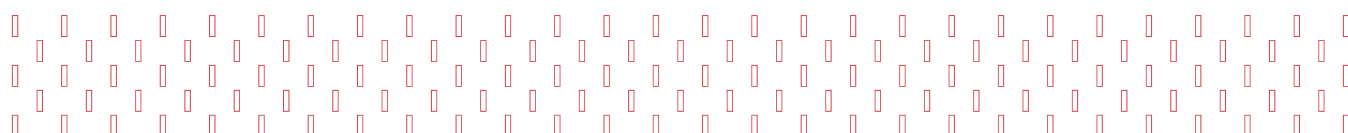## Resolving Potential Conflicts in Royalty Calculation

5.1 **Authors from multiple research organizations (LFP authors dedicate only to LFP)**

Taken into account by the level of mental shares set by the lead (corresponding) author. If the lead author is not from LFP (and mental shares are not assigned to his/her research organization), the mental share(s) are set by the (lead) author from LFP. LFP pays remuneration only to LFP authors.

5.2 **Author dedicating LFP and another research organization**

The individual royalty paid for LFP (determined according to the rules set out in Articles 3 and 4 above) will be reduced proportionally (author dedicating LFP and one other research organization: 1/2 of the calculated royalty, author dedicating LFP and two other research organizations: 1/3 of the calculated royalty, etc.).

5.3 **Author dedicating the LFP and the University Hospital Pilsen (hereinafter referred to as "FN**

Pilsen")

The principle described in paragraph 5.2 above will be applied: the LFP pays one half of the remuneration, the other half is paid by the FN Pilsen, which determines the amount of the remuneration using the same algorithm as the LFP.

5.4 **Publications with a large number of authors from many research organizations**

For papers with 20 to 49 authors, individual authors will be awarded a 5% fee, and for papers with 50 or more authors, 3% of the total theoretical publication fee. If an LFP author is among the first three authors or the last/corresponding author, the amount of the award will be determined individually, taking into account his/her mental share.

5.5 The resolution of disputed cases is the responsibility of the Vice-Dean for Science and Research and Faculty Grants.

5.6 The model calculation is attached as Annex 1 to this measure.

Article 6
Final provision

6.1 This measure comes into force and effect on the date of signature by the Dean of the Faculty.[1]

6.2 Annex 1 - Model calculation is part of the measure.

6.3 This measure cancels Dean's Measure No. 9/2018 - Recording of creative activities and determination of financial remuneration for publication activities.

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Dean of the Faculty

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[1] The only legally binding regulations are those in the Czech language and the translation above are for informative purpose only.