



CPS development projects (DP) starting in 2024

Fields eligible for support

- Polymer Processing
- Rubber Technologies
- Nanomaterials and Advanced Technologies
- Biomaterials
- Environmental Technologies
- Energy & Composite Materials



Emphasis will be placed on objectives related to Sustainable Development Goals as focus.

What do we want to achieve through the DP?

- Develop the field at an international level (outputs ideally with a global reach).
- Develop the staff – career growth (numbers and structure).
- Develop the infrastructure.
- Keep the company culture – perspective, stability.
- Support external collaborations (cross-sector collaboration / internationalisation) – projects/ reputation.
- Links with the educational process.
- Ensure adequate employee remuneration (adequate remuneration for good quality work).
- Ensure the sustainability of the Centre's funding.

How will the projects be different from the existing DPs?

The projects are strongly oriented towards

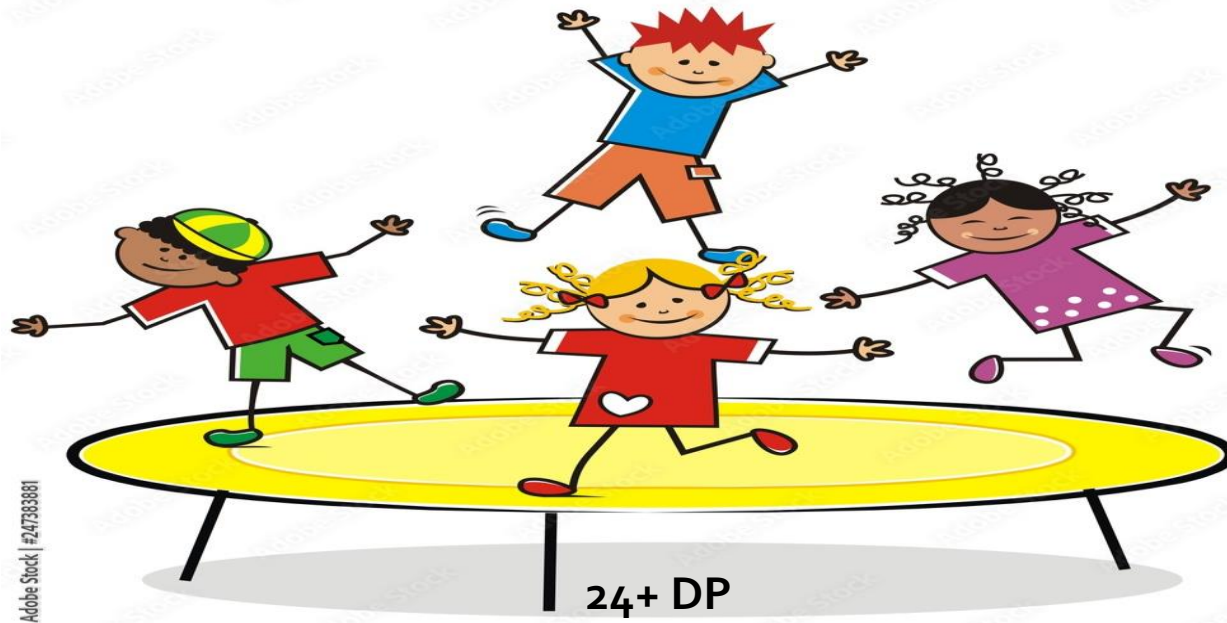
- Enhancing the quality and quantity of R&D outputs of excellence;
- Developing and enhancing professional competences of staff;
- Boosting national and international cooperation in primary & industrial research and experimental development;
- Developing staff capacity and scientific careers.

The new DPs will allow to form and support for the development of **new research groups/departments**, provided they demonstrate relevance and potential for further development.

Project period: 1 Apr 2024 to 28 Feb 2028.

The new DPs will allow a novel, transparent remuneration system to be set up.

Workplace status Career development Quality of the work setting
Expertise development Projects Collaboration
Adjusted pay



What is specifically expected from project investigators? What the indicators will be?

Personal development indicators:

P₁ – Number of individuals supported

P₂ – Number of junior researchers supported (see TACR Sigma rules)

P₃ – Number of PhD students involved

P₄ – Number of nMDP and BDP students involved

Research activity indicators:

V₁ – Number of all J_{imp} publications (Q₁, Q₂, Q₃) as per AIS

V₂ – Number of J_{imp} publications in Quartile 1 of the most influential journals in the field as per AIS

V₃ – Publications within the supported/follow-up projects

V₄ – J_{imp} publications with international co-authors

V₅ – Number of presentations at professional events

V₆ – Number of patent applications submitted

V₇ – Number of utility models

V₈ – Number of other applied research results (F/G/Z...)

V₉ – Other results not listed under V₁ to V₈

Link to the application for assessing the classification of journals into quartiles as per AIS:

https://veda.k.utb.cz/jcr_ford_ais/

(Works only after logging into the University's network)

What is specifically expected from project investigators? What the indicators will be?

Field of development indicators:

R₁ – Number of international project applications submitted

R₂ – Number of national project applications submitted

R₃ – Number of collaborations supported (cross-sector/international)

Indicators will be mandatory except for P₄, V₅ and V₇-V₉ which will be recommended only.

P₄ – Number of nMDP and BDP students involved

V₅ – Number of presentations at professional events

V₇ – Number of utility models

V₈ – Number of other applied research results (F/G/Z...)

V₉ – Other results not listed under V₁ to V₈

What will the project application look like?

Similar as last time. 😊 Not difficult in terms of paperwork.

Emphasis will be on how the topic is fresh and relevant and what is the **potential** for continuing development and **feasibility** in the real life.

Project planning will need to consider the gender aspects of the research (it is not any reference to the number of women in the team) and FAIR principles.

Tender documents and forms will be published within 14 days.



TBU Gender Equality Plan:

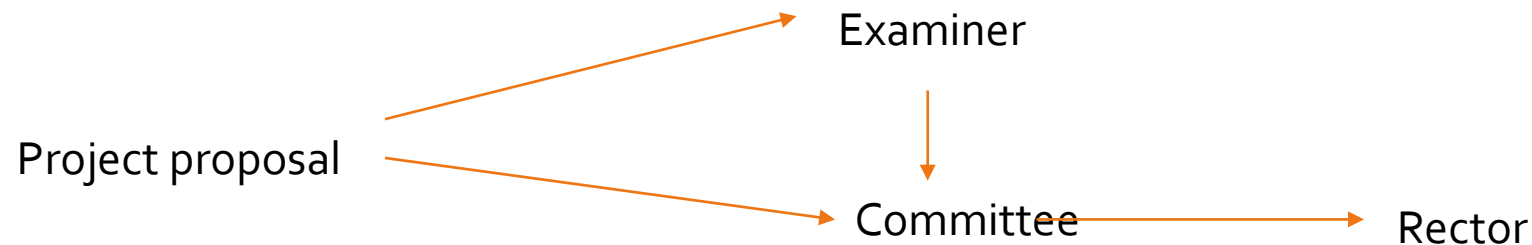
<https://www.utb.cz/?mdocs-file=52570>


How will the evaluation take place?

The project proposals will be evaluated by a committee with external experts involved – UNI's DDP DPB members (examiners).

The committee will prepare a draft evaluation and a list of projects proposed for acceptance.

The TBU Rector will now approve the CPS 24+ projects.



 Standard annual review Stop/Go System

Finance – eligible costs

The team staffing: Needs to make sure that the project is runs with success and the indicators are being met as expected.

External cooperation is welcome!

However, any external cooperation needs to take the form of an effective cooperation ensuring a fair sharing of costs and results.

The costs of servicing and maintaining the infrastructure will be paid centrally.

There is no need to take them into account in the budget of the individual DPs (this already works).

Objectives of the new system

- Set up a transparent and sustainable system based on the already well-tested evaluation and implementation of career plans, taking into account plan classification as per the applicable TBU Pay Code.
- Allow for an increase of the extra pay up to 250% of the scale, i.e. maximum limit set by the TBU Pay Code).
- Motivate to submitting applications and produce quality results.
- Primary/applied research balance through an incentive system.
- Consider individual aspects, e.g. new employee, ML, other activities crucial for the CPS to develop.
- Increase the level of social security.
- Ensure the sustainability of the Centre's funding.

The main objective is to make sure that the pay of the CPS staff increases systematically.

Basic components of pay

- A) Scale as per TBU Pay Code
- B) Individual extra pay (usually fixed for one year / project period, but other options exist as well) (max 250% of A)
- C) Bonus payments for superior performance or other circumstances worthy of consideration
- D) Annual leave allowances

$$\text{Gross pay} = A+B+C+D$$

The employer pays compulsory statutory payments (35% of gross pay)

 Staff costs

Individual extra pay (B)

Segmentation as per TBU Pay Code: A_{2b}, A₃, A₄.

Segmentation as per career plans and performance:

Key member showing sustained excellent performance. Managing external R&D projects as a standard. Sets the direction for the development of the field at CPS. His/her results are recognized by the scientific and professional community. Implements the career plan with significant overlap over the long term. Contributes significantly to the CPS strategic goals and further development.

Has a sustained record of high quality outputs in primary/applied research in the long term. Is the principal investigator within an external grant. Implements the career plan with overlap. Takes an active approach to meeting CPS development objectives in all fields of activity.

Has a sustained record of high quality outputs in primary/applied research. Is a member of a team managing external projects. Actively involved in the preparation of new grants and other internal and external collaborations. Implements the career plan as planned. Shows an active commitment to developing his/her skills and meeting CPS goals.

Shows little or no high quality research outputs. Repeatedly fails to implement the career plan. Does not cooperate in his/her/team's continued development.



B_{min}

Setting a minimum amount of individual EP from the DF will lead to increased social security for staff.

No one's EP from the DF will be reduced as the system is set up –the anticipated increase in EP is c. 10%.

$$\text{Gross pay at CPS} = A + B_{\min} + B_{\text{proj}} + C + D$$

A – as per scale,

B_{\min} – Guaranteed EP from LCDRI as a source of funding

B_{proj} – Individual extra pay as part of the project

C – Bonus payments

D – Annual leave allowances

B_{proj} is determined as the sum of the amount of the project grant (CZK) covering the scale pay of the given employee (T_p) multiplied by the coefficient k_t and the amount of the project grant (CZK) covering the extra pay of the employee (O_p) multiplied by the coefficient k_h .

$$B_{\text{proj}} = (T_p * k_t) + (O_p * k_h)$$

k_t takes the values of 0.3; 0.2; 0.1 or 0

k_h takes the values of 0.8; 0.65; 0.5 or 0

Provided that $\sum (O_p * (1 - k_h))_i = B_{\min}$, then $k_h' = 1$ will be applied for each subsequent

Coefficient values to be determined based on the breakdown as per the career plan implementation and the results achieved

If relevant, the rating will be temporarily set individually

(e.g. new entry, entry after ML, long-term illness, mobility, etc.), $EP \geq B_{\min}$

Bonus payments – applies to researchers and academics

- 1) Excellent publications (not MDPI) as per standards. Update from 2024: increase in D1 = 120,000 CZK, Q1 = 80,000 CZK
- 2) Winning an external national grant – total amount of funding (excluding capital costs) for CPS
 - Up to 1 million CZK: 10 thousand CZK
 - Over 1 million CZK to 10 million CZK: 50 thousand CZK
 - Over 10 million CZK: 70 thousand CZK

One-off bonus payment. Distributed as per the GAP data.

- 3) Winning an international grant – see amounts for national grants, multiplied by a coefficient of 2. (1 EUR = 25 CZK)
- 4) Contract research fees – New: Bonus payments increased to 50% of the profit (so far: 40%).
- 5) Third role – Representation of CPS, life-long learning events
- 6) Bonus payments for group performance (as before). Redistributed based on DP investigator and RD sponsor proposals
- 7) Vacations, Christmas

All the above remuneration instruments (EP + bonus payments) are conditional upon the sufficiency of funds within the CPS budget.



THANK YOU FOR YOUR ATTENTION!



● Vladimír Sedlařík

● sedlarik@utb.cz

● www.cps.utb.cz