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| Title:                          | Support for Doctoral Students and Post-Doctoral Positions at TBU within the "Creativity, Intelligence & Talent for the Zlín Region" Programme |             |
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## Article 1

### General part

The aim of the "Creativity, Intelligence & Talent for the Zlín Region" Programme (hereinafter referred to as "the Programme") is to support students in doctoral programmes and postdoctoral positions at Tomas Bata University in Zlín (hereinafter referred to as "TBU"). The Programme is implemented in cooperation between the Zlín Regional Authority and TBU.

## Article 2

### General conditions

- 1) The following persons are eligible to apply for support under the Programme:
  - a) Students studying in full-time doctoral programmes carried out at TBU (hereinafter referred to as "DP students"),
  - b) Graduates of doctoral programmes implemented in the Czech Republic or abroad with a degree of Ph.D. or its equivalent (hereinafter referred to as "postdoc"), where the term "postdoc" for the purposes of this Directive refers to a researcher or academic staff member who has successfully completed a doctoral programme no more than five years before submitting an application to the Programme and who simultaneously takes up or has taken up a position as a researcher or academic staff member at TBU, in the form of an employment relationship with fixed weekly working hours in accordance with § 79 of Act No. 262/2006 Coll., the Labour Code, as amended (hereinafter referred to as "the Labour Code"). The 5-year period is extended by periods of maternity and parental leave, long-term illness or long-term study abroad. The funded postdoc must have a full-time employment contract with TBU for the duration of the funding, i.e. 1.0 workload. The date of commencement of employment must not be agreed later than the date on which the postdoc commences to receive the financial support under this Directive.

- 2) The financial support will be provided in 2024 and 2025. The support will normally be allocated to a DP student or a postdoc for a period of one calendar year and, in the event that the support starts to be provided during the year, the period of support will normally be agreed to run until 31 December of the relevant calendar year. Each DP student or postdoc may be supported repeatedly.
- 3) The amount of funds available to each component part is determined by a decision of the Rector.
- 4) Component parts are required to ensure that the funds are disbursed in accordance with the rules of the Programme, up to the full amount of the allocated funds.
- 5) In the event of underspending of allocated funds or failure to meet the objectives of the Programme, the allocations of available funds to the component parts will be reallocated.
- 6) The funds will be distributed to the component parts on an ongoing basis according to the conditions of reimbursement from the Zlín Regional Authority and according to the actual use of the financial support by the component parts, up to the amount of the allocation set by the Rector for individual component parts.

### **Article 3**

#### **Eligible costs**

- 1) As regards the support for DP students, eligible costs are personnel costs paid in the form of scholarships. Scholarships shall be paid from the following sources:
  - a) 70% of the scholarship amount from the Zlín Regional Authority grant, from which a maximum of CZK 15,000 can be paid per month per DP student. The relevant part of the scholarship shall be paid from the grant funding of the constituent part of the component part where the DP student is studying.
  - b) 30% of the scholarship amount from the scholarship fund of the TBU component parts, or from the contribution provided to TBU by the Ministry of Education, Youth and Sports, or from the Specific University Research funds. The relevant part of the scholarship shall be paid from the constituent part of the component part at which the DP student is studying.

The allocation referred to in Letters a) and b) of Paragraph 1) shall apply to each individual scholarship paid.

- 2) As regards the support for postdocs, eligible costs are personnel costs. For the purpose of this support, personnel costs refer to salary determined according to the salary scale, personal extra pay, compensatory salary and the cost of social, health and employers' liability insurance. The personnel costs shall be paid from the following sources:
  - a) 70 % of the amount of personnel costs from the Zlín Regional Authority grant, from which a maximum of CZK 40,000 can be paid for salary costs (agreed salary determined according to the salary scale and personal extra pay) per month per postdoc. Compensatory salaries and statutory contributions are not included in this amount. The relevant part of the personnel costs shall be paid from the grant funding of the constituent part of the component part where the postdoc is a member of the permanent staff.
  - b) 30 % of the amount of personnel costs from the funds of the relevant component part. The relevant part of the personnel costs under this clause shall be paid from the constituent part of the component part where the postdoc is a member of the permanent staff.

The allocation referred to in Letters a) and b) of Paragraph 2) shall apply to each individual personnel cost paid.

- 3) Documents proving the use of the grant must be clearly marked "Dotace ZK" ("Zlín Regional Authority grant").
- 4) The responsibility for the eligibility of expenditure under this Programme lies with the component parts. In the event that the Zlín Regional Authority declares such expenditure ineligible, the reimbursement will be charged to the component part that claimed the expenditure.

#### **Article 4**

##### **Method of selection of DP students and postdocs to receive financial support**

- 1) The component parts are obliged to define the application requirements, the deadlines and the procedure for the submission of the application as well as the criteria for the evaluation of the applications submitted by DP students and postdocs no later than 15 October 2023 for the implementation year 2024 and no later than 30 September 2024 for the implementation year 2025. The application must include the applicant's curriculum vitae, a description of his/her professional focus, the expected professional activities (in particular, specification of the focus of R&D and creative activities, expected cooperation with industry or public sector administration, preparation of new course units or accreditations, etc.) and the expected results.
- 2) Component parts are obliged to ensure that at least 30% of the supported postdocs within the relevant component part are not TBU graduates or are TBU graduates with permanent residence outside the Zlín Region.
- 3) The evaluation criteria must be aimed at achieving the objectives of the Programme, namely:
  - a) to retain highly qualified people in the Zlín Region by creating stable conditions for their study and subsequent transition to the position of academic staff;
  - b) to attract highly qualified people to the Zlín Region by creating stable conditions for the start of their academic careers;
  - c) to develop the existing knowledge base used in the provision of teaching, research and development in the existing degree programmes implemented at TBU;
  - d) to gradually develop the knowledge potential necessary for the accreditation of new degree programmes at TBU in areas of strategic importance for the Zlín Region, especially in the programmes defined by the Regional Innovation Strategy of the Zlín Region (RIS) and in the field of health care, biomedicine and non-medical healthcare specializations;
  - e) to increase the knowledge base and potential of the Zlín Region through the provision of a highly qualified workforce with innovative potential.
- 4) The Head of the relevant component part shall appoint a committee to rank the applicants proposed to receive financial support (hereinafter referred to as the "Committee"). The Committee shall forward the list of applicants proposed to receive funding, together with their rankings, to the Office of the Vice-Rector for R&D and Creative Activities by 30 November 2023 for applicants proposed to receive funding in 2024, and no later than 30 November 2024 for applicants proposed to receive funding in 2025. The Committee may nominate additional individuals on an ongoing basis to ensure the efficient use of funds.
- 5) The Committee shall give sufficient reasons for its recommendations to provide a sufficient basis for the subsequent decision of the Rector under Article 5.

#### **Article 5**

##### **Implementation of the financial support process and changes during the implementation process**

- 1) The Rector decides on the inclusion of a DP student or postdoc in the Programme by means of a decision based on the recommendations of the Committees of the individual component parts.
- 2) The financial support may be terminated for the following reasons:
  - a) at the request of the sponsored DP student or postdoc;
  - b) the termination of the sponsored DP student's studies or the termination of the sponsored postdoc's employment;
  - c) the transfer of the sponsored DP student to a part-time mode of study;
  - d) the suspension of the studies of the sponsored DP student;

- e) a decision issued by the Rector based on the opinion of the Committee;
- 3) In the event that the funding of a sponsored DP student or postdoc is terminated, the Committee must immediately inform the Office of the Vice-Rector for Research, Development and Creative Activities and request that the funding be transferred to another applicant for funding.

### **Article 6**

#### **Final provisions**

- 1) This Directive shall abrogate and replace the Rector's Directive No. 31/2023.

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