



HR Award implementation as of 30 June 2025

During the second quarter of 2025, there were several meetings of both HR Award groups, namely the Focus Group (hereinafter referred to as FG) and the Working/Administrative Group (hereinafter referred to as the W/A Group). The main topics on the agenda were: the issue of the sociological survey, its anonymity, the return rate of questionnaires, the adaptation process, and employee evaluation. A discussion followed regarding habilitation and appointment procedures, during which it was emphasized that the conditions for habilitation should be aligned with those of other colleges and universities in order to uphold the reputation and quality of the University of Defence. A significant part of both groups' meetings was devoted to the adaptation process for new employees. Based on the input from the Focus Group, a draft document was presented outlining key areas to guide the adaptation process, with the aim of standardizing this process across the University of Defence. In the next W/A Group meeting, this process was divided into five areas: introduction of the UoD, information about the UoD, pedagogical information, information on scientific activities, and information on career management and evaluation processes.

Staff evaluation was also an important area of discussion. The role of the supervisor in the evaluation process was highlighted, along with the importance of linking the evaluation outcome to the employee's career plan. As a result of the discussion, it was proposed to include more detailed guidance in the evaluation forms to support constructive feedback and facilitate the evaluation interview. In this case, the heads of the various departments should be asked for their suggestions for completing these employee evaluation forms. Some ideas for learning activities for employees, such as courses focused on the use of AI in teaching, legal aspects, GDPR, and other career course options, are linked to the employee evaluation and particularly to the career plan. A pilot project is already underway through CERPEK with a close link to the implementation of the tasks of the Action Plan for Q3 2025.

The conclusions of both groups were presented to the Supervisory Committee (SC) at its meeting on 26 June 2025. At the same time, evidence of the implementation of the Action Plan tasks was presented for the period covering the end of 2024 and the first and second quarters of 2025. It was noted that all but one of the 2024 Action Plan tasks had been completed; the remaining task is expected to be completed in Q3 2025, and the others are progressing on schedule.

A proposal for the continued implementation of the HR Award Action Plan in 2025, along with preparations for the award's defence, was also presented. The GAP analysis is expected to be updated in September, the Action Plan revised in October, and the Internal Review for the Interim Assessment questionnaire completed in November.

In order to streamline the performance of work tasks, a joint meeting of all groups — namely the FG, W/A Group, and the SC — is scheduled for 6–7 October 2025 at the Kníničky facility of the University of Defence.

Ing. Roman Kopřiva, Ph.D.
HR Award coordinator