



Implementation of HR Award as of 31 July 2026

Between 1 May and 31 July 2026, meetings of all HR Award bodies at the University of Defence were held, namely the Focus Group (hereinafter the “FG”), the Working and Administrative Group (hereinafter the “W/A”), and the Steering Committee (hereinafter the “SC”). In accordance with the rules of the HR Excellence in Research initiative, EURAXESS conducted an administrative review of the Evaluation of the University of Defence’s Human Resources Strategy for Researchers (HRS4R) – Action Plan for the 2023–2025 period. The self-assessment report was submitted for review by external experts; as of 31 July 2026, the evaluation process had not yet been completed.

The new Code of Ethics of the University of Defence, which in particular reflects changes in the research and educational environment, was deliberated on by the Academic Senate of the University of Defence on 18 June 2026, in accordance with the schedule. It took effect on 1 July 2026.

During the reporting period, the HR Award bodies focused primarily on science communication and on establishing rules for supporting disadvantaged groups of employees at the University of Defence. Discussions on science communication emphasised the need for greater openness and systematic support in this area, while also highlighting the UoD’s responsibility for security and its specific disciplinary context. Discussions on disadvantaged groups of employees identified a range of existing support measures, while also highlighting persistent limitations, particularly regarding ensuring barrier-free access to UoD buildings.

This year, employee training has been enriched by feedback from five workshops focusing on the use of artificial intelligence, the psychological safety of teaching staff, working with learning outcomes, effective engagement of students in teaching, and building high-performing teams.

At the end of the second quarter of 2026, an assessment of the implementation of the indicators set out in the HR Award Action Plan for 2026–2028 was carried out. At this stage, the evaluation focused primarily on indicators relating to areas including, in addition to the aforementioned ethical framework for research and education, co-authorship, career management for early-career researchers and doctoral students, staff recruitment and selection, the evaluation of staff and doctoral students, and working conditions, particularly in terms of ensuring barrier-free access to UoD buildings and workplaces.

In the following quarter, the HR Award bodies will focus primarily on the University of Defence Human Resources Management and Support Strategy for 2027–2031, the establishment and definition of the responsibilities of the UoD Ombudsperson, and the development of rules governing the management of and approach to early-career researchers.

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