

Concept for the transformation of the Further Training and Research Support System (FTRSS) and for the creation of the Research Motivation System (RMS)

Preliminaries and motivation

The Further Training and Research Support System (FTRSS) has operated at the Faculty of Business and Economics, UP since 2009, offering financing in a tendering system for the preliminary expenses related to academic qualification procedures, and also for the writing of scientific publications of outstanding quality. The closing of this system can no longer be postponed, with a view to the elimination of the normative support for our scientific activities in 2013, and so this must be finished by the end of March 2014 by the submission of the relevant tendering reports and their qualification.

Another preliminary to be mentioned is that the enumeration of the academic achievements of the staff of the Faculty and the financial remuneration thereof took place almost fully by August 2013, in the framework of the Complex Performance Evaluation System (PES), for which finances were later awarded in 2013 in the framework of the Excellence Support Tender (the so-called "Research University" Tender). We must also mention that most of our lecturers take part in some TÁMOP (Társadalmi Megújulás Operatív Program, Social Renewal Operational Programme) research project at the Faculty, in which achievements are remunerated with regular extra payments (presently and typically until the end of 2014). Those colleagues of ours, however, who possess research activity and achievements outside the TÁMOP system, are not given any direct recognition for the time being. So the creation of the conceptual frameworks of the new research support system (Research Motivation System, RMS) is very urgent now, despite the fact that we still do not have reliable and detailed information of the future financing conditions. The year 2014 can be interpreted as a kind of pilot year.

Principles and pillars

The following principles concerning the future incentive system of scientific and research activities can be defined:

- **Adaptive structure:** it must fit the legal regulations in effect and the exiting financing possibilities, but must also be suitable for flexibly adjusting to the changes of them within relatively broad limits.
- **Financing with upper limit:** resources that can be ordered to the research motivation system are finite and constantly scarce, and so there is no chance in the foreseeable future for the unlimited reception of achievements.
- **Conditioned participation:** a precondition for the participation in the incentive system is the maintenance of the minimum expected level of personal research/scientific performance, the enumeration of which takes place in accordance with the external expectations concerning the maintenance of the accreditation power of the Faculty (Hungarian Accreditation Committee, HAC).
- **Normative character:** it remains a goal to acknowledge achievements and allocate resource in a normative way wherever it is possible. Normative character, however, cannot become a goal in itself, and cannot be raised above the other basic principles. Transparency, on the other hand, is a basic requirement.

- **Assertion of quality orientation:** the aim of the incentive system is not the undifferentiated increase of the research products but the as complete as possible creation of the individual researcher/academic capital, and thereby the appearance at forums high class and as broad as possible, increasing the real visibility of the achievements made.
- **Application of positive incentives:** whereas the expectations of the Act on Higher Education and the Employment Regulations of the UP emphasise negative incentives (e.g. obligatory expectations of academic progress bound to time limits), the RMS builds on the long-term selection effect of the system of positive incentives. It gives everyone a chance for access to the possibilities, and for a long-term career personal building, in harmony with the objectives of the Faculty. (Lasting failure to perform will not be punished, due to the conditioned character, the hope of – maybe repeated – access to the system serves as a basically positive incentive.)

The Research Motivation System is built on 3 pillars for those who can prove their eligibility. Direct financial resources are required by the first two, only:

1. **Capacity development (financial) pillar:** an annual financial allocation available for individually defined purposes, working within broad limits on the principle of proportionality.
2. **Performance acknowledgement (personal) pillar:** ex-post systematic evaluation and remuneration of publications, academic progress and science organisational activities in a tendering system.
3. **Easements of teaching load:** it may serve the acquisition of new academic qualification or other scientific milestone, or the renewal of creative energies of colleagues with outstanding performance.

Technical issues of the system:

Technical issues concerning the creation of the RMS have been clarified within the following limits:

- **Proof of eligibility in participation:** in line with the accreditation expectations of the HAC, since 2015 colleagues wishing to participate in the RMS submit in every February the list of their 5 publications of the last 5 calendar years that they consider as the most important (also for the maintenance of the individual accreditation power), the decision on the approval of which is made by the Research and Science Organisation Committee, also taking relevant genre limitations into consideration.
 - Only works uploaded to the MTMT (Hungarian National Scientific Bibliography) can be taken into consideration when proving the eligibility for participation.
 - It is to be considered that a publication to be issued in the current year but already accepted should also be eligible.
 - For career starting colleagues the Dean can allow participation on the recommendation of the head of department.
- **Creation of the capacity development pillar:** colleagues gaining eligibility for participation obtain a right to spend an annual lump sum, which can be prolonged with maximum 1 year if necessary. Possible expenses eligible are as follows in the first place:
 - Participation in academic and professional further training courses;

- Participation in conferences for the dissemination of own results;
 - Costs related to the preparation of manuscripts and submission of them for publication (translation and language proofreading, professional proofreading and submission fees of ranked periodicals);
 - Costs of research and science organisation activities (e.g. regular transport fees);
 - Acquisition of hardware tools, softwares and research data.
- **Creation of the performance acknowledgement pillar:** it is of backward-looking character, allocated in a normative way for the tenders announced for the previous calendar year, and by the discretion by the committee also of the following purposes, with rigorous documentation obligations of finances:
 - **Publication tender:** papers published in ranked periodicals and scientific or higher education course books registered as (co-)author can apply.
 - **Papers published in ranked periodicals**
 - Categories A-D on the basis of lists issued by the Scientific Qualification Committees (SCC) of Section 9 of the HAS (also taking into consideration the principles of the Habilitation Council of the FBE).
 - Relative evaluation scale with the possible maximum sums for each category:
 - International: A+=HUF 1.5 million, A=1 million, B=750,000, C=500,000, D=400,000
 - Hungarian: A=400,000 B=200,000, C=100,000
 - Correction factors:
 - Co-authors (2, 3 or more): 0.7-0.5-1.6/number of authors correction factor
 - On the basis of H-index international A+ can be defined, where $A+=1.5*A$
 - Papers published in edited and proofread books abroad: D
 - **Books/monographs**
 - By the discretion of the Research and Science Organisation Committee, with differentiated allocation within the total maximum sum available for the respective year.
 - ISBN number and/or DOI identification are obligatory.
 - Teaching materials, and teaching aids published by the Faculty are not eligible.
 - Co-author(s) and different lengths of materials must be considered.
 - The fame of the publisher (name and recognition) is an important aspect.
 - One work can only be given the sum of one category A publication in the given year (according to the Hungarian/international ranking).

- **Tendering limitations:** in order to enforce quality, and with a view to the limited amount of resources the following restrictions apply at the personal pillar:
 - Personal limits
 - 1 colleague: maximum 5 individual or co-authored works/year
 - Genre limits
 - By default, business and economics works
 - Frontier areas of science are eligible (max. 2 items/colleague/year)
 - From fields not in the profile of the Faculty (not increasing accreditation power) (max. 1 item/colleague/year)
 - Publications in fields previously resulting in considerable research incomes for the Faculty are also eligible by default.
 - Genre limits apply within the personal limits.
 - Affiliation limitations
 - Only works explicitly featuring the FBE of UP can apply

- **Research and science organisation achievements**
 - Individual activities definitely serving the interest of the Faculty are to be remunerated.
 - By tendering, by the discretion and allocation of the Faculty's Scientific Committee.
 - Examples of activity that can be remunerated:
 - Editing of handbooks, organisation of conferences, active functions in international and Hungarian scientific organisations.

- **Tender for academic qualification**
 - After the acquisition of the qualification, by normative principle (super grossing, HUF):
 - Ph.D: HUF 250,000, habilitation: 500,000, doctor of the HAS: 1 million
 - Qualifications gained elsewhere (Ph.D or habil.) are to be evaluated individually.
 - Preliminarily deducted Faculty procedural costs are to be calculated into the sum.
 - Old TKR supports are to be calculated into the sum.

- **Transformability of the performance recognition system:** acknowledging the individual needs of cost efficiency, the allocation for the remuneration of achievements can be converted into allocation for tangible assets instead of the personal remunerations following the super grossing principle. It must be used, however, in the year subsequent to the year of transfer, the latest.

Draft resolution:

1. *The Faculty Council approves the concept of the Research Motivation System, and also invites the vice dean for research and innovation affairs to propose the relevant detailed regulation, also taking the consequences of the expected changes in the law into consideration, no later than at the February 2015 session of the Faculty Council.*
2. *The Faculty Council approves the call for tenders for publication premium for 2013 in the form attached in the appendix.*

Pécs, 26 February 2014

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vice dean for research and innovation affairs

Appendix:

Call for applications for the recognition of publication activities

The Faculty Council of the Faculty of Business and Economics, UP announces a publications tender for an amount of **maximum HUF 5 million**, in line with the concept of the Research Motivation System (RMS) approved at the 26 February session of the Faculty Council, with the conditions as follows:

- **Range of applicants:** full- and part-time teachers and researchers of the FBE, UP.
- **Applicable period of publications:** calendar year of 2013
- **Way of submission:** in original or copies, and (if available, then) electronically to the vice dean for research and innovation affairs
- **Eligible works:**
 - publications in ranked Hungarian (categories A-C) and international (categories A-D) periodicals,
 - publications in edited and proofread books, in world languages,
 - monographs and higher education course books.
- **Tendering limitations:**
 - Personal, genre and affiliation restrictions according to the concept approved,
 - Colleagues having received personal payments for publications from TÁMOP resources cannot apply with TÁMOP affiliated works,
 - Work already featured in the report of scientific activity submitted in May 2013 cannot be submitted.
- **Way of evaluation:**
 - evaluation is done by the Research and Science Organisation Committee, in accordance with the relative scale of the RMS concept accepted and its correction factors, also taking into consideration the potential category maximums defined therein.
- **Remuneration system**
 - Payment of awards takes place following the super grossing principle (with the deduction of contributions).
- **Deadline for application:** 22 March 2014
- **Deadline for the announcement of evaluation results:** 7 April 2014
- **Period of payment of public premiums:** May-June 2014