



**Univerzita
obraný**

**Evaluation of the Human
Resources Strategy for
Researchers (HRS4R)
of the University of Defence -
Action Plan for 2024**

Brno 2025

2024 (2Q)

Area	Measures	Monitoring indicator	Date / period	Responsibility
5. RECRUITMENT AND SELECTION	5.1 To update the system of providing feedback to all applicants after the end of the selection procedure in terms of the scope, degree of detail and form of the information provided.	Updated document on the selection procedure for filling the positions of academic staff. MEASURABLE: Statistics of complaints in the area of OTM-R policy.	2Q/2024	BUR in collaboration with HHRO, heads of all components/departments
<p><i>Fulfilment status:</i> In November 2024, the AS of the UoD received for discussion and approval a draft amendment to the internal regulation Selection procedure regulations for filling of academic staff positions at the UoD, which incorporated the issue of feedback to applicants. Based on the comments of the AS of the UoD, the internal regulation was withdrawn for further refinement. It will be submitted for further discussion and approval by the AS of the UoD at its meeting in April 2025. Completion of the task will thus be achieved in 2Q/2025.</p> <p><i>Fulfilment of measurable indicators:</i></p> <ul style="list-style-type: none"> Complaint statistics for the OTM-R policy: 0 complaints - see the Rector's council of 25/09/2024 <p>PARTIALLY ACHIEVED</p>				

2024 (3Q)

Area	Measures	Monitoring indicator	Date / period	Responsibility
11. POPULARISATION OF SCIENCE / OPENNESS OF THE SCIENTIFIC ENVIRONMENT	11.1 To provide sufficient information about the possibilities of science popularisation and education in the field of science promotion.	<p>Established system for providing information about education in the field of science popularisation.</p> <p>Established mechanisms for the regular update of information about "open access" journals in which AWs publish.</p> <p>MEASURABLE: Number of implemented activities (lectures, seminars, workshops) increasing the ability to popularise science and the number of participants.</p> <p>MEASURABLE: % of AWs and project managers familiar with the principles of publication of results in the "open access" mode.</p> <p>MEASURABLE: Numbers of results published in the "open access" mode.</p>	3Q/2024	VRSEA
<p><i>Fulfilment status as of 23/09/2024:</i> See the fulfilment of indicators below.</p>				

Fulfilment of measurable indicators:
 Number of implemented activities (lectures, seminars, workshops) increasing the ability to popularise science and the number of participants:
 0 implemented activities - see Rector's council 25/09/2024
 % of AWs and project managers familiar with the principles of publication of results in the "open access" mode... The AWs were introduced to the general principles of "open access" publishing in a webinar focusing on the introduction of the Repository at the UoD in January 2023. These rules are publicly available on the UoD website. A document on the implementation of the institutional strategy for "open access" publishing is in the drafting phase. Submitted at the Rector's council on 25/09/2024.
 Number of results published in the "open access" mode. Of the results submitted in 2024 (with application years 2023 and older), there are 256 J (imp, sc, ost) results in the RIV database, of which 215 are published in Open Access - see the Rector's council 25/09/2024

PUBLICATION ACTIVITY ONLY COMPLETED; % of AWs and project managers not indicated; Document on the implementation of the institutional strategy for "open access" publishing is in the drafting phase.

NOT ACHIEVED

2024 (4Q)

Area	Measures	Monitoring indicator	Date / period	Responsibility
1. ETHICAL FRAMEWORK OF RESEARCH	1.1 To incorporate rules for handling classified and sensitive information in the framework of research activities into the University's Code of Ethics.	Updated Code of Ethics (with specified rules for handling classified and sensitive information during research).	4Q/2024	VRSEA in collaboration with HISD, LSG

Fulfilment status:
 In the Legislative Plan, the deadline for the opening of the Code of Ethics is scheduled for 3Q/2025, for which reason the deadline for the implementation of this measure will be postponed.

NOT ACHIEVED

2. CO-AUTHORSHIP	2.1 To update and specify relevant rules for the recognition of co-authorship, incl. procedures for resolving co-authorship disputes.	Updated document containing specific rules for the recognition of co-authorship, incl. procedures for resolving co-authorship disputes.	4Q/2024	VRSEA in collaboration with VRESI, LSG
<p><i>Fulfilment status:</i> The methodological guide of the VRSEA Establishment of the basic principles of scientific publishing at the University of Defence and its units is in the approval phase and will be published on the intranet of the University of Defence and the academic community will be informed about its existence.</p> <p>PARTIALLY ACHIEVED</p>				
2. CO-AUTHORSHIP	2.2 To publish the rules for the recognition of co-authorship, and thus ensure their availability for all academic staff and students of the University.	MEASURABLE: Published rules for the recognition of co-authorship in the University's information system.	4Q/2024	VRSEA in collaboration with VRESI, LSG
<p><i>Fulfilment status:</i> The methodological guide of the VRSEA Establishment of the basic principles of scientific publishing at the University of Defence and its units is in the approval phase and will be published on the intranet of the University of Defence and the academic community will be informed about its existence.</p> <p><i>Fulfilment of measurable indicators:</i></p> <ul style="list-style-type: none"> Published rules for recognition of co-authorship in the University's information system - not yet published, in the process of approval. <p>PARTIALLY ACHIEVED</p>				
4. CAREER MANAGEMENT OF BEGINNER RESEARCHERS - DOCTORAL STUDY AND POST-DOCTORAL POSITIONS	4.1 To finalize the rules of the management and access to novice researchers and disadvantaged groups of employees.	Published document considering students with specific needs. Published document considering disadvantaged groups of employees working in the field of research.	4Q/2024	VRSEA in collaboration with VRESI, CH, HHRO, GCSCV

		Published document specifying the rules for the management of novice researchers and disadvantaged groups of employees.		
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Fulfilment status:

METHODOLOGICAL GUIDE OF THE VICE-RECTOR FOR EDUCATION AND STUDENTS AFFAIRS TO SUPPORT STUDENTS WITH SPECIFIC LEARNING DISABILITIES AT THE UNIVERSITY OF DEFENCE 31 August 2023 [here](#)

The MoEYS evaluation committee for OP JAK projects recommended for funding the project Adaptation of the UoD environment for students with specific needs (implementation 1 March 2025 - 31 December 2027). The UoD is now awaiting the issuance of the tender document from the provider.

The methodological guide of the VRSEA Rules for the Management of Novice Researchers and Disadvantaged Groups of Employees at the University of Defence is in the drafting phase.

NOT ACHIEVED

Area	Measures	Monitoring indicator	Date / period	Responsibility
5. RECRUITMENT AND SELECTION	5.2 To unify the content on job offers in the English and Czech versions on the UoD website.	Elaborated content on job offers in the English language on the UoD website. MEASURABLE: Updated job offers on the UoD website published in the English language. MEASURABLE: Proportion of applicants: - coming from outside the University - coming from abroad - from disadvantaged groups of employees MEASURABLE:	4Q/2024	VRERI in collaboration with BUR, HHRO, heads of all components /departments

		% of job offers published outside the UoD website. MEASURABLE: Number of channels for posting job offers outside the UoD website.		
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Fulfilment status:

The University of Defence has a specific position in terms of Act No.111/1998 Coll., the Act on Higher Education and on Amendments and Additions to Other Acts. It is one of the two state universities and the only military university that is part of the organisational unit of the state - the Ministry of Defence. Employees of the University of Defence may be persons over 18 years of age who may be assigned to academic or non-academic staff positions. These systematised posts can be divided into service posts, i.e. posts occupied by professional soldiers, and working posts, i.e. posts occupied by civilian employees of the Ministry of Defence.

Act No.221/1999 Coll., the Act on Professional Soldiers, is applied in the case of professional soldiers, where only a citizen of the Czech Republic can be a professional soldier. In accordance with Act No.186/2013 Coll., the Act on State Citizenship of the Czech Republic and on Amendments to Certain Acts, it is necessary to demonstrate, among other things, knowledge of the Czech language in order to obtain Czech citizenship. Therefore, recruitment and selection for professional soldiers' posts in English is irrelevant in the context of the above.

The situation with recruitment and selection for civilian employees of the Ministry of Defence is somewhat different. In the Ministry of Defence, and therefore also at the University of Defence, it is a common practice that a civilian employee is able to communicate actively in the Czech language. The reason for this is the fact that in the Czech Republic the language of proceedings, in accordance with Act No. 500/2004 Coll., the Administrative Procedure Act, is Czech.

In view of the above, the University of Defence does not have an extended website in English in terms of job offers.

The exception, which the University of Defence accepts when it comes to work positions and lack of knowledge of the Czech language among its civilian employees, is selected jobs at the Language Centre. These are academic staff positions where they conduct accredited and non-accredited teaching in a foreign language. For the positions of such academic staff, recruitment and selection is then carried out in English and measure 5.2 (To unify the content on job offers in the English and Czech versions on the UoD website) is implemented.

In this context, the University of Defence is prepared to extend its website with an English language version of job offers for selected positions of academic staff of the Language Centre.

Fulfilment of measurable indicators in 2024:

- Updated English language version of the UoD website in terms of job offers: 0
- Proportion of applicants: not documented
 - coming from outside the University: not documented
 - coming from abroad: not documented
 - from disadvantaged groups of employees: not documented
- 0% of job offers published outside the UoD website.
- Number of channels for posting job offers outside the UoD website is 0.

In the absence of indicators, the measure is assessed as not achieved.

NOT ACHIEVED

Area	Measures	Monitoring indicator	Date / period	Responsibility
7. WORKING CONDITIONS	7.1 To implement the measures adopted in the Gender Equality Plan of the University of Defence for the period 2022-2030.	Gender Equality Plan of the University of Defence for the period 2022-2030 is evaluated and updated annually. MEASURABLE: Places for children of staff in the University pre-school facility provided.	4Q/2024	VRIMQ in collaboration with BUR, VRSEA

Fulfilment status:

A children's group with a capacity of 24 children was established for the Brno garrison. In 2024, all UoD staff who requested a placement for a child in the group were granted. As of 31 December 2024, 10 children of employees of the University of Defence were placed in the children's group.

Fulfilment of measurable indicators:

- Places for children of staff in the University pre-school facility provided.

ACHIEVED

Area	Measures	Monitoring indicator	Date / period	Responsibility
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8. USE OF THE ENGLISH LANGUAGE	8.3 To expand the implementation of educational activities offered in the English language.	MEASURABLE: Number of educational activities carried out in the English language and the number of people who participated in the given activities.	4Q/2024	VRESI in collaboration with VRERI , heads of all components /departments
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Fulfilment status:

The CSMSS offered a total of 210 hours of English language training in 3 activities (career courses and accredited training) with a total of 69 participants. The LC implemented two courses of Academic (Presentation) Skills in English for academic staff for 24 participants, a course of Academic Writing for academic staff for 5 participants, two courses of English for other UoD staff for 17 participants and an International Accreditation Seminar for assessors of STANAG 6001 examinations for 8 participants. An international exercise Agile Cub took place at the FML, which was attended by 12 foreign students in addition to UoD students. The FMT implemented four educational activities in English (teaching Mathematics, Aviation Phraseology and Aviation English in accredited study programmes, supervising final thesis in English for students from France within ERASMUS), which 61 people in total attended. The NBCDI organised a lecture connected with a demonstration in the field of CBRN for foreign partners of the Czech Republic requested by the 601st Special Forces Group (20 attendees) and also other lecture activities at Helmut-Schmidt Universität/Universität der Bundeswehr Hamburg in the scope of 12 hours for three persons. The IIS implemented 2 activities for 20 participants; these were lectures on the topics of Open-source Intelligence (2 hours) and Intelligence Methods (2 hours) within the Masaryk University: Summer course on MUNI.

Fulfilment of measurable indicators:

- 1) Number of educational activities in English: 18
- 2) Number of people who participated in the activities: 269 people and an unknown number of UoD students participating in the Agile Cub and CSMSS accredited teaching.

ACHIEVED

Area	Measures	Monitoring indicator	Date / period	Responsibility
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9. EQUAL OPPORTUNITIES	9.1 To implement the measures adopted in the Gender Equality Plan of the University of Defence for the period 2022-2030.	The Gender Equality Plan of the University of Defence for the period 2022-2030 is evaluated and updated annually. Places for children of staff in the University pre-school facility provided. MEASURABLE: % of the implementation of measures of the Gender Equality Plan of the University of Defence for the period 2022-2030 for the given year. MEASURABLE: Number of implemented activities (lectures, seminars, workshops) on equal opportunities and the number of participants.	4Q/2024	VRIMQ in collaboration with BUR, management of self-governing bodies, VRESI, VRSEA, VRERI, HHRO, heads of all components /departments
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Fulfilment status:
A course on "Equal Opportunities" was prepared for all members of the UoD in the second half of 2024, through which they had the opportunity to gain insight into gender issues. The course was created in Moodle and divided into thematic areas focused on gender stereotypes, gender-sensitive language and gender-based violence. The purpose of this educational activity was to support the creation and improvement of a fair and open university environment. Number of participants: all employees and students.

Based on their interest, UoD members were also allowed to participate in departmental events focused on equal opportunities. Specifically, it was a lecture on "Bullying of Women and Men in Cyberspace", which was delivered as part of the XXth lecture series on equal opportunities for women and men organised by the Secretary of State's Section of the MoD. Total number of participants: 5.

Based on their interest, UoD members were also allowed to participate in non-departmental events focused on equal opportunities. Specifically, it was the 8th national conference on gender and science, "The Social Environment: From Measure to Action", organised by the National Contact Centre - Gender and Science.

The conference focused on the topic of safe and dignified working and learning environments with a focus on gender-based violence. The number of participants was 2 online.

Following the UoD Annual Plan for 2024, a lecture on "The principle of equality between men and women within the scope of the MoD" was held as part of the primary prevention of risky behaviour. The lecture was attended by 244 out of a total of 393 people (UoD Rector's office, Bursar's office, PTSC, CSMSS, IIS, and permanent staff of the school regiment).

In the framework of the General Staff Course, the Senior Officers Course and the Strategic Planning Course, topics on equal opportunities were taught for a total of 48 hours to 184 persons.

Fulfilment of measurable indicators:

- % of the implementation of measures of the Gender Equality Plan of the University of Defence for the period 2022-2030 for the given year: 100%
- Number of implemented activities (lectures, seminars, workshops) on equal opportunities and the number of participants

More than 2,500 people (students, course participants, UoD staff - at faculties, institutes and centres, school regiment; some people participated in more than one activity) took part in 7 activities focused on equal opportunities.

ACHIEVED

10. ADMINISTRATIVE SUPPORT OF RESEARCHERS	10.3 To provide project consultancy, especially for foreign or multinational projects.	MEASURABLE: Number of advisory consultations provided for foreign or multinational projects. MEASURABLE: Methodologies describing process procedures of key agendas are published in the University's information system.	4Q/2024	VRSEA in collaboration with BUR, HHRO, DDCIS, HSRD, heads of all components
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Fulfilment status:

Project consultancy, especially for foreign or multinational projects, is provided continuously throughout the year.

Fulfilment of measurable indicators:

- Number of advisory consultations provided for foreign or multinational projects: **7**
 - Project: "AMilLogX ", Call: EDF-2024-LS-RA-DIS-NT,
 - project: "COMMANDS II ", call: EDF-2024-DA-GROUND-UGS,
 - project: "Technical gases at the military-civilian interface in emergency and semi-emergency release", call: NATO SPS MYP,
 - project: "Vulnerability of soldiers exposed to overpressure and associated trauma", call: NATO Chief Scientist Grants,
 - project: "STRATECO", call: HORIZON-CL3-2024-INFRA-01-01,
 - project: "STEADFAST", call: NWO - KIC (Netherlands Organisation for Scientific Research),
 - project: "Mechanisms of long-term survival of Francisella in amoebae", HRZZ (Croatian Science Foundation).
- The methodologies describing the procedures of key agendas are published in the University's information system - on the Research, Development and Innovation Information Portal / Information and News / Documents for Download / Internal Regulations of the UoD here will be uploaded the VRSEA's methodological guide for the Submission and Management of Projects Financed from European Funds, is in the state of settlement of comments from the Legal Services Group.

PARTIALLY ACHIEVED

11. POPULARISATION OF SCIENCE / OPENNESS OF THE SCIENTIFIC ENVIRONMENT	11.2 To create a document to implement an institutional strategy for publishing in the "open access " mode.	Published document for the implementation of publishing in the "open access" mode.	4Q/2024	VRSEA
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Fulfilment status:

A document on implementing the institutional strategy for "open access" publishing is in the drafting phase and has not been published.

Fulfilment of measurable indicators: document not issued - not achieved.

NOT ACHIEVED

11. POPULARISATION OF SCIENCE / OPENNESS OF THE SCIENTIFIC ENVIRONMENT	11.3 To establish the principles of the process of publication of results with the aim of promoting open access to scientific information.	Published document for the implementation of publishing in the "open access" mode.	4Q/2024	VRSEA
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		<p>MEASURABLE: Number of implemented activities (lectures, seminars, workshops) on "open access" and the number of participants.</p> <p>MEASURABLE: Numbers of results published in the "open access" mode.</p>		
<p><i>Fulfilment status:</i></p> <p><i>Fulfilment of measurable indicators:</i></p> <ul style="list-style-type: none"> • Number of implemented activities (lectures, seminars, workshops) on "open access" and the number of participants. No new activities have taken place since the last evaluation. • Numbers of results published in the "open access" mode. There has been no increase in the number of results since the last evaluation, as no additional results have been submitted to the RIV database. Of the results submitted in 2024 (with application years 2023 and older), there are 256 J (imp, sc, ost) results in the RIV database, of which 215 are published in Open Access. <p>NOT ACHIEVED - negative first measurable indicator</p>				

Evaluation table

	ACHIEVED	PARTIALLY ACHIEVED	NOT ACHIEVED	NOTE
5.1 To update the system of providing feedback to all applicants after the end of the selection procedure.		X		Draft amendment to the internal regulation Regulations of the Selection Procedure and Rector's Measure of the University of Defence No. xx/2024 Details to the Regulations of the Selection Procedure for Filling the Positions of Academic Staff of the UoD... BUR
11.1 To provide sufficient information about the possibilities of science popularisation and education in the field of science promotion.			X	PUBLICATION ACTIVITY ONLY COMPLETED; % of AWs and project managers not indicated; Document on the implementation of the institutional strategy for "open access" publishing is in the drafting phase... VRSEA
1.1 To incorporate rules for handling classified and sensitive information in the framework of research activities into the University's Code of Ethics.			X	In the Legislative Plan, the deadline for the opening of the Code of Ethics is scheduled for 3Q/2025, for which reason the deadline for the implementation of this measure will be postponed... VRSEA
2.1 To update and specify relevant rules for the recognition of co-authorship, incl. procedures for resolving co-authorship disputes.		X		The methodological guide of the VRSEA Establishment of the basic principles of scientific publishing at the University of Defence and its units is in the approval phase and will be published on the intranet of the University of Defence and the academic community will be informed about its existence... VRSEA
2.2 To publish the rules for the recognition of co-authorship, and thus ensure their availability for all academic staff and students of the University.		X		The methodological guide of the VRSEA Establishment of the basic principles of scientific publishing at the University of Defence and its units is in the approval phase and will be published on the intranet of the University of Defence and the academic community will be informed about its existence... VRSEA
4.1 To finalize the rules of the management and access to novice researchers and disadvantaged groups of employees.			X	The MoEYS evaluation committee for OP JAK projects recommended for funding the project Adaptation of the UoD environment for students with specific needs (implementation 1 March 2025 - 31 December 2027). The UoD is now awaiting the issuance of the tender document from the provider. The methodological guide of the VRSEA Rules for the Management of Novice Researchers and Disadvantaged Groups of Employees at the University of Defence is in the drafting phase... VRSEA

5.2 To unify the content on job offer in the English and Czech versions on the UoD website.			X	The following proportions of applicants are not listed: <ul style="list-style-type: none"> • coming from outside the University; • coming from abroad; • from disadvantaged groups of employees... VRERI
7.1 To implement the measures adopted in the Gender Equality Plan of the University of Defence for the period 2022-2030.	X			VRIMQ
8.3 To expand the implementation of educational activities offered in the English language.	X			VRESI
9.1 To implement the measures adopted in the Gender Equality Plan of the University of Defence for the period 2022-2030.	X			VRIMQ
10.3 To provide project consultancy, especially for foreign or multinational projects.		X		The VRSEA's methodological guide for the Submission and Management of Projects Financed from European Funds is in the state of settlement of comments from the Legal Services Group... VRSEA
11.2 To create a document to implement an institutional strategy for publishing in the "open access" mode.			X	A document on the implementation of the institutional strategy for "open access" publishing is in the drafting phase... VRSEA
11.3 To establish the principles of the process of publication of results with the aim of promoting open access to scientific information.			X	No new activities have taken place since the last evaluation. There has been no increase in the number of results since the last evaluation, as no additional results have been submitted to the RIV database... VRSEA

Achieved

3/13

Partially achieved

4/13

Not achieved

6/13