

Supplementary Regulations to the EVAK 2025

The Supplementary Regulations to the EVAK 2025 at the Department of Mathematics and Statistics (hereinafter referred to as "the Regulations" and "the Department") are issued for the purpose of refining and supplementing the evaluation process used to transparently set the wages of the Department's employees. The aim is to support the achievement of short- and long-term strategic objectives and the economic stability of the Department. The staff evaluation is always comprehensive, covering not only the teaching and research activities of the Department's academic and research staff. The Regulations are a supplement to the EVAK 2025 document (Evaluation DMS).

Art. 1 **Determination of a wage**

Determination of a wage of an employee (its components) is guided primarily by the Dean's measure Wages of employees of SCI MU and related regulations in accordance with the System of positions and job titles at SCI MU, the Career code SCI MU and the process of employee evaluation at the Department and SCI MU. This determines, inter alia, the wages of employees who are not engaged in teaching or research activities.

Art. 2 **Wage range**

An employee's wage may consist of up to 3 non-zero components: a wage rate, a performance premium, and a function premium. The wage range is determined by the amount of the wage rate in relation to the workload (FTE portion) and the condition that the performance premium of the employee paid from the Department's funds (not including project funds) cannot exceed CZK 60,000 per month.

Art. 3 **Annual wage change**

Changes of the performance premium of current Department employees may be made once a year following employee's evaluations, with such changes usually taking effect on July 1 of the year in question. Changes in the employee's wage are possible beyond the effective date of July 1 and without reference to the employee's evaluation. Such a change is possible, for example, in situations where a workload is changed, employee moves to a different position, the change was planned in advance as part of a job offer, is caused by the start or end of a project in which the employee is involved, the

employee has been awarded or withdrawn a function premium, or the change is caused by a change in the internal regulations of MU. It is not possible to change the performance premium without the employee's consent without follow-up of the employee's evaluation, unless the employee's position, job description, involvement in projects or the size of the workload has changed. A change of the performance premium without the consent of the employee in question is possible at any time if it is caused by a change in the internal regulations of MU.

Art. 4

Performance premium

The performance premium of the Department's employees is determined on the basis of the employee evaluation (within the framework of the so-called EVAK). It is the obligation of the evaluation to take into account the proven financial contribution of the employee's activities to the Department. The evaluation also includes employee activities that serve to increase the prestige and visibility of the Department. The employee must be given the opportunity to include such activities in the evaluation, which can be guaranteed by the existence of free text fields in the EVAK or by organising a personal interview. The evaluation of academic and research staff is described in the EVAK 2025 document with the additions listed in Article 5 of the Regulations.

Art. 5

Completion of the EVAK 2025 methodology

The personal evaluation of the Department's employees takes into account the field standard (e.g., work of a pedagogical nature), the quality of the outputs (the employees have the opportunity to supplement the information proving the importance of their work, which can be guaranteed by the existence of free text fields in EVAK or by organising a personal interview), publications of other types (in particular monographs, chapters in books, articles in proceedings) in accordance with Article 4 of the Regulations (taking into account the overall contribution of the employee to the Department). For publications, the number of co-authors and affiliations are taken into account. When evaluating lecturers, it is taken into account that the main focus of their work is teaching; at the same time, their publication activity and the possibility of professional growth (e.g., habilitation) must be supported. Similarly, the teaching work of researchers is supported and rewarded. When evaluating the quality of teaching of a given employee, the type of teaching (for which programmes, years of study) is taken into account, and in the case of teaching provided at other MU faculties (other than SCI MU), the evaluation of teaching by the guarantors of the given study programmes or the management of the respective faculties is also taken into account (it is the task of the Director of the Department to inquire about this on a regular basis). For the purposes of employee evaluation, teaching with a predominantly positive evaluation is considered to be teaching with an evaluation approximately at or above the average evaluation in the student survey at the faculty where the teaching is provided.

Art. 6

Function premium

The function premium belongs in particular to the Director of the Department, the Secretary of the Department, the pedagogical deputy of the Department and the guarantors of study programmes realized by the Department.

Art. 7

Projects

Acquiring projects is an important activity for the Department. For projects that have a measurable contribution to the funding of the Department (e.g., covering part of an existing employee's rate), the project investigator is entitled to a financial benefit, or possibly also members of the project team for significant projects. Such financial benefits may take the form of target remuneration or a temporary increase of performance premium (the aim is to move exclusively to the temporary increase of performance premium option). The eligibility is decided at the start of the project. At the end of the planned project implementation period, the eligibility for the financial award ceases (at the end of the planned project implementation period, the personal award may be reduced to the level corresponding to the situation without the project implementation). The Director of the Department may grant a one-time bonus to an employee of the Department for a formally correct project proposal (regardless of whether the project has been funded). An employee of the Department who is recruited to a certain position as part of the implementation of a project is only guaranteed to be entitled to the amount of the wage resulting from the project funds allocated for this purpose.

Art. 8

Bonuses

The bonus of the employees of the Department is based on the performance of the Department as a whole and depends on the financial possibilities of the Department. Bonuses may be awarded on an ongoing basis (e.g., for the performance of actual tasks beyond the given job duties or for very significant contributions). Continuous service bonuses are paid primarily in the October and November pay periods.

Art. 9

Final Provisions

In case of any discrepancies, Czech version of this document is pertinent.