

# System of Research Stimulation for Students and Young Academic and Research Workers

## Preamble

The university perceives talented students and academic staff as one of the pillars of its development. University regulations (Internal Wage Regulations, Rules of Selection Procedure, Scholarship Regulations, Regulations of Habilitation and Appointment Procedures) include the elements which encourage creative and research activities and stimulate academic staff to grow professionally. The remuneration system now eliminates seniority as a criterion, performance and the quality of results are preferred in professional growth. Systematic support to talented students in their research activity, and support to talented academic and research workers was announced as the development priority for the period 2006-2010. A positive impact of its fulfilment relates to the realization of the three key roles of the university: education, research and the transfer of knowledge between the university and practice.

The system of research stimulation for students and young academic and research workers represents individual elements in their mutual relationships, and aims at ensuring quality-oriented development of the academic activities realised at the university.

## Financial Resources

For the stimuli related to receiving financial resources, the following resources can be used:

- a grant from the Ministry of Education, Youth and Sports (MEYS) (not limited to indicator C),
- a subsidy from MEYS (especially indicator I),
- the university scholarship fund,
- earmarked subsidies for grant projects, programme projects, projects of the USC programmes, international cooperation programmes,
- earmarked subsidies for specific university research
- further resources whose purpose permits their use.

## Target Groups of the System of Research Stimulation

The main target groups are

- A. academic workers, research workers, doctoral study programme graduates to 35 years of age (hereinafter referred to as "young workers"),
- B. students of doctoral study programmes (hereinafter referred to as "doctoral students").

Other target groups are

- C. students of (follow-up) Master's degree study programmes (hereinafter referred to as "MA students"),
- D. students of Bachelor's degree study programmes (hereinafter referred to as "BA students"),
- E. pupils enrolled in the primary and secondary stages of the education system as prospective students of the university (hereinafter referred to as "pupils").

## Forms of Stimuli

The stimuli introduced into the system have both financial and non-financial character and are distinguished according to individual target groups

# I. Support and Organization of Activities

## I.1 The young workers target group

- international research exchange programmes
- positions of young researchers for graduates of doctoral study programmes from abroad
- involvement in grant competitions of the Czech Science Foundation (GA ČR), the Technology Agency of the Czech Republic (TA ČR), etc.
- regular announcements of selection procedures for positions of research workers (post-doctoral positions) accompanied with a scholarship awarded by the Rector of the university

## I.2 The doctoral students target group

- involvement in research projects
- involvement in projects which cooperate with businesses
- stipulation of conditions for extraordinary scholarships in support of the attendance of students of doctoral study programmes at scientific conferences in relation to their dissertation theses
- research exchange programmes - LLP Erasmus and other international programmes
- support to exchange programmes arranged individually in workplaces abroad
- involvement in grant competitions of the Czech Science Foundation (GA ČR), the Technology Agency of the Czech Republic (TA ČR), etc.
- grant competitions announced by the Internal Grant Agency (IGA) of the University of Pardubice
- project and process support to young research workers in the scope corresponding to the scientific focus of doctoral study programmes

## I.3 The MA students target group

- the status of auxiliary researchers
- involvement in research projects
- involvement in projects which cooperate with other institutions
- stipulation of conditions for extraordinary awards for excellent results in the field of research, development and artistic activities for students in Master's degree study programmes
- faculty Student Scientific and Professional Projects (SVOČ) as an expression of students' involvement in research or cooperation with other institutions
- high-quality information about doctoral study programmes easily accessible on both the Extranet and Intranet
- grant competitions announced by the Internal Grant Agency of the University of Pardubice

## I.4 The BA students target group

- the status of auxiliary researchers
- stipulation of conditions for extraordinary awards for excellent results in the field of research, development and artistic activities for students in Bachelor's degree study programmes
- faculty Student Scientific and Professional Projects (SVOČ) as an expression of students' involvement in research or cooperation with other institutions
- high-quality information about the involvement of students in research activities easily accessible on the Extranet

## I.5 The pupils target group

- cooperation during the organization of competitions for talented youth, e.g., activities targeted to working with high-school students (SOČ), or the Science and Technology Festival for Children and Youth (FVTDM)
- high-quality information about the involvement of students in research activities easily accessible on the Extranet

## 2. Support to Professional Growth

### 2.1 The young workers target group

- general criteria for the habilitation procedure of workers who proceed to the habilitation procedure within a specified period after the defence of their dissertation thesis
- an employment relationship for an indefinite period after habilitation
- support to the growth of qualification, efficiency and outcomes of the research activities of academic staff defined by individual faculties

### 2.2 The doctoral students target group

- offering further qualification growth and acquisition of necessary knowledge and skills within the scope of the target group by means of specialized projects
- organization of special courses, workshops and seminars, which cover specialized topics, as well as interdisciplinary or multidisciplinary courses across the university
- scholarships in support of study abroad and exchange programmes related to the preparation of dissertation theses

### 2.3 The MA students target group

- organization of special courses, workshops and seminars, which cover specialized topics, as well as interdisciplinary or multidisciplinary courses across the university
- scholarships in support of study abroad and exchange programmes related to the preparation of diploma theses

### 2.4 The BA students target group

- preferential treatment of students of Bachelor's degree study programmes awarded for their results or involved in research as auxiliary researchers, in the admission procedure to follow-up Master's degree study programmes

### 2.5 The pupils target group

- admission to study at the University of Pardubice without the admission procedure on the basis of an award or successful participation in competitions for talented youth

### **3. Attention to Social and Working Conditions**

#### **3.1 The young workers target group**

- help with accommodation issues
- improvement of material, technical and service infrastructure

#### **3.2 The doctoral students target group**

- possibility to be accommodated in the university halls of residence at the above-standard level (self-contained accommodation)
- providing a scholarship corresponding to the amount of mandatory health-care insurance to students of age 26 and older who study full-time doctoral study programmes at the standard length
- improvement of material, technical and service infrastructure

#### **3.3 The MA students and BA students target group**

- improvement of material, technical and service infrastructure

## 4. Financial Awards for Achieved Outcomes and Results

### 4.1 The young workers target group

- a bonus for submitting or receiving a grant, e.g., from the Czech Science Foundation or the Technology Agency of the Czech Republic
- support to the growth of qualification, efficiency and outcomes of the research activities of academic staff stipulated in internal regulations of faculties

### 4.2 The doctoral students target group

- grading scholarships according to intermediate outcomes of research
- scholarships to students of full-time doctoral study programmes for pedagogical activities beyond the scope of the mandatory minimum
- Dean's awards for the best dissertation thesis
- nominations for the Minister's award

### 4.3 The MA students target group

- Rector's awards
- Dean's awards
- new system of granting scholarships for exceptional study results
- scholarships to auxiliary researchers

### 4.4 The BA students target group

- Dean's awards
- new system of granting scholarships for exceptional study results

### 4.5 The pupils target group

- Dean's awards
- "promise" of granting scholarships to prospective students

## The Assessment of the Fulfilment of the Research Stimulation System

- The assessment of the fulfilment of the research stimulation system includes methods which are immanent to the system itself, as well as methods which contribute to the dynamic development of the system, as they aim at determining its effectiveness (especially its usefulness and efficiency).
- The first group includes especially:
- annual assessment of the outcomes and activities of doctoral students with an impact on the amount of the scholarship,
- annual assessment of academic staff on faculties, in general with an impact on the amount of a personal bonus or premium;
- the second group includes especially:
- questionnaire research focused especially on doctoral students and doctoral study programme graduates (repeated periodically),
- the assessment of the efficiency and usefulness of the research stimulation system.

## Awareness of the System and its Promotion

- An integral part of the application of the research stimulation system is its promotion and publicity. To achieve this aim the following actions are to be taken:
- integrate appropriate information into promotional materials both outside and inside the university,
- update the information using the Extranet and Intranet for students and employees,
- organise information meetings with beginning students of doctoral study programmes at the level of the university and faculties.

## List of Abbreviations

BA students - students of bachelor degree study programmes FVTDM – Festival vědy a techniky pro děti a mládež (Science and Technology Festival for Children and Youth) GA ČR Grantová agentura České republiky (Czech Science Foundation)

IGA - Internal Grant Agency

LLP Erasmus - Life Long Learning Programme Erasmus MEYS - Ministry of Education, Youth and Sports MA students - students of master degree study programmes SVOČ Studentská vědecká odborná činnost (Student Scientific and Professional Projects)

TA ČR - Technologická agentura České republiky (Technology Agency of the Czech Republic)

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Awareness of the System and its Promotion

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