

**Rules for functioning of research teams  
in the Centre of Excellence “Astrophysics and Astrochemistry” (AstroChem)**

The aim of establishing research teams is to accumulate research potential with a view to increasing the number of staff publications in the best journals, the number of their citations and the number of grants acquired from external sources as set out in the NCU proposal in the "Excellence Initiative – Research University" competition (hereafter: IDUB). Research teams are intended to facilitate scientific development and create a supporting work environment for all members in the Centre. The teams should facilitate long-term collaboration between its members and are expected to run for at least two years.

**1. Forming and dissolving research teams**

- 1.1 The research team shall implement the research topic within the scope of activities conducted by the Centre of Excellence.
- 1.2 The proposal to form research teams shall be submitted by their leaders to the Director of the Centre.
- 1.3 The team leader may be an individual holding a PhD degree and having a significant scientific background.
- 1.4 The prospective team leader shall present the project of his/her team and the scope of its research topics at a seminar organized by the Centre of Excellence.
- 1.5 The decision to form a research team shall be taken by the Director after consultation with external members of the Centre's scientific council. The decision shall be approved by the Rector.
- 1.6 The team shall be dissolved upon the closure of the research topic.

**2. Funding of research teams**

- 2.1 The budget of a research team consists of two parts: the basic allowance and the appreciation fund.
- 2.2 The basic allowance equals  $1/N$  times the basic budget for research teams, where  $N$  is the number of research teams in the Centre operational in a given year. The basic budget for all research teams equals 70% of the total budget for the teams in 2021-2022.

2.3 The appreciation fund equals 30% of the total budget for the teams in 2021-2022 and depends on the scientific performance of the research team published or accepted in the past year.

2.4 The appreciation fund is calculated based on the total impact factor of research papers published by the team members with the affiliation of the Nicolaus Copernicus University in Torun.

2.5 The impact factor of a research paper published in international collaboration is multiplied by a factor of 1.1.

2.6. The impact factor of a research paper published in the journal from the Web of Science Q1 list for the research areas of the Centre is further multiplied by a factor of 1.1.

2.7 The annual budget plan for research teams is submitted by the director to the coordinating team of the IDUB program after consultation with the Centre's scientific council.

2.8 Specific rules concerning the spending of the funds available for the team are described in the Attachment to the rules.

### **3. Assessment of research teams**

3.1 The research team shall be assessed against other teams in the Centre and, if such information is available, against similar teams in Poland and worldwide.

3.2 The assessment of the teams shall take into account publications, citations, and funds acquired.

3.3 The teams shall be assessed annually, as the Centre is also obliged to submit annual reports the IDUB program authorities.

### **4. Duties of the research team leader**

4.1 The research team leader together with the team shall implement the research topic covered by the Centre's research plan.

4.2 The team leader who formed the team and held at the time a PhD degree shall submit a dissertation for habilitation within no more than 3 years from the formation of the thematic team.

4.3 The team leader shall apply for research funds.

4.4 The team leader and the team shall actively participate in the seminars held by the Centre of Excellence.

4.5 The team leader and the team shall participate in popularizing knowledge and promoting the Centre in Poland and abroad.

4.6 The team leader shall submit an annual report summarizing the research activities of the team by the end of November each year.

## **5. Rights of the research team leader**

5.1 The research team leader shall be entitled to an activity-based allowance from the Centre's resources.

5.2 The team leader shall have the right to expect extra support for his/her team if the Centre's funds are available. In particular, the team leader shall have the right to request funding for post-doctoral scientists following the rules of the IDUB program. This support shall be made conditional on the assessment result of the team.

5.3 The team leader shall have the right to submit personnel requests to the director regarding the team, including increasing or decreasing the number of team members.

## **6. Rights of the research team member**

6.1 The research team members shall be entitled to join, change, or quit the research team within the Centre. Migration between teams or joining a new team requires a written approval of the leader of the new team. PhD students are automatically entitled to become members of the research teams (the same as their supervisors).

6.2 The research team member shall be entitled to support for their research activities from the team resources, in particular mobility allowances, support for PhD students, organisation of conferences, purchase of small equipment, and motivational bonuses.

6.3 The research team member shall be entitled to the funding of page charges and open access (Q1 or at least 140 MNiSW points journals), as well as funding of the academic partnerships from the IDUB program resources reserved for the members of the Centre's of Excellences.

6.4. The research team member who is a young scientist according to the Law of Higher Education shall be entitled to extra motivational bonuses linked with the performance in the past year from the Centre's resources.

6.5 The research team member who is a PhD student shall be entitled to motivational bonus for every first-author paper published in journal (Q1 or at least 140 MNiSW points). The scientific advisor of the student is also entitled to the motivational bonus to honour the mentoring effort.

6.6 The research team member who is a PhD student shall be entitled to the periodic increase of PhD stipend from the team resources (rules announced by the team leader) or from the Centre's resources (competitive-based). Additional motivational bonuses and opportunities for career development may also be introduced.