



HR Award implementation as of 30 April 2026

Between 22 January and 30 April 2026, meetings were held by all bodies of the HR Award of the University of Defence, specifically the Focus Group (hereinafter “FG”), the Working/Administrative Group (hereinafter “W/A Group”), and the Supervisory Committee (hereinafter “SC”). In accordance with the HR Excellence in Research guidelines, EURAXESS conducted an administrative review of the *University of Defence’s Evaluation of the Human Resources Strategy for Researchers (HRS4R) – Action Plan for 2023–2025*; the self-assessment report has now been submitted to expert evaluators for review.

The new Code of Ethics of the University of Defence, whose provisions primarily reflect changes in the research and educational environment, underwent a review process involving all relevant bodies during the reporting period and is now ready to be submitted to the University’s Academic Senate.

The HR Award bodies’ meetings also focused on employee training in 2026, the concept of which – as a unified university-wide system for training employees throughout their professional careers – is one of the key components of the upcoming Human Resources Management and Support Strategy at the UoD.

The sharing of best practices by FG members has, among other things, provided input for a newly emerging system of support and incentives in educational activities (aimed at recognising high-quality teaching, standardising quality parameters, establishing transparent criteria, etc.), which will complement the existing incentive directive for creative activities.

At the end of Q1 2026, an assessment was conducted of the progress made toward meeting the indicators of the HR Award Action Plan for the 2026–2028 period. At this stage, the evaluation focused primarily on indicators in areas such as the ethical framework for research, co-authorship, career management for early-career researchers and doctoral students, recruitment and selection of staff, evaluation of staff and doctoral students, and working conditions, specifically with regard to ensuring barrier-free access to university buildings and workplaces.

In the coming quarter, the HR Award bodies will focus primarily on policies regarding access for disadvantaged groups of employees at the University of Defence—that is, those facing various social, economic, health, or other barriers. The discussion will also address the issue of science communication, including the sharing of best practices regarding tools and support for the presentation of research findings by academic staff and doctoral students at the University of Defence.

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