Appendix 1 to SR/08/2026

Quantitative Criteria for the Classification and Re-evaluation of Researchers into Salary Grades R3 and R4 at the University Institute

This Appendix forms an integral part of UNI Director's Directive SR/08/2026, "Supplementary and Clarifying Criteria for the Classification of Researchers at the University Institute into Salary Grades R3 and R4", and sets out the minimum quantitative requirements for initial classification and periodic re-evaluation.

Table 1: Criteria for Initial Classification

Salary grade	JIMP Q1/Q2	H-index	Research projects / contract research**
R3	≥ 20 (senior author)*	≥ 15	2× Principal Investigator; cumulative funding in these projects / contracts ≥ CZK 8 million
R4	≥ 30 (senior author)*	≥ 28	4× Principal Investigator***; cumulative funding in these projects / contracts ≥ CZK 20 million

Notes to Table 1

* A senior author is defined as the first, last or corresponding author according to the Web of Science database. Where there is more than one corresponding author, the contribution shall be divided equally.

** For researchers whose employment at TBU has lasted less than five years and for external applicants, the quantitative criteria in the area of research projects and contract research shall be assessed over their entire professional careers to date. However, for a researcher whose employment at TBU has lasted less than five years, at least one of the projects or contract research projects counted must have been carried out at TBU. For researchers whose employment at TBU has lasted five years or more, only research projects and contract research projects carried out at TBU shall be counted towards meeting these criteria. For research projects, only the amount of funding allocated to the applicant's employer, at which the project was carried out at the time, shall be counted.

*** At least one project must be funded by a foreign grant provider.

Table 2: Re-evaluation Criteria (over the last four years)

Salary grade	JIMP Q1/Q2	Research projects / contract research
R3	≥ 8 (senior author)*	1× Principal Investigator on behalf of TBU; cumulative funding ≥ CZK 6 million
R4	≥ 12 (senior author)*	2× Principal Investigator on behalf of TBU; cumulative funding ≥ CZK 12 million

Notes to Table 2

Funding from contract research in which the researcher acts as Principal Investigator on behalf of TBU shall also be included in the cumulative amount of funding obtained. For research projects, only the amount of funding allocated to TBU shall be counted.

* A senior author is defined as the first, last or corresponding author according to the Web of Science database. Where there is more than one corresponding author, the contribution shall be divided equally.

Meeting these quantitative criteria is a necessary, but not sufficient, condition for classification or extension of classification in the relevant salary grade. The assessment shall always be carried out in the context of the qualitative criteria set out in the Directive.