

WUPOL Guideline on Research Bonuses for Pre-Doc Employees

Guideline on Research Bonuses for Teaching and Research Associates, Graduate School Members, Research Project Staff Members (Pre-Doc), and Third-Party-Funded Personnel (Pre-Doc) Pursuant to the Collective Bargaining Agreement for University Staff

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1. Objectives

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).

In addition, a one-time research bonus shall also be paid out to every WU employee in the staff categories graduate school member (*PhD-Kollegiat/inn/en*), research project staff member (pre-doc) (*wissenschaftliche Projektmitarbeitende [Praedoc]*), and third-party-funded research staff member (pre-doc) (*drittmittelfinanzierte Wissenschaftler/innen [Praedoc]*) who submits a doctoral dissertation graded as "excellent" ("*sehr gut*," or 1) or "good" ("*gut*," or 2).

2. Scope

This guideline applies to WU employees in the staff categories teaching and research associate (*Universitätsassistent/inn/en Praedoc*), graduate school member (*PhD-Kollegiat/inn/en*), research project staff member (pre-doc) (*wissenschaftliche Projektmitarbeitende [Praedoc]*), and third-party-funded research staff member (pre-doc) (*drittmittelfinanzierte Wissenschaftler/innen [Praedoc]*) whose employment is subject to the Collective Bargaining Agreement for University Staff (*Kollektivvertrag für die Arbeitnehmer/innen der Universitäten*).

This guideline applies to all teaching and research associates who have submitted a dissertation graded "excellent" (1) or "good" (2) after October 31, 2018.

This guideline applies to all graduate school members (*PhD-Kollegiat/inn/en*), research project staff members (pre-doc) (*wissenschaftliche Projektmitarbeitende [Praedoc]*), and third-party-funded research staff members (pre-doc) (*drittmittelfinanzierte Wissenschaftler/innen [Praedoc]*) who have submitted a dissertation graded "excellent" (1) or "good" (2) after April 1, 2021.

This guideline shall remain in effect until revoked.

The material scope of this guideline covers research bonuses for WU employees in the staff categories teaching and research associate (*Universitätsassistent/inn/en Praedoc*), graduate school member (*PhD-Kollegiat/inn/en*), research project staff member (pre-doc) (*wissenschaftliche Projektmitarbeitende [Praedoc]*), and third-party-funded research staff member (pre-doc) (*drittmittelfinanzierte Wissenschaftler/innen [Praedoc]*).

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 their 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 member of the staff categories graduate school member (*PhD-Kollegiat/inn/en*), research project staff member (pre-doc) (*wissenschaftliche Projektmitarbeitende [Praedoc]*), and third-party-funded research staff member (pre-doc) (*drittmittelfinanzierte Wissenschaftler/innen [Praedoc]*) who during the course or within two months of the end of their employment with WU submits a dissertation which is graded "excellent" or "good" shall be awarded a one-time research bonus of €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.

Lang, Michael
Vice-Rector for Research and Human Resources

4. Document details

All fields marked with an asterisk (*) are required.

Short title^{1*}	WUPOL Guideline on Research Bonuses for Pre-Doc Employees
Long title:	Guideline on Research Bonuses for Teaching and Research Associates, Graduate School Members, Research Project Staff Members (Pre-Doc), and Third-Party-Funded Personnel (Pre-Doc) Pursuant to the Collective Bargaining Agreement for University Staff
File name^{2*}	E_WUPOL_Pre-Doc_Research_Bonuses_Apr21.docx
Replaces	Guidelines on Research Bonuses for Teaching and Research Associates Pursuant to the Collective Bargaining Agreement for University Staff
Title of German version	<u>WUPOL Leitlinie Forschungsprämien für PraeDocs</u>
Version (number, date)*	2021_01, from April 1, 2021
Responsible for content*	Vice-Rector for Human Resources / Lang, Michael
Author*	Legal Affairs Office / Schneider, Reingard
Contact for content-related questions and practical implementation	Personnel Development and Planning Office / Baier, Stefan

Communication* (multiple selection is possible)	<input type="checkbox"/> email <input checked="" type="checkbox"/> WU Bulletin <input checked="" type="checkbox"/> WU regulations database
Publication in the WU Bulletin (Mitteilungsblatt)	
First publication (optional)	

Valid as of*	April 1, 2021
Valid until*	December 31, 2999
Approved by	Vice-Rector for Research and Human Resources, Lang, Michael on April 1, 2021
Further information*	human resources

Examples of short/long titles:

- Short title = category and keyword, e.g. WUPOL Software
- Long title or subtitle = designation provided by the organizational unit, e.g. "Regulation on the use of WU Software"

No more than 60 characters; do not use any diacritics, special characters, and spaces