

## Resolution 6

### **Financial support for professors (Research Project Pay-RPP)**

#### **Objectives**

Promote high relevance/rigor research, aimed at publication in top ABS 3, 4 and 4\* journals.

Recognize the impact on science, organizations, and the society.

Encourage lecturers to integrate FGV EAESP's faculty.

#### **Principles**

UNITY: the new system will be unified for all FGV EAESP faculty.

ELIGIBILITY: the new system will be open to all full time, exclusive faculty with at least two A1, A2, A3 or A4 publications in the period 2019-2022 listed in the Spreadsheet FGV-Capes 2017-2020 or at least two A1, A2, B1 or B2 publications in the period 2019-2022 listed in the Qualis 2016 ranking.

TC professors (*professores turno completo*), teaching exclusively at EAESP, will be eligible.

Professors who work for other institutions, for the government, for public, private or social organizations will not be eligible.

Lecturers (*professores horistas, TP 12*) will not be eligible.

STABILITY: the new system will provide a progressive stability of earnings and conditions, according to the achieved scores.

DIVERSITY: the new system recognizes diversity in terms of research orientation: academic vs. professional.

Exceptional cases will be analyzed on an *ad hoc* basis by the Research Committee.

## Scope

The RPPs will be distributed in five categories:

RPP	SCORE	PUBLICATION NEEDED	RESEARCH PAY (R\$ per month)	ALLOWANCE (R\$ per year)	CREDITS REDUCTION (per year)	STABILITY (years)
1	$\geq 260$		4.500	15.000	0	1
2	$\geq 320$		6.500	15.000	2	1
3	$\geq 400$	ABS 3	8.500	15.000	4	2
4	$\geq 450$	ABS 4	10.500	15.000	4	2
4*	$\geq 500$	ABS 4 / 4*	15.000-20.000	15.000	8	4

- RPP 4\* and 4 will be granted exclusively to associate and full professors.
- RPP 4\* differentiates from the others RPPs: while RPP 1, 2, 3 and 4 are predominantly based on past achievements, RPP 4\* emphasizes the potential for future achievements.
  - RPP 4\* will be granted directly by the dean's office, considering the following criteria:
    - Be engaged in ongoing research that has the potential for being published in category 4\* journals, and two or more articles that are in the process of review (R&R) in a category 4\* journal.
    - Have a research project that is thematically coherent and addresses a highly relevant topic.
      - Examples: a project dealing with one of the UN's sustainable development goals; or a project aimed at increasing competitiveness or innovation in an industrial sector.
    - Have proven experience publishing articles in top journals.
      - Example: to have two or more articles published in Category 4 or 4\* journals over the last five years.
    - Have a *CNPq* Productivity Scholarship or be a leader of a project funded by an external development agency – *Fapesp* (regular), *CNPq* and *Capes* – or by other Brazilian or international development agencies that use a competitive selection process that involves assessment based on scientific merit.
- Scores will be based on the 4-year 'fluctuating' period.
- The allowance is to be used for covering travel expenses to congresses, research trips, translation and editing services, the purchase of books, articles and databases and hiring technical services and research assistants (undergraduates and PhD, DBA and master's students from EAESP, with priority being given to PhD students). All expenses must be directly related to research. After use, books must be donated to the library.
- Conditions may be altered due to budget restrictions and/or changes in the Qualis and ABS rankings.

The system will consider the four best 'outputs' in the period 2019-2022, submitted by the professors and validated by an *ad hoc* commission, under the supervision of the Research Committee. Submissions must include the following information:



1	2	3	4
MANDATORY	MANDATORY	ONE OF THE TWO ALTERNATIVES MANDATORY	ONE OF THE FIVE ALTERNATIVES MANDATORY
ABS / QUALIS ACADEMIC PUBLICATION	ABS / QUALIS ACADEMIC PUBLICATION	ABS / QUALIS ACADEMIC PUBLICATION	ABS / QUALIS ACADEMIC PUBLICATION
		TECHNOLOGICAL PUBLICATION / PRODUCT	TECHNOLOGICAL PUBLICATION / PRODUCT
			SCIENTIFIC IMPACT (Google Scholar H-index)
			FUNDING
			PERSONAL IMPACT

- NDP professors from academic programs should submit at least 3 ABS / Qualis academic publications.
- NDP professors from professional programs should submit at least 1 technological publication / product.
- NDP professors from academic and professional programs should follow the rule according to their main affiliation.

Scores will be based on the table below:

ABS / QUALIS ACADEMIC PUBLICATION		TECHNOLOGICAL PUBLICATION / PRODUCT		SCIENTIFIC IMPACT (Google Scholar H-index)		FUNDING		PERSONAL IMPACT	
ABS 4*	250	TA 1	150	H>=50	150	>=R\$ 6.400.000	150	International Strong	150
ABS 4	200	TA 2	120	H>=40	120	>=R\$ 3.200.000	120	International	120
ABS 3	150	TA 3	100	H>=30	100	>=R\$ 1.600.000	100	National Strong	100
FGV-Capes A1	100	TA 4	080	H>=25	080	>=R\$ 800.000 or Bolsa Produtividade CNPq	080	National	080
FGV-Capes A2	080	TB 1	060	H>=20	060	>=R\$ 400.000	060	Local Strong	060
FGV-Capes A3	060	TB 2	040	H>=15	040	>=R\$ 200.000	040	Local	040
FGV-Capes A4	050	TB 3	020	H>=10	020	>=R\$ 100.000	020	Potential Strong	020
ABS 2021 Spreadsheet FGV-Capes 2017-2020		TB 4	010	H>=05	010	>=R\$ 050.000	010	Potential	010

- This table can be updated depending on the publication of new versions of the ABS and Qualis rankings

## Notes

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### SCORE FOR ABS / FGV-CAPES 2017-2020 SPREADSHEET ACADEMIC PUBLICATIONS

The score must be based on the ABS ranking and on the FGV-Capes 2017-2020 Spreadsheet.

Journals not included in the FGV-Capes 2017-2020 Spreadsheet must use the criteria (impact factors and others) indicated by Capes to be classified accordingly.

The Research Committee will analyze cases in which there are more than two publications in the same journal in the four-year period; in this case, it may cancel the points corresponding to the additional articles.

Articles published online first will not be eligible.

Articles with more than five authors will be eligible only up to the fifth author.

Professors must submit their selected papers (up to four papers), published in the 2019-2022 period, along with their respective score.

Exceptional cases will be analyzed on an ad hoc basis by the Research Committee.

### SCORE FOR TECHNOLOGICAL PUBLICATIONS / PRODUCTS

Technological publications / products may include papers in journals for practitioners, teaching cases, books for practitioners, chapters in books for practitioners, public reports, specialist publications, the development of teaching and learning solutions – games, simulators, software and similar – and the development of courses and innovative teaching programs.

Technological publications / products will be assessed according to the criteria of complexity, applicability, innovation, and impact, used by Capes.

These works will be classified from TB4 to TA1, following the Capes rules.

As a reference, please check below scores classification by selected items:

- Teaching case published at Harvard Business School Publishing ... TA1
- Coordination of major survey, with clear reconnaissance and impact ... TA1
- Leading role on elaboration of an industry ranking ... TA2
- Leading role on public technical report ... TA3
- Book published in a renowned international publisher ... TA3
- Teaching case published at GVCasos ... TA4
- Book published in a renowned Brazilian publisher ... TA4
- Book chapter in a renowned international publisher ... TB1



- Book published in a renowned Brazilian publisher ... TB2
- Paper published at GVexecutivo ... TB2
- Paper published in an industry magazine ... TB3

For more information, please check Annex 6A.

Professors must submit their selected technological publications / products (up to two items), from 2019-2022 period, together with the proposed score, by January 31, 2023.

#### SCORE FOR SCIENTIFIC IMPACT

The scientific impact will use the Google Scholar H-index as a proxy. Professors must keep their Google Scholar profile up to date and free from redundancies and namesakes.

Professors must submit their January 2022 H-index, together with the proposed score, by January 31, 2023.

#### SCORE FOR FUNDING

Funding will receive a score according to the total sum indicated by professors and accurately documented. Documents must clearly state the research project and the name of the professor as responsible for funding.

Professors must submit their funding information, together with the proposed score and scanned documents, by January 31, 2023.

#### SCORE FOR PERSONAL IMPACT

The personal (social) impact will be assessed against a parametrized scale, and based on information related to knowledge dissemination activities, influence in the professional (nonacademic) environment, and recognition. For instance:

- The coordination of projects involving multiple stakeholders;
- Presence in the media;
- Participation on company boards; and
- The coordination of projects related to the United Nations Sustainable Development Goals (SDGs).

Professors must submit up to five achievements related to personal (social) impact in the period 2019-2022, together with the proposed score, by January 31, 2023.

#### AFFILIATION

When registering your institutional affiliation in articles, books and other texts, professors must always use the acronym FGV EAESP.

## **Annex 6A: Technical products of the Administration area**

Source: definitions prepared by the Technical Production Working Group – CAPES, 2019

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### **Bibliographic product**

An article published in a technical journal

Definition: journals that focus on specific fields of knowledge, usually related to technological knowledge, and aimed at managers and other practitioners.

Articles in a journal or a magazine

Definition: widely available magazines are those that do not focus specifically on scientific and/or technological subjects.

Examples of journals/magazines that the Research Committee has already assessed to be quality publications:

- Papers published in *GVexecutivo* ... TB2
- Papers published in an industry magazine ... TB3

### **Patents**

Definition: A patent is a temporary property title for an invention or utility model that the state grants to inventors, authors, or other individuals or legal entities that own the rights of what they have created.

This does not apply to: other intellectual property assets, such as trademarks, industrial designs or software.

Examples:

- Invention patent
- Utility model patent

### **Social technology**

Definition: a transformative method, process or product, developed and/or applied in interaction with the population and appropriated by it, which is a solution for social inclusion and improving living conditions, and that meets the requirements of simplicity, low cost, easy applicability and replicability.

Examples:

- Alternative farming techniques
- An oral health education system for certain population groups

This does not apply to: a method, process or product that does not represent a positive and obvious social transformation and that is not aimed at a collective group.

## Professional training course

Definition: content established in accordance with the skills required for professional training, and aligned with the objectives of the Postgraduate Program.

This does not apply: to disciplines and courses offered by FGV EAESP that are not related to the scientific and academic production of the Postgraduate Program.

Examples that the Research Committee has already assessed as having quality content:

- The high impact FGV Online course ... TA3
- The FGV Online course ... TA4
- The customized FGV in Company course ... TB1
- The coordination and improvement of the C-Level / CEO course ... TA4
- FGV's regular executive education courses ... TB3

## Teaching material

Definition: products for teaching use in mediating teaching and learning processes in different educational contexts. Subtypes: printed, and audio-visual materials, and new media.

This does not apply: to course handouts, slides, presentations, and other material prepared exclusively to support the teacher's activity in class.

Examples that the Research Committee has already assessed as being of quality:

- Teaching cases published by the Harvard Business School ... TA1
- Teaching cases published by *GVcasos* ... TA4
- Books published by renowned international publishers ... TA3
- Books published by renowned Brazilian publishers ... TA4
- Book chapters published by renowned international publishers ... TB1
- Book chapters published by renowned Brazilian publishers ... TB2

## Software or applications

Definition: software is a set of instructions that are used directly or indirectly by a computer to obtain a certain result. It comprises a source code and is developed in a programming language.

This does not apply: to the code that is not the result of one's own work and creation, or when it is a small adaptation of already-existing programs, or does not yet demonstrate its valid applicability or functionality.

Examples:

- Simulation programs
- Operational research software



- Process control systems
- Specialist systems
- AI software
- Education apps
- Apps used in an organizational environment

### **Standards or regulatory framework**

Definition: guidelines that regulate the functioning of the public and/or private sector. Their purpose is to establish rules for systems, bodies, services, institutions and companies, and includes regulation, compensation and penalty mechanisms.

This does not apply: to material of an instructional nature, technical reports and normative resolutions.

Examples:

- Regulatory frameworks in health, education, energy, telephony, the Internet, transportation, oil and gas, water resources, fishing, the media, and civil society organizations
- Regulatory standards for health and safety at work, and the prevention of environmental risks
- Product specifications or process standardization
- A regulation or organizational standard related to business, government agency, trade or professional association, or consumer group
- Guide or code of practice

### **Technical reports (including consultancy reports)**

Definition: a text that contains information about a project or activity, from its planning stage to its conclusion. It indicates the relevance of the results and the conclusion in terms of its social and/or economic impact and the application of the knowledge produced.

This does not apply: to reports prepared on the completion of research projects that are customarily financed by funding agencies.

Examples:

- Advisory and technical consultancy and contract audit reports
- Environmental impact reports
- Assessment reports for institutions, or that involve public or private bodies or services

Examples that the Research Committee has already assessed as being of quality:

- A leading role in public technical reports ...TA3
- A participatory role in public technical reports ...TB1

### **Technical-scientific database**





Definition: files that are related to each other with records of people, places or things; organized collections of data that are related in a way that makes sense (information) and makes research or studies more efficient.

- Examples that the Research Committee has already assessed as being of quality:
  - The coordination of a major survey, which has public recognition and impact ... TA1
  - Participant's role in a major survey, which has public recognition and impact ... TB1
  - A leading role in preparing an industry ranking ...TA2

## **Confidential products or processes**

### Products

Definition: tangible physical goods that are obtained by combining ideas, which can become material or are produced by a certain manufacturing process, intended for restricted use, and proved [?] by a declaration of confidentiality.

### Processes

Definition: an ordered set of procedures, operations or activities for transforming an input (whether material or not) into a desirable output (products, and services), with repeatability, predictability and reliability, intended for restricted use and proved [?] by a declaration of confidentiality.

This does not apply: to products and processes that are not confidential

### Examples:

- Manufacturing or assembly processes
- Business management processes
- Laboratory manipulation techniques
- Data collection and processing techniques

## **A socially innovative company or organization**

Definition: a newly formed company or social organization based on a product, service or technological process that has been developed by professors and/or students within the scope of the post-graduate program.

This does not apply to companies that are not product-based, service-based or technological process-based and developed within the scope of the post-graduate program; to companies that originated in a period prior to the projects and courses undertaken in the post-graduate programs.

### Examples:

- Innovative startups that deploy scientific research ... TA1



- Startups that are difficult to replicate and/or are not very innovative ... TB1

**A process, technology, product or material that cannot be patented**

Definition: a process, technology, product or material that, because of legal impediments, does not have a formal protection mechanism in Brazil.

This does not apply: to intellectual property assets that have a patent or other registrations.

Examples:

- A public platform sharing management models developed in a scientific research environment ... TA1

## Resolution 7

### **Guidelines for awarding prizes to professors for their publication**

#### **Objectives**

To promote the dissemination and impact of the knowledge generated at FGV EAESP.

#### **Principles**

All FGV EAESP professors are eligible for the awarding prizes since the publication clearly indicates the institution as his/her main affiliation.

Up to R\$ 700,000 in prizes will be awarded in the following categories:

CATEGORY	CRITERION	AMOUNT
4*	Paper in an ABS 4* journal	R\$ 60,000
4	Paper in an ABS 4 journal	R\$ 40,000
3A	Article in an ABS 3 journal Book in a top international publisher	R\$ 20,000
3B	Teaching case in a top case database: Harvard Business School, Case Centre and their equivalents	R\$ 10,000
2	Paper in an A1 international journal listed in the spreadsheet FGV-Capes 2017-2020 or in the Qualis 2016 list Book in a top Brazilian publisher	R\$ 5,000
1	Paper in Brazilian selected top journals: RAE, RAC, BAR, RAP, O&S, RAUSP, Cadernos EBAPE	R\$ 2,500

#### **Notes**

The prizes will be awarded following analysis by the Research Committee.

Professors must submit their requests by January 31, 2023.

The five categories are based on exogenous lists that are officially recognizes in the Administration field.

Categories 4\*, 4 and 3 use the list of the UK's Association of Business Schools (ABS) because of the clarity of the criteria adopted and the extent of the subareas of Administration.

The Journal of Public Administration Research and Theory, classified by the ABS list as Category 4, will also be considered as Category 4\* for the Public Administration area.

Category 2 uses the FGV-Capes spreadsheet 2017-2020 as a reference for international journals (published abroad). The Qualis 2016 list may be used for journals not listed in the spreadsheet.

If the texts have co-authors from FGV EAESP, they will share a prize corresponding to 150% of the amount indicated.

The Research Committee will analyze cases where there have been more than two publications in the same journal in the four-year period, in which case it may cancel the prizes corresponding to the additional articles.

Professors who declare a dual appointment in the articles will receive 50% of the amount of any prize due.

Articles published online first will not be eligible.

Articles, books and teaching cases with more than five authors will be eligible only up to the fifth author.

Second and further book editions will not be eligible.

Regarding prizes in Categories 1 and 2, only one annual prize per professor will be awarded for any combination of categories.

First authors will receive 100% of the prize. Others will receive 75% of the prize. First authors will be considered as those that have their name showed first in the published article or explicitly declared as such in the published article.

When registering your institutional affiliation in articles, books and other texts, professors must always use the acronym FGV EAESP.

Prize money will be paid up to July 2023. The payment of prizes will be subject to the availability of funds.

Exceptional cases will be analyzed on an ad hoc basis by the Research Committee.

## Resolution 8

