



HR Award implementation as of 30 September 2025

In Q3 2025, only one meeting of the Focus Group (hereinafter referred to as FG) and one meeting of the Working/Administrative Group (hereinafter referred to as W/A Group) took place. The reason for the change in FG and W/A Group was the concurrence of work duties among members of these groups. The aim of the FG discussion was the current legislative process leading to the issuance of a new internal regulation – Habilitation Procedure and Professor Appointment Regulations at the University of Defence, including the Rector's implementing measure, the content of which will primarily be to set minimum requirements for candidates for habilitation and professor appointment procedures. The discussion also touched on the issue of foreign internships, particularly on what an internship should contribute to so that it is not perceived as merely a formality with no apparent impact on the candidate's career.

In the second part of the FG meeting, emphasis was placed on the importance of the emerging Human Resources Management and Support Strategy (hereinafter referred to as HRMSS) for the future direction of the university in the area of employee care and their professional growth and development. The concept of seven stages of professional development and career growth was introduced, which permeates the entire strategy. The need for continuous evaluation and adaptation of the document to changing conditions was discussed. The strategy emphasises the role of the university as a supportive environment at every stage of an employee's professional life.

The W/A Group focused its discussion on the upcoming HRMSS. The strategy emphasises the role of the university as a supportive environment at every stage of an employee's professional life. In the final part, questions were asked about the possibility of further commenting on the strategy and ways of implementing it. Another area of discussion focused on fulfilling the requirements for defending the HR Award and fulfilling the requirement for an internal review and update of the UoD Action Plan. The outcome of the discussion in this section is a request to the Supervisory Committee to increase efforts to promote HRS4R (Human Resources Strategy for Research) at the UoD, as well as the principles of the European Charter and Code of Conduct, at the level of faculties, institutes, and centres. This could be achieved through short presentations at individual UoD departments and the publication of simple promotional materials.

All outputs were then presented to the Supervisory Committee, which took note of the current implementation of the Action Plan and supported the idea of increased promotion of the principles of the European Charter and Code of Conduct. To achieve this, the Committee recommended using the Marketing and Information Networks Department of the UoD. It also took note of the plan to prepare for the HR Award defence and called for an active approach to the preparation of the Internal Review document and the update of the Action Plan for the next 36 months.

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