



# Evaluation and rewarding system at the faculty level FEM SUA in Nitra

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Dean of the faculty



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## Rewarding system

- **Monthly salary**
- **Extraordinary rewards (twice a year)**





## Structure of rewarding system (monthly)

### Basic salary

(constant/fixed – based on official salary rates considering position, title and years of experiences).

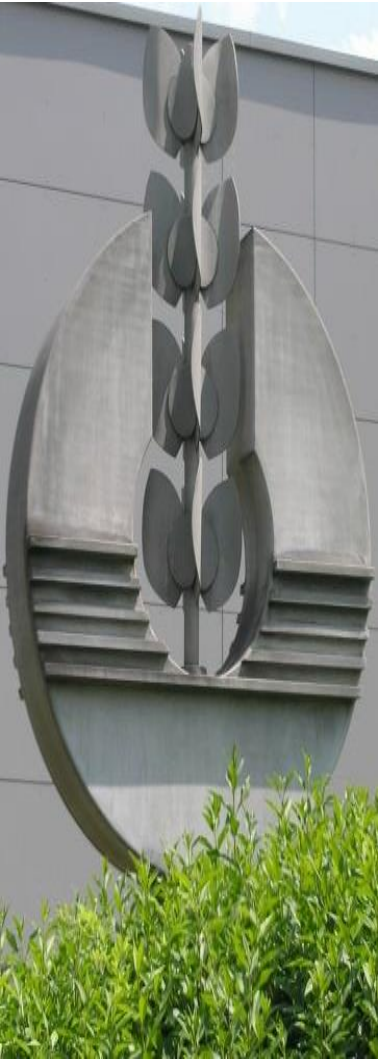
Accounts cca 80 – 90 % of overall salary received)

+

### Personal allowance (valuation)

(based on measuring academic performance:

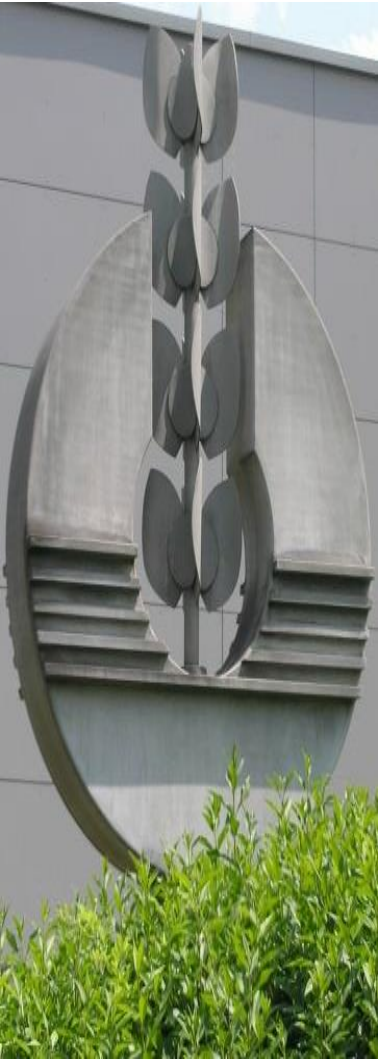
teaching, research, projects)





## The structure of the employee's personal allowance (valuation) (over basic salary - based on outputs)

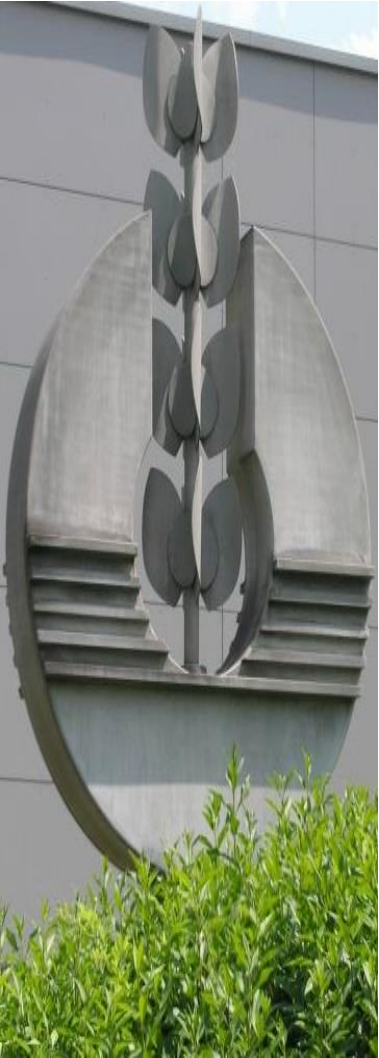
Category of outputs	Share
Output in educational activities	30 %
Output in scientific, research and publishing activities	40 %
Output in project activity	15 %
Other activities - reserve of head of department	15 %
<b>Together</b>	<b>100 %</b>





# I. Assessment of outputs in educational activities

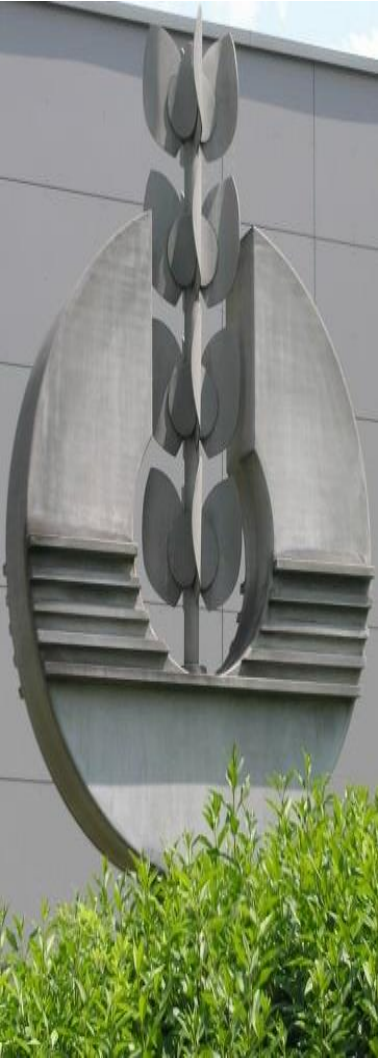
<b>Output</b>	<b>Coefficient</b>
1 hour of seminar	1,0
1 hour of lecture	1,5
1 hour of lecture in English	2,0
Supervisor of bachelor/diploma thesis	10
Tutor of doctoral student	15





## II. Assessment of outputs in scientific, research and publishing activities

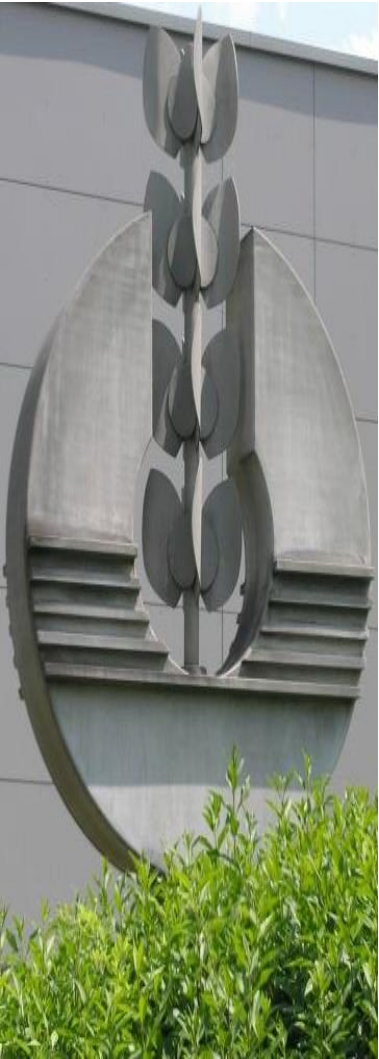
<b>Output</b>	<b>Coefficient</b>
<b>Scientific monographs (AAA)</b>	5
<b>Scientific monographs (AAB)</b>	4
<b>Research studies in scientific monograph, in journals and collections (ABA, ABB)</b>	3
<b>Chapters in scientific monographs in foreign publishing houses (in English) (ABC)</b>	2
<b>Chapters in scientific monographs published in Slovakia (ABD)</b>	1





## II. Assessment of outputs in scientific, research and publishing activities (continues ....)

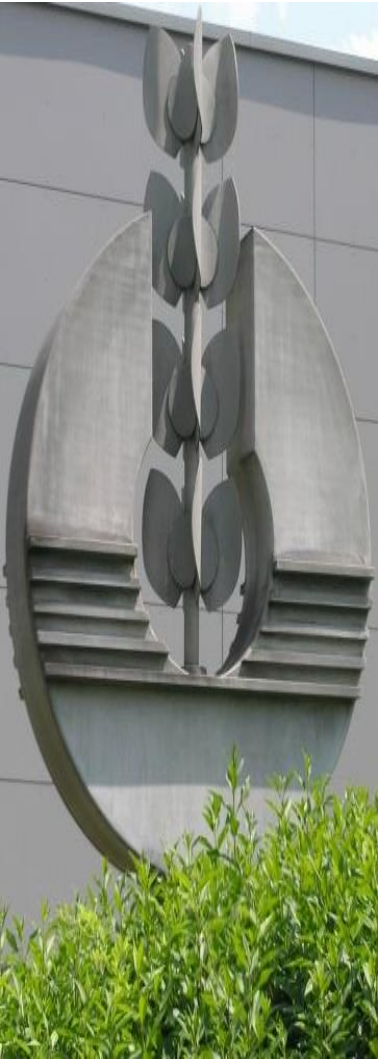
<b>Output</b>	<b>Coefficient</b>
<b>University textbooks (ACA)</b>	<b>4</b>
<b>University textbooks (ACB)</b>	<b>3</b>
<b>Professional book publications (BAA, BAB)</b>	<b>2</b>
<b>Scripts and textbooks (BCI)</b>	<b>2</b>
<b>Scientific papers in CC journals (ADC, ADD)</b>	<b>10</b>





## II. Assessment of outputs in scientific, research and publishing activities (continues .... )

<b>Output</b>	<b>Coefficient</b>
<b>Professional papers in CC journals (BDC, BDD)</b>	10
<b>Copyright certificates, patents and discoveries (AGJ)</b>	10
<b>Scientific papers in journals registered in Wos/Scopus (ADM, ADN)</b>	10/7
<b>Chapters in university textbooks (ACC)</b>	1
<b>Chapters in university textbooks (ACD)</b>	0,5

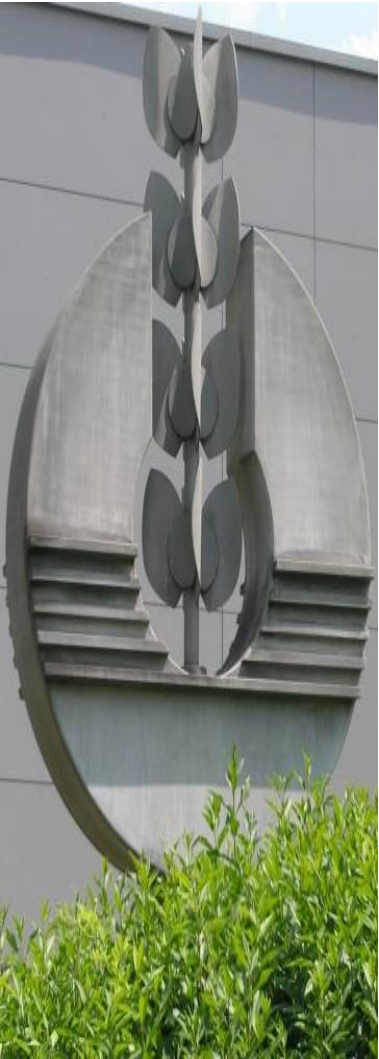






## II. Assessment of outputs in scientific, research and publishing activities (continues .... )

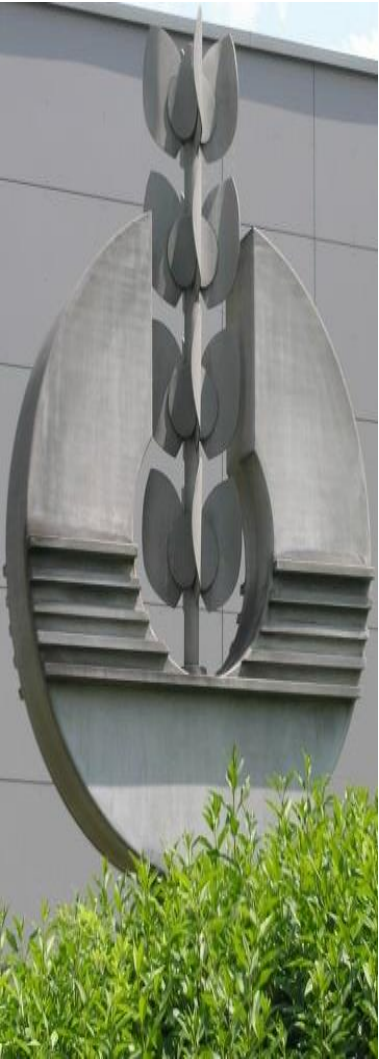
<b>Output</b>	<b>Coefficient</b>
<b>Scientific papers in other journals (ADE,ADF)</b>	0,5
<b>Scientific papers in faculty scientific journals that link to accredited study departments at FEM</b>	3
<b>Scientific work in reviewed proceeding books and monographs (AEC, AED)</b>	1
<b>Abstracts of scientific works in CC journals (AEG, AEH)</b>	0,5
<b>Published invited papers at international scientific conferences (AFA)</b>	2





## II. Assessment of outputs in scientific, research and publishing activities (continues .... )

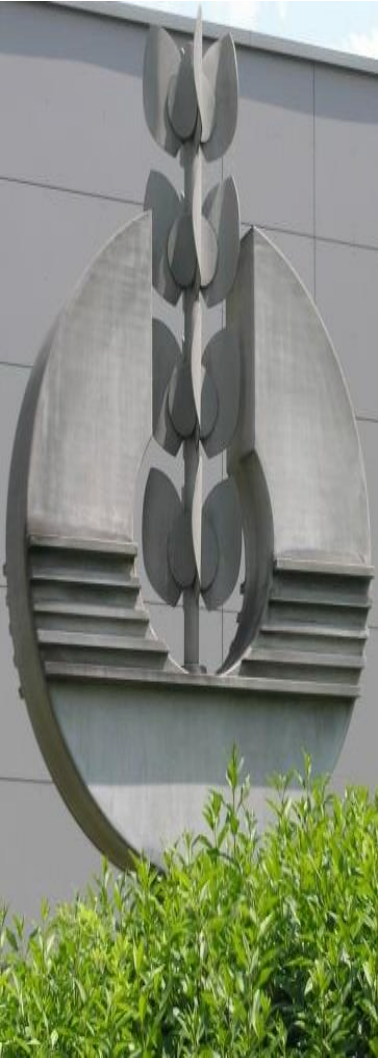
<b>Output</b>	<b>Coefficient</b>
<b>Published invited papers at domestic scientific conferences (AFB)</b>	1
<b>Published papers at foreign scientific conferences (AFC)</b>	1
<b>Published papers at domestic scientific conferences (AFD)</b>	0,7
<b>Abstracts of papers from scientific conferences and magazines (AFE, AFF, AFG, AFH, AEM, AEN)</b>	0,3
<b>Citations SCI and SCOPUS</b>	4





## III. Assessment of outputs in project activity

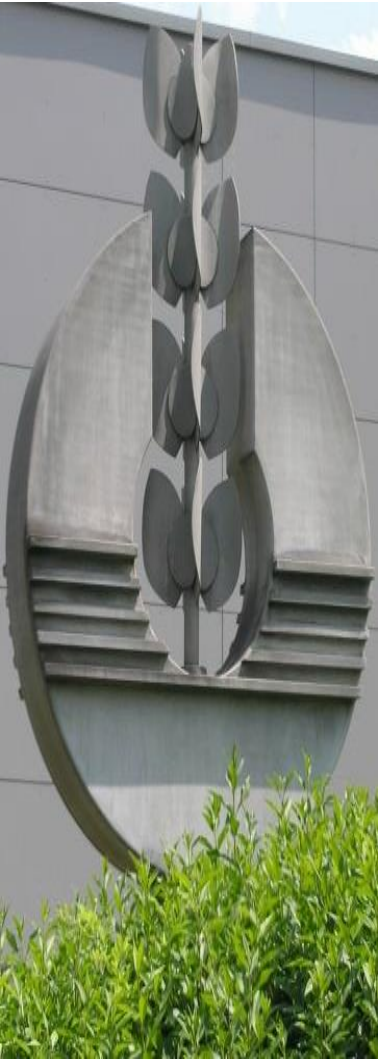
<b>Output</b> (for each started 1000 €, credited to the SPU account)	<b>Coefficient</b>
<b>Coordinator of a national research or education project</b> (for each 1000 EUR credited to the university bank account)	1
<b>Coordinator of a international research project</b> (for each 1000 EUR credited to the university bank account)	2
<b>Coordinator of the international educational project</b> (for each 1000 EUR credited to the university bank account)	1





## IV. Other activities - reserve of head of department

- For areas that are important for the functioning, development and reputation of the department
- Member of various committees
  - Entrance examinations, state examinations, UNICERT, student's scientific conferences
- Elaborating professional opinions (reviewing)
  - Final theses, books, textbooks, members of editorial boards
- Project Coordinator
  - Without financial benefit in the given year
- Other activities





# Additional increase of personal evaluation from the Dean's reserve

Gestor of study programs

The work of the editors-in-chief and executive editors of faculty or University journals

Work of members of faculty commissions, habilitation and inauguration commission

Membership in national and international committees

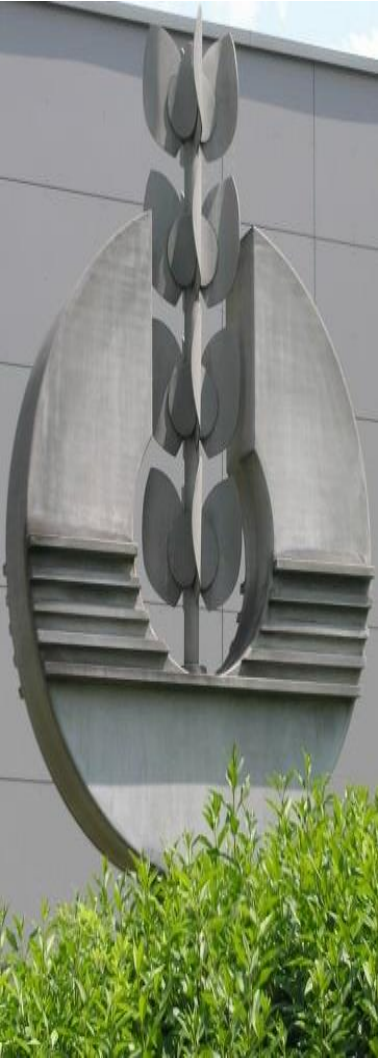
Personal evaluation of secretaries

Project coordinators without financial benefits



## Rewarding system

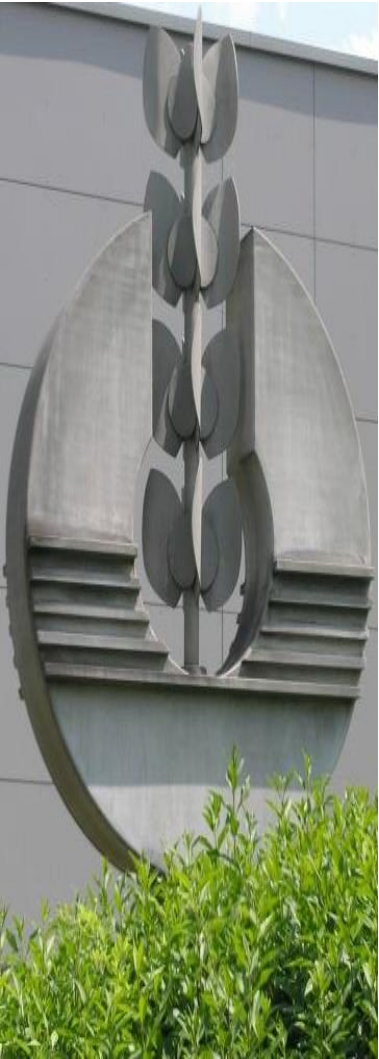
- Monthly salary
- Extraordinary rewards (twice a year)





## V. Extraordinary rewards (rewards are paid twice a year) Publishing in scientific journals

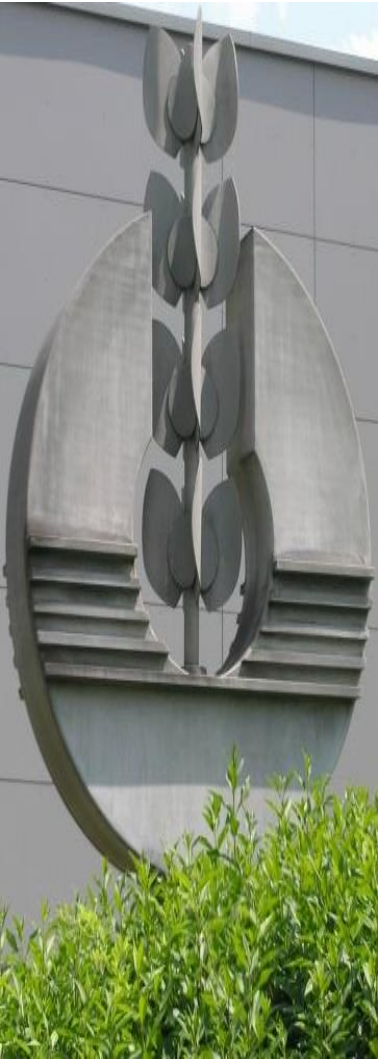
Category	Reward
Scientific article in a journal, registered in Scopus HI less than 10	900 (450 for PhD student)
Scientific article in the journal registered in Scopus HI $\geq 10$ and registered patents, inventions and utility models	1200 (600)
Scientific article in journal CC or registered in WoS with IF up to 0.39	1300 (650)
Scientific article in journal CC or registered in WoS with IF 0.4 - 0.69	1800 (900)
Scientific article in journal CC or registered in WoS with IF 0.7 - 1.0 (over 1.0)	2500 (1250) (3000/1500)





## V. Extraordinary rewards Other activities

- **Teaching in English** (one course during the semester)
  - Reward 150€
- **Local Coordinator of project FP7 and Horizon 2020**
  - Increase your personal evaluation by € 80 per month
- **Additional Support of the departments for high quality publications:**
  - Article in the SCOPUS database € 100 for the workplace
  - Article with IF € 200 for workplace

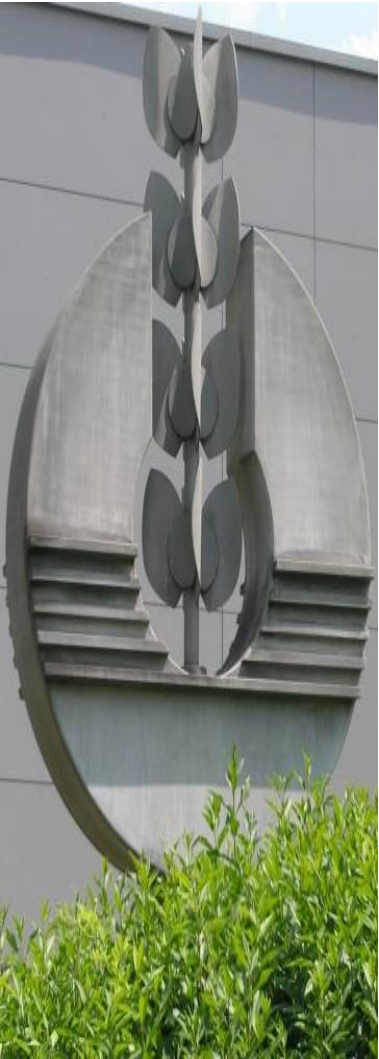






## Form of reimbursement of employee's personal valuation

- **Reimbursement as a part of the salary**
- **Using in another (non-salary form):**
  - Purchase of ICT
  - Registration for conferences
  - Travel expenses (business journeys)
  - Purchase of the books



**Thank you for your attention**