

# **WU Policy: Guidelines on Research Bonuses for Teaching and Research Associates**

Guidelines on Research Bonuses for Teaching and Research Associates Pursuant to the Collective Bargaining Agreement for University Staff

## **Contents**

1. Purpose .....	2
2. Scope.....	2
3. Regulations .....	2

## 1. Purpose

A one-time research bonus shall be paid out to every WU employee in the teaching and research associate (*Universitätsassistent/in Praedoc*) staff category who submits a doctoral dissertation graded as "excellent" ("*sehr gut*," or 1) or "good" ("*gut*," or 2).

## 2. Scope

These Guidelines apply to all members of the teaching and research associate (*Universitätsassistent/inn/en Praedoc*) staff category at WU whose employment is subject to the Collective Bargaining Agreement for University Staff (*Kollektivvertrag für die Arbeitnehmer/innen der Universitäten*).

These Guidelines apply to teaching and research associates who have submitted a dissertation graded "excellent" (1) or "good" (2) after October 31, 2018.

These Guidelines shall remain in effect until revoked.

The material scope of these Guidelines covers research bonuses for teaching and research associates employed at WU.

## 3. Regulations

Each member of the staff category of teaching and research associates (*Universitätsassistent/inn/en Praedoc*) who during the course or within two months of the end of his or her employment with WU submits a dissertation which is graded "excellent" or "good" shall be awarded a one-time research bonus of € 400 gross per dissertation in addition to the research bonus for *Universitätsassistent/inn/en* (teaching and research associates / assistant professors) in accordance with the Collective Bargaining Agreement for University Staff that is granted pursuant to § 5 of the Operational Agreement on Performance Bonuses and Examination Rates for Academic Staff. This means that the total research bonus amounts to € 1,000 gross per dissertation.

Each month, the Examinations Office shall notify the head of the Personnel Development and Planning Office of employees who are eligible for a bonus. The Personnel Development and Planning Office shall then arrange for the bonus to be paid out without delay, and the Vice-Rector for Human Resources shall inform the recipients of the bonus in writing.

The research bonus is added to the recipient's salary in the month following the award of the bonus, taking the relevant WU payroll accounting dates and deadlines into account.

If the bonus recipient is no longer employed at WU at the time the bonus is paid out, the research bonus is transferred to a bank account to be named by the recipient.

The research bonuses shall not be paid any later than three months following approval of the dissertation.