



HRS4R / HR Award implementation as of 1 March 2024

On **26 February 2024**, the genesis of the development of receiving the HR Award, which was awarded to the University of Defence by the European Commission on **16 January 2024**, was presented at the regular meeting of the Rector's council. In connection with this, the preparation of documents necessary to start the award process, such as the GAP analysis, a draft of the Action Plan for the period until 2027, a draft of the OTM-R policy of the University of Defence, the questionnaire survey and the settlement of the comments of the European Commission (available only as internal documents on the Intranet of the University of Defence) was highlighted.

The next part of the presentation focused on the implementation process in which the tasks set out in the [Action Plan](#) for 2024 are being fulfilled. These tasks are also based on the [OTM-R policy of the University of Defence](#) and the [Gender Equality Plan of the University of Defence for the period 2022-2030](#). Furthermore, the measures necessary to fulfill the tasks of the award implementation were proposed.

These measures were approved in the Conclusions of the Rector's council meeting No. 2/2024. The Rector's council, as the "Supervisory Committee" of the HR Award implementation and defence, will be informed about the implementation of the proposed actions (tasks) resulting from the Action Plan on the following dates: **29/4, 28/9 and 18/11/2024** - see the table below. Its revision will take place in 2 years as a conclusion of the implementation process.

The table only lists the actions (tasks) for Q2 and Q3 2024 of the Action Plan, approved in November 2023, which also includes further actions (tasks) for Q4 2024 and 2025–2027.

Proposed actions (tasks)		To be fulfilled by / cooperation	Indicator / objectives
1.*	Update the system of providing feedback to all candidates after the selection process regarding scope, level of detail, and format.	BUR, collaboration of VRERI, PM, managers of components/departments	An updated document on the issue of selection procedures for filling academic staff positions.
2.*	Provide sufficient information on opportunities for science popularisation and self-education in science popularisation.	VRSEA	Set mechanisms to regularly update information on journals in "open access" mode, in which academic workers publish.

*These actions (tasks) are elaborated in more detail in chapter "3. ACTION" of the Action Plan.

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