

**SELF-EVALUATION REPORT FOR EVALUATION OF  
RESEARCH ORGANIZATIONS IN THE SEGMENT OF HIGHER  
EDUCATION INSTITUTIONS IN YEAR 2025**

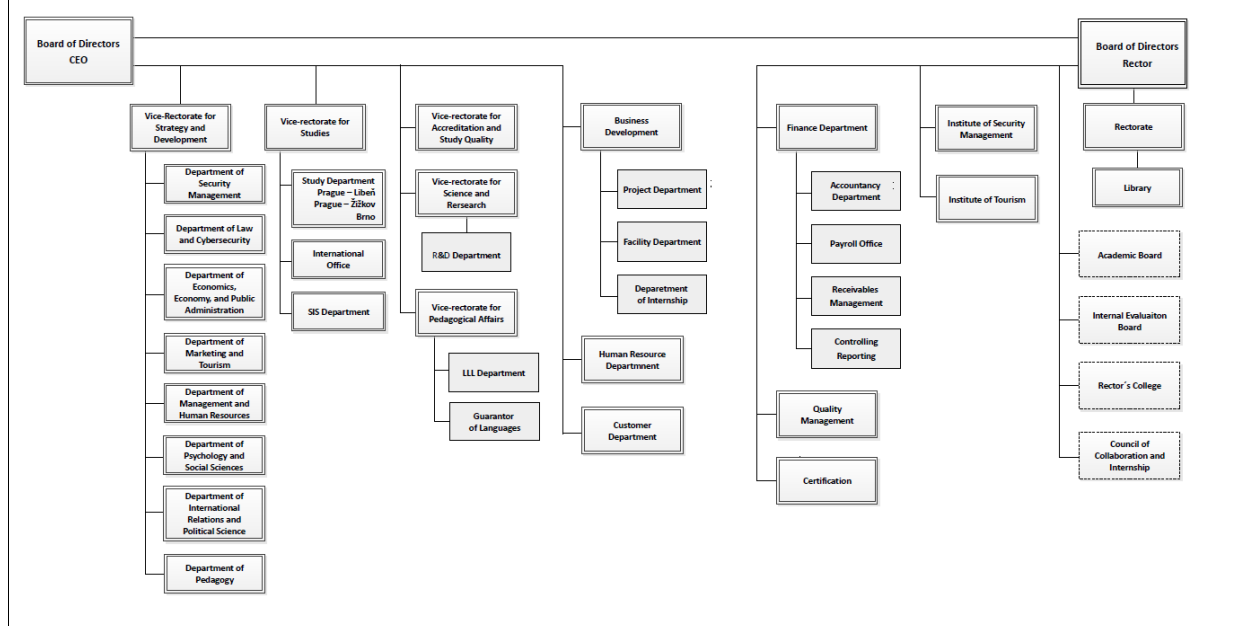
**HIGHER EDUCATION INSTITUTION NAME: AMBIS University**

**COMPANY REGISTRATION NUMBER (CRN): 61858307**

**THE LIST OF EVALUATION UNITS IN MODULE 3: 1**

## ORGANIZATIONAL STRUCTURE OF THE HIGHER EDUCATION INSTITUTION

For a PDF organisational chart, see Organisational Scheme.pdf.



**HIGHER EDUCATION INSTITUTION WEBSITE (HTML LINK):** <https://www.ambis.cz>;  
<https://www.ambisuniversity.com>

## THE HIGHER EDUCATION INSTITUTION CONTACT PERSON

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 Signature (Rector), stamp

### Introductory information about the evaluated higher education institution

The HEI briefly introduces itself. The organizational chart, the position of the HEI within the research, development and innovation system and the system of HEIs in the Czech Republic may be commented on, the mission and vision, the size of the HEI, the number and focus of the units evaluated will be briefly presented.

*Maximum 500 words.*

#### Description:

AMBIS University (hereinafter referred to as "AMBIS") is the oldest and largest private institution of higher education of a non-university type in the Czech Republic. Established in 1999, AMBIS originated from the Banking Institute, which was founded by a consortium of institutions led by the Czech National Bank. In 2017, AMBIS underwent a significant transformation by merging with the College of Regional Development, followed by additional mergers with the Private University College of Economic Studies, the College of Tourism and Hotel Management, and Jan Amos Comenius University Prague.

AMBIS is part of the Carl Remigius Fresenius Education Group (formerly COGNOS AG), a German educational holding company that encompasses educational institutions and further education entities in several countries.

AMBIS offers higher education through bachelor's and follow-up master's degree programmes, as well as lifelong learning opportunities, currently educating nearly 6,000 students.

AMBIS aspires to become an internationally recognised interdisciplinary institution of higher education that fosters excellence in research and teaching. AMBIS is evolving into a modern educational entity that caters to the diverse needs of all students thorough their lifelong learning journey. It actively conducts both fundamental and applied international research while positively impacting society. AMBIS prepares its graduates for leadership roles in the global knowledge society and contributes to the prosperity and sustainable development of communities both domestically and internationally.

All activities and objectives will continue to be based on the principles of non-discrimination, transparency, inclusion, equitable access for all, and resource sustainability. The principles of conduct will remain deeply rooted in the creed of academic freedom and cooperation.

Research and creative activity are a permanent part of the process of improving the quality of higher education. AMBIS was listed in the registry of research organisations in the Czech Republic on 18 December 2018, by decision of the Ministry of Education, Youth and Sports (reference number: MSMT-27159/2018-6). Its activities focus on basic and applied research projects and contract research. These research activities provide essential support for both professionally and

academically oriented study programmes. Institutional research is carried out by the Internal Grant Agency of AMBIS University, which is an open system for teachers. Collaboration with students is encouraged at AMBIS within the framework of Specific University Research, which emphasises the involvement of students in master's degree programmes. Additionally, the annual Competition for the Best Final Thesis and the Competition for the Best Publication Achievement.

AMBIS publishes two scientific journals. The first, "Socio-Economic and Humanities Studies," has been published since 2011 and is indexed in the ERIH+, EBSCO, and ICI Journals Master List databases, with aspirations for inclusion in the Web of Science database. The second, "Law and Security," which aims for inclusion in the ERIH+ database.

## SWOT ANALYSIS

### Strengths

**Wide Range of Study Programmes:**

AMBIS offers a diverse study programmes with a strong emphasis on practical skills and collaboration with industry experts.

**Individual and Equal Approach to Students:**

The institution is committed to providing an individualized and equitable learning experience for all students.

**Flexible Study Formats:**

AMBIS offers most study programmes in a combined learning format and is developing the option for distance learning.

**Ethical Principles:**

Ethical principles are embedded in the Code of Ethics of AMBIS, with research ethics overseen by the Ethics Committee for Research. Staff and students uphold these principles in their activities.

### Weaknesses

**Contractual and Legal Obligations:**

A full English translation of all essential directives and regulations has not yet been completed.

**Good practice:**

There is no formalised knowledge management system in place across the institution, nor is staff trained in data storage and security.

**Research Dissemination and Utilization:**

The results of science and research are not sufficiently disseminated among the employees of AMBIS, and awareness of achieved outcomes is insufficient.

**Research Environment, Working Conditions:**

Due to the fact that AMBIS is a private school and does not receive public funding for its operation, i.e. for the creation of the working environment, securing financial resources is challenging.

**Research Projects:** AMBIS successfully secures research funding from Czech providers (GAČR, TAČR) and international sources (International Visegrad Fund). Collaboration with companies in the field of contract research is continuously expanding, and the school has a well-established system for supporting research.

**Contractual and Legal Obligations:** New employees are familiarized with the regulations pertaining to their positions during onboarding, and supervisory staff ensure their compliance.

**Good practice:** All operational procedures at AMBIS comply with applicable legal regulations.

**Research Dissemination and Utilization:** Academic staff are encouraged to develop their publishing activities and to disseminate the results of their research in peer-reviewed journals and at professional conferences.

**Non-discrimination:** The prohibition of discrimination is a part of the internal regulations of AMBIS.

**Evaluation:** AMBIS conducts evaluations according to the Methodology 17+ and compares the results with other higher education institutions.

**Recruitment and Selection Process:** AMBIS follows an Open, Transparent, and Merit-based Recruitment (OTM-R) policy for its selection processes.

**Working Conditions:** AMBIS

**Career Development:** AMBIS lacks a formal Career Regulation that would encompass the conditions for the development of all categories of employees.

**Communication:** Not all internal communication processes between the institution, students, and staff have been clearly defined yet.

<p>continuously improves the working conditions of its employees and supports their self-development.</p> <p><b>Gender Balance:</b> AMBIS upholds equal rights for all employees, ensuring fair access to information, further education, and professional growth.</p>	
<p><b>Opportunities</b></p> <p><b>Modern Forms of Teaching:</b> The use of modern technologies and new forms of study support, including artificial intelligence, will enhance the attractiveness of the school.</p> <p><b>Enhancing Online Support:</b> Increasing the availability of online materials, audio, and video resources will facilitate students' work, especially in combined and distance learning formats.</p> <p><b>International Cooperation:</b> Expanding partnerships with foreign institutions and universities will enhance the internationalization of both education and research efforts.</p> <p><b>New Study Programmes:</b> Creation of new study programmes responding to current trends and labour market needs.</p> <p><b>Consolidation of the Private Higher Education Market:</b> The merger of smaller private universities will create a more competitive institution</p>	<p><b>Threats</b></p> <p><b>Competition:</b> Increasing competition from other private and public universities.</p> <p><b>Accreditation:</b> Rising demands of accreditation standards and the lengthy duration required to obtain new accreditations.</p> <p><b>Regulatory Changes:</b> Changes in legislation and potential regulations may affect the operation and funding of the school.</p> <p><b>Economic Factors:</b> Economic changes and financial uncertainty can affect the number of students enrolled.</p> <p><b>Unfair Competition:</b> Anonymous campaigns targeting private higher education institutions may create uncertainty among prospective students.</p>

## SELF-EVALUATION REPORT FOR MODULE 3

**THE NAME OF THE UNIT BEING EVALUATED: AMBIS University**

**FORD: 5 - Social sciences**

### SOCIAL CONTRIBUTION OF THE EVALUATED UNIT

#### 3.1 Introductory information about the unit under evaluation

The evaluated unit will describe its mission and vision and provide a general self-reflection of the societal contribution of R&D&I, along with its long-term goals in the fields it develops. The distribution of research activities by type of research will also be commented on.<sup>1</sup> The evaluated unit will describe its organisational structure and size (staffing, number of students, number of study programmes implemented, etc.) based on the data provided in annex tables 3.1.1 to 3.1.6.

*Maximum 1000 words.*

This is a non-rated indicator that serves as an introduction to the evaluated unit, providing context for data in indicators 3.2-3.7.

#### Self-assessment:

The mission of AMBIS is to provide high-quality study programmes and lifelong learning courses while enhancing education, strengthening internationalisation in studies, advancing research, publishing, and consulting activities, and expanding collaboration with academic and business spheres both nationally and internationally.

AMBIS aspires to become an internationally recognised interdisciplinary institution of higher education that promotes excellence in research and teaching. It is evolving into a modern educational institution that meets the diverse needs of all students on their lifelong learning journey.

It actively conducts both basic and applied international research while positively impacting society. It prepares its graduates for leadership roles in the global knowledge society and contributes to the prosperity and sustainable development of communities both nationally and internationally.

All activities and objectives will continue to be based on the principles of non-discrimination, transparency, inclusion, equitable access for all, and resource sustainability. The principles of conduct will remain deeply rooted in the creed of academic freedom and cooperation.

AMBIS will remain an institution that fosters the exchange of ideas, shared development, and knowledge transfer in both research and teaching. It will serve as a hub for the convergence of national and international knowledge, culture, and humanism—open to all who meet rigorous quality standards and embrace innovation.

In this form, it will be able to fulfil its educational and research mission and uphold its social responsibility.

<sup>1</sup> Basic, applied, contract, artistic research (see Definition of Terms in Methodology HEI2025+).

**Vision:**

- AMBIS as a continuously evolving, recognised, modern, and prestigious higher education institution, upholding the traditions of the Carl Remigius Fresenius Education Group, with an attractive portfolio of study programmes, valuable research and publishing activities, and active international cooperation.
- AMBIS as a well-respected institution in both the academic and business spheres, founded on strong and long-term partnerships.
- High professionalism and transparency in management and academic processes, along with the professionalism of employees across all levels and specialisations.
- Sustainable and long-term profitability, the distinctiveness of the AMBIS brand, and strong interest from prospective students, academics, employees, and business partners.
- Broadening the range of study programmes to include new disciplines, formats, and delivery methods.

AMBIS is committed to playing a significant role not only in the education of professionals but also in scientific advancement. To fully realise its potential, it strives to respond to the needs of society, whether in the areas of education quality, scientific research, cooperation with practice, civic engagement, or sustainability.

In the field of Research, AMBIS places great emphasis on cooperation with practice, whether through applied research projects or contract research. For example, in the field of technology, AMBIS collaborated with the Czech Technical University in Prague on the project "Utilization of Advanced Technologies in Odorology," which led to the creation of a patent „Nanofiber Odor Sensor for Adsorbing the Olfactory Trace of Human Odor“. Another project in this area was "Artificial Intelligence and Human Rights: Risks, Opportunities, and Regulation," which identified and assessed the risks and opportunities related to artificial intelligence and human rights. Another example of applying scientific research results is contract research conducted for Czech Railways titled "Risk Reduction and Innovation of the Work Schedule Process for Shift Work," as well as for Plzeň Municipal Police, with the project "Survey of Key Competencies in Security Management of the Plzeň Police – Supplementing with Training in Human Resource Management". A more detailed overview of projects and contract research is provided in Tables 3.31 and 3.32. The outcomes of these projects are often directly implemented in practice and also serve as teaching materials for students. At AMBIS, collaboration with practice is considered an essential element of a modern educational system. To better understand societal needs, the institution has established the Council for Collaboration with Practice. Self-reflection at AMBIS is understood not only as a theoretical concept but also as a necessity that enables better responsiveness to societal needs, not just through student education but also within the scientific community. AMBIS aims to remain relevant, innovative, and genuinely contribute to development, social progress, and the long-term prosperity of society.

AMBIS is a non-university higher education institution and does not have faculties. Its organisational structure is detailed in the attached document "Organizational Scheme."

The institution's organisational division in the field of educational and research activities is as follows:

**Vice-Rectorates:**

- Vice-Rectorate for Studies
- Vice-Rectorate for Pedagogical Activities
- Vice-Rectorate for Science and Research
- Vice-Rectorate for Accreditations and Study Quality
- Vice-Rectorate for Strategy and Development, which directly manages the following academic departments:
  - Department of Security Management
  - Department of Law and Cybersecurity
  - Department of Economics, Economic Policy, and Public Administration
  - Department of Management and Human Resources
  - Department of Psychology and Social Sciences
  - Department of International Relations and Political Science
  - Department of Pedagogy
  - Department of Marketing and Tourism
  - Centre for Language Education

AMBIS is accredited to offer study programmes in full-time, combined, and distance learning formats in the following educational fields:

- ISCED 01 – Education and Training
  - 3 bachelor’s programmes with 968 students
- ISCED 03 – Social Sciences
  - 3 bachelor’s programmes with 351 students
- ISCED 04 – Business, Administration, and Law
  - 7 bachelor’s programmes with 1,782 students
  - 2 master’s programmes with 186 students
- ISCED 10 – Services
  - 2 bachelor’s programmes with 2,018 students
  - 1 master’s programme with 361 students

**Table 3.1.1 - Staffing per FTE<sup>2</sup>**

Academic/ Professional position	Total / Of which women					
	2019	2020	2021	2022	2023	Total
Professor	5,04/0,70	4,20/0,00	6,30/0,10	6,90/0,33	6,64/0,83	10,47/7,24
Associate Professor	19,87/7,08	18,38/6,88	19,65/7,90	17,03/7,86	23,95/10,52	39,55/23,73

<sup>2</sup> The average number of hours worked is calculated as the ratio of the total number of hours actually worked during the reference period, from 1 January to 31 December, by all staff (including agreement on work activity, excluding agreement on work performance) to the total annual working time pool per full-time employee. The full-time status of the worker in the evaluated unit is always reported. If an employee holds more than one type of full-time job within the evaluated unit, the total sum of the two shall be reported.

Assistant Professor	29,90/14,10	34,08/17,63	35,20/19,50	41,46/18,60	60,12/27,37	110,42/57,46
Assistant	0,00/0,00	0,00/0,00	0,00/0,00	0,00/0,00	0,00/0,00	0,00/0,00
R&D Personnel <sup>3</sup>	1,80/1,80	2,37/2,00	0,60/0,60	0,00/0,00	2,79/1,61	6,57/2,97
Researchers in other categories <sup>4</sup>	0,00/0,00	0,00/0,00	0,00/0,00	0,00/0,00	0,00/0,00	0,00/0,00
Technical and economic staff <sup>5</sup>	6,96/4,36	7,56/5,06	8,22/5,49	8,63/5,18	11,35/7,29	13,95/10,81
Scientific, research and development staff involved in teaching activities	1,75/0,62	1,79/0,64	2,55/1,85	1,90/1,50	2,79/1,61	6,47/3,88
Early career researchers <sup>6</sup>	1,40/0,70	1,96/0,98	1,68/0,84	1,82/0,84	1,12/0,56	6,03/2,71
Total <sup>7</sup>	63,57/28,04	66,59/31,57	69,97/33,59	74,02/31,97	104,85/47,62	180,96/102,21

Note: The categories professor, associate professor, assistant professor, assistant, other scientific, R&D personnel, researchers in other categories and technical and economic staff are mutually exclusive, i.e. one staff member is reported under one category only. Scientific, research and development staff involved in teaching activities, as well as early career researchers are reported collectively for all the above-mentioned categories.

### 3.1.2 Age structure of R&D&I personnel of the evaluated unit and their structure by job title and gender in the year 2019 (numbers of physical employees and personnel)<sup>8</sup>

Academic/ professional position	Under 29 years		30-39 years old		40-49 years old		50-59 years old		60-69 years old		70 years and older	
	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women
Professor	0	0	0	0	1	0	1	0	4	1	2	0
Associate Professor	0	0	1	0	3	2	9	3	7	1	3	1
Assistant Professor	1	1	11	6	10	4	5	0	3	1	0	0
Assistant	0	0	0	0	0	0	0	0	0	0	0	0
R&D Personnel <sup>9</sup>	1	1	1	1	1	0	0	0	0	0	0	0
Researchers in other categories <sup>10</sup>	0	0	0	0	0	0	0	0	0	0	0	0

<sup>3</sup> The category "R&D Personnel" includes technical and professional personnel who are not directly involved in R&D&I but are indispensable for the research activity (e.g. operators of research facilities).

<sup>4</sup> The category "Researchers in other categories" includes all other staff who cannot be classified under any of the above categories (e.g. independent researcher/scientist).

<sup>5</sup> Who participates in the management and support of R&D&I in the institution.

<sup>6</sup> See Definition of Terms in Methodology HEI2025+.

<sup>7</sup> Total is the sum of the categories: professor, associate professor, assistant professor, assistant, R&I personnel, researchers in other categories and technical and economic staff.

<sup>8</sup> The total number of employees/workers as of 31<sup>st</sup> December of the calendar year in question is to be entered, irrespective of the level of time worked, but only in an employment relationship (including agreement on work activity, excluding agreement on work performance). Other types of contractual relationships under the Civil Code that involve purchase of services are not included.

<sup>9</sup> The category "R&D Personnel" includes technical and professional personnel who are not directly involved in R&D&I but are indispensable for the research activity (e.g. operators of research facilities).

<sup>10</sup> The category "Researchers in other categories" includes all other staff who cannot be classified under any of the above categories (e.g. independent researcher/scientist).

Technical and economic staff <sup>11</sup>	1	1	4	2	0	0	3	2	0	0	0	0
Scientific, research and development staff involved in teaching activities	2	1	1	0	0	0	0	0	0	0	0	0
Early career researcher <sup>12</sup>	1	1	1	0	2	1	0	0	0	0	0	0
Total <sup>13</sup>	3	3	17	9	15	6	18	5	14	3	5	1

Note: The categories professor, associate professor, assistant professor, assistant, other scientific, R&D Personnel, Researchers in other categories and Technical and economic staff are mutually exclusive, i.e. one staff member is reported in only one category. The categories of scientific, research and development staff involved in teaching activities and early career researchers are reported collectively for all the above-mentioned categories.

### 3.1.3 Age structure of R&D&I personnel of the evaluated unit and their structure by job title and gender in the year 2023 (numbers of physical employees and personnel)<sup>14</sup>

Academic/ professional position	Under 29 years		30-39 years old		40-49 years old		50-59 years old		60-69 years old		70 years and older	
	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women
Professor	0	0	0	0	2	0	2	0	6	2	2	0
Associate Professor	0	0	2	2	17	5	11	4	9	3	6	3
Assistant Professor	5	1	41	19	60	26	30	12	8	7	4	2
Assistant	0	0	0	0	0	0	0	0	0	0	0	0
R&D Personnel <sup>15</sup>	0	0	1	1	1	1	1	0	0	0	0	0
Researchers in other categories <sup>16</sup>	0	0	0	0	0	0	0	0	0	0	0	0
Technical and economic staff <sup>17</sup>	1	0	4	3	4	1	4	4	1	1	0	0
Scientific, research and development staff involved in teaching activities	1	1	1	0	1	1	0	0	0	0	0	0
Early career researcher <sup>18</sup>	1	1	3	2	1	0	0	0	0	0	0	0
Total <sup>19</sup>	6	1	48	25	84	33	48	20	24	13	12	5

<sup>11</sup> Who participates in the management and support of R&D&I in the institution.

<sup>12</sup> See Definition of Terms in Methodology HEI2025+.

<sup>13</sup> Total is the sum of the categories: professor, associate professor, assistant professor, assistant, R&I Personnel, Researchers in other categories and technical and economic staff.

<sup>14</sup> The total number of employees/workers as at 31.12. of the calendar year in question is to be entered, irrespective of the level of time worked, but only in an employment relationship (including agreement on work activity, excluding agreement on work performance). Other types of contractual relationships under the Civil Code that involve purchase of services are not included.

<sup>15</sup> The category "R&D Personnel" includes technical and professional personnel who are not directly involved in R&D&I but are indispensable for the research activity (e.g. operators of research facilities).

<sup>16</sup> The category "Researchers in other categories" includes all other staff who cannot be classified under any of the above categories (e.g. independent researcher/scientist).

<sup>17</sup> Who participates in the management and support of R&D&I in the institution.

<sup>18</sup> See Definition of Terms in Methodology HEI2025+.

<sup>19</sup> Total is the sum of the categories: professor, associate professor, assistant professor, assistant, R&I personnel, researchers in other categories and technical and economic staff.

Note: The categories professor, associate professor, assistant professor, assistant, other scientific, R&D personnel, researchers in other categories and technical and economic staff are mutually exclusive, i.e. one staff member is reported under one category only. Scientific, research and development staff involved in teaching activities, as well as early career researchers are reported collectively for all the above-mentioned categories.

Table 3.1.4 – Students

Type of study	2019		2020		2021		2022		2023		Total	
	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women
Undergraduate	3839	2067	4327	2298	4650	2443	4713	2492	5260	3116	12271	6839
Master's <sup>20</sup>	580	320	630	342	650	375	637	352	561	312	1896	1060
Doctoral	0	0	0	0	0	0	0	0	0	0	0	0
Lifelong Learning Courses	72	34	46	26	720	451	144	88	95	45	1117	661
Total	4491	2421	5003	2666	6020	3269	5494	2932	5916	3473	15284	8560

Table 3.1.5 - Study programmes in Czech/English

Type of study programme	Total <sup>21</sup> / Of which professional study programmes											
	2019		2020		2021		2022		2023		Total	
Undergraduate	8/0	8/0	13/0	13/0	14/1	14/1	10/1	8/1	24/1	19/1	32/1	27/1
Master's	2/0	0/0	4/0	2/0	3/0	3/0	3/0	3/0	3/0	3/0	5/0	3/0
Doctoral	x	x	x	x	x	x	x	x	x	x	x	x
Lifelong Learning courses	4/0	4/0	4/0	4/0	4/0	4/0	4/0	4/0	4/0	4/0	4/0	4/0
Total	14/0	12/0	21/0	19/0	21/1	21/1	17/1	15/1	31/1	26/1	41/1	34/1

Note: For each SP type, enter the number of SPs in Czech language in the first cell and insert the number of SPs in English language after the slash in the same cell (e.g. 15/3), enter the number of professional SPs in Czech language in the second cell and insert the number of professional SPs in English language after the slash. Follow a similar procedure in the last column of the table (Total).

### 3.1.6 – R&D&I capacities

R&D&I field	FORD	FORD share [%]	Predominant type of research	Total share of industry group [%]
1. Natural Sciences	1.1 Mathematics	0,48	Applied Research	3,12
	1.2 Computer and information sciences	0,48	Applied Research	
	1.3 Physical sciences	0	Zvolte položku.	
	1.4 Chemical sciences	0,24	Applied Research	

<sup>20</sup> All master's degree students are listed, regardless of the length of their programme of study.

<sup>21</sup> The total number of study programmes for which admissions have been announced in a given academic year.

	1.5 Earth and related environmental sciences	0,24	Applied Research	
	1.6 Biological sciences	0,24	Applied Research	
	1.7 Other natural sciences	1,44	Applied Research	
2. Engineering and Technology	2.1 Civil engineering	0,72	Applied Research	2,64
	2.2 Electrical engineering, Electronic engineering, Information engineering	0	Zvolte položku.	
	2.3 Mechanical engineering	0,24	Basic Research	
	2.4 Chemical engineering	0	Zvolte položku.	
	2.5 Materials engineering	0	Zvolte položku.	
	2.6 Medical engineering	0	Zvolte položku.	
	2.7 Environmental engineering	1,2	Applied Research	
	2.8 Environmental biotechnology	0	Zvolte položku.	
	2.9 Industrial biotechnology	0	Zvolte položku.	
	2.10 Nanotechnology	0,24	Applied Research	
	2.11 Other engineering and technologies	0,24	Applied Research	
3. Medical and Health Sciences	3.1 Basic medicine	0	Zvolte položku.	0,72
	3.2 Clinical medicine	0	Zvolte položku.	
	3.3 Health sciences	0,72	Applied Research	
4. Agricultural and veterinary sciences	4.1 Agriculture, Forestry, and Fisheries	0	Zvolte položku.	0,24
	4.2 Animal and Dairy science	0,24	Applied Research	
	4.3 Veterinary science	0	Zvolte položku.	
	4.4 Other agricultural sciences	0	Zvolte položku.	
5. Social Sciences		1,44	Balanced basic and applied research	93,28
	5.1 Psychology and cognitive sciences			
	5.2 Economics and Business	36,21	Applied Research	
	5.3 Education	3,84	Applied Research	
	5.4 Sociology	1,44	Balanced basic and applied research	
	5.5 Law	19,18	Applied Research	
	5.6 Political science	13,91	Applied Research	
	5.7 Social and economic geography	1,92	Applied Research	
	5.8 Media and communications	2,64	Applied Research	
5.9 Other social sciences	12,71	Applied Research		
6. Humanities and the Arts	6.1 History and Archaeology	0	Zvolte položku.	0
	6.2 Languages and Literature	0	Zvolte položku.	
	6.3 Philosophy, Ethics and Religion	0	Zvolte položku.	
	6.4 Arts (arts, history of arts, performing arts, music)	0	Zvolte položku.	
	6.5 Other Humanities and the Arts	0	Zvolte položku.	
	<b>Total</b>	<b>100 %</b>	<b>-</b>	<b>100 %</b>

## RECOGNITION BY THE RESEARCH COMMUNITY

### 3.2 Recognition by the research community

The evaluated unit will briefly comment on its position in the research community. It shall consider individual and other prestigious R&D&I awards, participation of its academic staff in the editorial boards of international scientific journals, elected membership in professional societies, major invited lectures given by the evaluated unit's academic staff abroad or by foreign scientists and other relevant guests at the evaluated unit. Additionally, it will address the involvement of staff in the evaluation of national or European project/programme calls over the period of 2019–2023 based on the data provided in annex tables 3.2.1 to 3.2.5 (max. 10 most relevant items). If necessary, the evaluated unit shall list any additional services to the scientific community that it considers relevant.

*Maximum 1000 words.*

#### **Self-assessment:**

In the context of the research community in the Czech Republic, AMBIS is the largest private higher education institution in the country, and the scope and quality of its research reflect this status. AMBIS also adheres to the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers. Additionally, AMBIS received the 'HR Excellence in Research' award, which reflects its commitment to fostering a supportive research environment. From the perspective of research community recognition, it is also significant that AMBIS is part of the Carl Remigius Fresenius Education Group, one of the largest private and independent providers of business-focused education in Germany, Luxembourg, and other countries worldwide.

A demonstration of recognition within the research community is AMBIS's collaboration with Arizona State University, particularly within the "Data Sharing for International Sustainable Purchasing Project (ISPP)." This project focuses on collecting and sharing research data, co-authoring publications, and fostering further cooperation, including peer reviews and feedback exchange.

Another acknowledgment from the research community is AMBIS's collaboration with the BRIN Research Centre in Indonesia through the joint project "Strengthening the Role of Village-Owned Enterprises (BUMDESA) to Increase Community Involvement in Decision-Making and Business Development at the Local Level." The project aimed to foster interest in research activities among partner institutions, enhance understanding of rural community economic development through village fund management, and strengthen research cooperation to improve governance models for village enterprises focused on community well-being. In connection with these activities, Professor Plaček was awarded the Medal of Appreciation (see Table 3.2.1).

Table 3.2.1 includes ten prestigious awards granted to academic staff at AMBIS. Notable recognitions include the "Medal of Appreciation" awarded to Professor Plaček for his contributions to development cooperation in Indonesia and the "Visiting Associate Professor" title conferred upon Associate Professor Jana Majerová by the University of Johannesburg, Department of Business Management.

Table 3.2.2 highlights ten significant editorial board memberships held by AMBIS academic staff in international scientific journals. The selected journals are predominantly indexed in the Web of Science or Scopus databases, and the selection was made according to the journal's quartile.

Table 3.2.3 presents the ten most significant invited lectures delivered by AMBIS academic staff at international institutions. Although numerous lectures have taken place, especially in Slovakia and Poland, those specific lectures have been excluded from this list.

Table 3.2.4 includes the most significant lectures delivered by international scholars and other guests relevant to R&D&I.

Table 3.2.5 highlights ten key engagements in evaluating R&D&I outcomes through national and European research project/programme assessments. For example, Assoc. Prof. Daniel is a member of the evaluation panel of the Czech Science Foundation (GA ČR).

Table 3.2.1 - Prestigious R&D&I awards granted during the evaluation period

Name, surname and title(s) of the evaluated unit's staff member	Name of the award	Awarding institution
Prof. Ing. Michal Plaček, Ph.D.	Medal of appreciation	The Audit Board of the Republic of Indonesia
Prof. Ing. Michal Plaček, Ph.D.	Reviewer of the Year 2023	International Journal of Public Administration
Prof. Ing. Michal Plaček, Ph.D.	2 awards for high-quality monograph	Charles University
Assoc. Prof. JUDr. Ing. Jana Majerová, PhD.	Visiting associate professor	University of Johannesburg, Department of Business Management
Mgr. Jiří Víšek, Ph.D.	Dissertation Award for Significant Contribution to Security Policy for 2021	National Security Council
PaedDr. Jarmila Klugerová, Ph.D.	Award – Letter of thanks for work and support in implementing the internal quality system and spreading the good name of the faculty	Faculty of Education, Comenius University Bratislava
Prof. PaedDr. Miroslav Krystoň, CSc.	Award of the Association of Adult Education Institutions in the Slovak Republic in the category Popularization of Adult Education	Association of Adult Education Institutions in the Slovak Republic
Prof. PaedDr. Miroslav Krystoň, CSc.	The Rector's Award of the Matej Bel University in Banská Bystrica, for the development of the Department of Andragogy at the MBU	Rektor UMB v Banskej Bystrici
Mgr. Lukáš Stárek, Ph.D., MBA, DBA, dr.h.c.	Awarded an honorary doctorate (Dr. h. c. c.) in the field of social work.	Faculty of Administration and Economic Studies in Uherské Hradiště, Akademia Jagiellońska w Toruniu
PhDr. Marián Sekerák, Ph.D.	Honourable recognition for scientific and professional literature for the year 2023. Lorenz, A., & Dalberg, D. (eds.) (2023) Das politische System der Slowakei. Wiesbaden: Springer VS. ISBN 978-3-658-42632-3.	Committee of the Section for Scientific and Professional Literature and Computer Programs of the Slovak Literary Fund

	Co-author of the chapter: Sekerák, M., & Němec, J. (2023) 'Slovak Political Parties and Party System: Between Cleavages and Strong Leaders', pp. 141–164.	
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Note: Provide up to 10 examples.

Table 3.2.2 Participation of academic staff of the evaluated unit in editorial boards of international scientific journals during the evaluation period

Name, surname and title(s) of the evaluated unit's staff member	Name of scientific journal, ISSN
Prof. Ing. Michal Plaček, Ph.D.	International journal of Public Administration, ISSN 0190-0692 Online ISSN 1532-4265 (SCOPUS Q2; WoS: Q3)
Prof. Ing. Michal Plaček, Ph.D.	Humanities & Social Sciences Communications, ISSN 2662-9992 (online) (SCOPUS Q1, WoS Q1)
Assoc. Prof. JUDr. Ing. Jana Majerová, PhD.	Virtual Economics, ISSN 2657-4047, (SCOPUS Q1, Q2)
Assoc. Prof. JUDr. Ing. Jana Majerová, PhD.	European Journal of International Management, ISSN 1751-6757 (WoS, SCOPUS Q3)
Assoc. Prof. JUDr. Ing. Jana Majerová, PhD.	Administrative Sciences, ISSN 2076-3387, (WoS Q2)
Assoc. Prof. JUDr. Ing. Jana Majerová, PhD.	Intellectual Economics, ISSN 1822-8038, (SCOPUS Q2 Philosophy; Q3 Economics, Econometrics and Finance (miscellaneous), Management of Technology and Innovation, Sociology and Political Science; Q4 Organizational Behavior and Human Resource Management)
Assoc. Prof. JUDr. Ing. Jana Majerová, PhD.	Forum Scientiae Oeconomia, ISSN 2300-5947, (Scopus, Q3)
Assoc. Prof. Ing. Gabriela Daniel, PhD.	Central European Journal of Public Policy, ISSN 1802-4866 (Scopus Q3 Law, Sociology and Political Science; Q4 Public Administration)
Assoc. Prof. Ing. Jaroslav Vrchota, Ph.D.	Journal of Artificial Intelligence and Technology, ISSN 2766-8649 (Scopus Q2 – USA)
Prof. PaedDr. Miroslav Krystoň, CSc.	The New Educational Review, ISSN 1732-6729 (Scopus Q4)

Note: Please provide up to 10 examples of academic staff participation in editorial boards of international scientific journals (e.g. editor, editorial board member, etc.).

Table 3.2.3 The most important invited lectures delivered by the academic staff of the evaluated unit at foreign institutions during the evaluation period

Name, surname and title(s) of the evaluated unit's staff member	Invited lecture title	Name of host institution, or name of conference or event	Year
Assoc. Prof. JUDr. Ing. Jana Majerová, PhD.	Regional Disparities of Behavioral Aspects of Brand management	7th International Conference on Economic Management and Green Development ICEMGD 2023 (Sydney, Australia; Oxford, UK; Birmingham, UK; London, UK; Galati, Romania; Beijing, China; online)	<b>2023</b>
Mgr. Igor Prusa, Ph.D. et Ph.D.	"Scandal in Japan" (book launch)	University of Cambridge, UK	<b>2023</b>
Mgr. Igor Prusa, Ph.D. et Ph.D.	"Introduction to Anti-Heroism." (Everyday Heroism conference)	Bethlehem Institute, New Zealand	<b>2023</b>
Mgr. Igor Prusa, Ph.D. et Ph.D.	"The Production Logic of Media Scandal in Contemporary Japan." (EAJS conference)	Ghent University, Belgium	<b>2023</b>

Assoc. Prof. JUDr. Ing. Jana Majerová, Ph.D.	Homo Laborus Postpandemicus	2nd International Conference on Financial Technology and Business Analysis ICFTBA 2023 (Oxford, UK; Cardiff, UK; Galati, Romania; online)	<b>2023</b>
PhDr. Marián Sekerák, Ph.D.	"Corruption and LGBTI+ are plagues that destroy a country. They can annihilate a nation as a whole." Non-heterosexual minorities as scapegoats of politics – Perspectives from Czechia and Slovakia	United 4 Diversity, organiser: Forbidden Colours (NGO), Brusel, Belgium	<b>2023</b>
PhDr. Marián Sekerák, Ph.D.	The role of dialogue in religious-driven diplomacy: The Catholic approach	Catholic Social Thought in Central and Eastern Europe: CREATE Expert Council Meeting, Faculty of Social Sciences, Pontifical University of Saint Thomas Aquinas, Rome, Italy	<b>2022</b>
Assoc. Prof. Mgr. Irena Tušer, Ph.D.	Risks of the Effects of Restrictive Measures on the Democratic Foundations of the State	General Jonas Žemaitis Military Academy of Lithuania	<b>2022</b>
Assoc. Prof. Mgr. Mária Králová, Ph.D.	Establishing Math and Stats Support	Alta University Norway	<b>2022</b>
Mgr. Lukáš Stárek, Ph.D., MBA, DBA, dr.h.c.	Aspects of social work and special education in the Czech Republic	VERN' University Zagreb, Republic of Croatia	<b>2020</b>

Note: Provide up to 10 examples.

Table 3.2.4 - The most important lectures by foreign scientists and other guests relevant to R&D&I at the evaluated unit during the evaluation period

Name, surname and title(s) of the lecturer	Lecturer's employer at the time of the lecture	Invited lecture title	Year
Prof. Tomáš Loveček	University of Žilina (UNIZA)	Design of systems for protecting people and property	<b>2023</b>
Laurent Laval	Arthur Hunt Consulting, Ltd. France	Intercultural management	<b>2022</b>
Xiaoning Cheng Doležalová	Alza Business Development, China	Multicultural communication	<b>2022</b>
Dr. Enida Pulaj (Brakaj)	University of Vlora, Albania	Social Sciences and Humanities in a Post-crisis period	<b>2021</b>
Silvia Aulet, Ph.D.	Faculty of Tourism of the University of Girona, Spain	Re-bulding tourism	<b>2021</b>
Pol Fages Ramiró	President of the Girona Guide Services, Spain	Guiding services in tourism	<b>2021</b>
Edgar Tarrés	Ostelea Tourism Management School, Spain, University of Beira Interior, Portugal	Mindfulness and regenerative wellbeing	<b>2021</b>
Albert Sierra Reguera	Catalan Cultural Heritage Agency of the Department of Culture, Barcelona, Spain	Virtual presentation of cultural heritage	<b>2021</b>
Assoc. Professor Meri Šuman Tolić	University of Dubrovnik, Croatia	Participatory budgeting in Croatia	<b>2019</b>

Note: Provide up to 10 examples.

Table 3.2.5 - Involvement in the evaluation of national/European research project/programme calls relevant to the R&D&I area at the unit during the evaluation period

Name, surname and title(s) of the evaluated unit's staff member	Name of the research project/programme call	Name of the contracting authority/guarantor of the project/programme call	Year
Assoc. Prof. Ing. Gabriela Daniel, PhD.	Member of the Evaluation panel 403 of the Czech Science Foundation (GA ČR).	Czech Science Foundation	<b>2019–2024</b>
Assoc. Prof. Ing. Alžběta Kiráľová, Ph.D.	Boosting sustainable tourism development and capacity of tourism SMEs through transnational cooperation and knowledge transfer COS-TOURCOOP-2019-3-01	EC COSME	<b>2019</b>
Assoc. Prof. Ing. Alžběta Kiráľová, Ph.D.	Boosting the uptake of digitalisation, innovation and new technologies in tourism through transnational cooperation and capacity building (COS-TOURINN-2020-3-04)	EC COSME	<b>2020</b>
Assoc. Prof. Ing. Hana Bartořová, CSc., dr. h. c.	Member of the Council of the Security Research Programme of the Czech Republic: Development and Testing of Security Technology Evaluation (SECTECH).	Ministry of the Interior of the Czech Republic and Technology Agency of the Czech Republic	<b>2021–2026</b>
Prof. PaedDr. Miroslav Krystoř, CSc.	Member of Commission No. 3 of the Cultural and Educational Grant Agency (KEGA) of the Ministry of Education, Science, Research and Sport of the Slovak Republic	Ministry of Education, Research, Development and Youth of the Slovak Republic	<b>2019–2020</b>
Assoc. Prof. JUDr. Ing. Jana Majerová, PhD.	PRELUDIUM-20	National Science Centre Poland	<b>2021</b>
Assoc. Prof. JUDr. Ing. Jana Majerová, PhD.	APVV – Slovak Research and Development Agency General Call.	Slovak Research and Development Agency (SRDA), Slovakia	<b>2019–2024</b>
Mgr. Lukáš Stárek, Ph.D., MBA, DBA, dr.h.c.	Member/Evaluator in the field of Education: Teacher Training and Security Studies	National Accreditation Institute for Higher Education	<b>2023</b>
Assoc. Prof. Ing. Margaréta Nadányiová, PhD.	Project Reviewer for the National Science Centre Poland	National Science Centre Poland	<b>2022–2025</b>
Assoc. Prof. Ing. Margaréta Nadányiová, PhD.	Project Reviewer for the Scientific Grant Agency of the Ministry of Education, Science, Research and Sport of the Slovak Republic and the Slovak Academy of Sciences (VEGA)	Scientific Grant Agency of the Ministry of Education and Science of the Slovak Republic and the Slovak Academy of Sciences (VEGA)	<b>2020–2025</b>

Note: Provide up to 10 examples.

## RESEARCH PROJECTS

### 3.3 Research projects

The evaluated unit shall list at most 10 (considered most significant by the evaluated unit) research projects/activities (regardless of whether they are supported by public funds or based on contract research<sup>22</sup>) that it has implemented or participated in during the period of 2019–2023<sup>23</sup>. This should be done from the full list in annex tables (Table 3.3.1-3.3.2)<sup>24</sup>, regarding particularly the results achieved or the application potential of the projects. The unit should also describe how the research projects contributed to the mission and purpose of the evaluated unit. If the evaluated unit has been a participant in listed project, it shall indicate which other entities were involved and describe its contribution to the project. The interdisciplinary aspects of the projects will also be commented on, along with any collaboration with other units of the evaluated HEI.

*Maximum 300 words per project.*

#### **TL05000484 – Artificial Intelligence and Human Rights: Risks, Opportunities, and Regulation**

**Project Lead:** AMBIS

**Principal Investigator:** JUDr. Martina Šmuclerová, Ph.D., DEA

**Project Partners:** Czech Technical University in Prague / Faculty of Electrical Engineering, Masaryk University / Faculty of Law, and prg.ai

**Project Objective:** The project aimed to identify and evaluate the risks and opportunities at the intersection of artificial intelligence (AI) and human rights. It was founded on an interdisciplinary analysis of AI technologies to determine potential sources of human rights violations across all stages of the AI lifecycle. The project produced recommendations for both technological and regulatory remediation. Additionally, it outlined the institutional and competence framework in the Czech Republic, including a roadmap for access to redress mechanisms, and proposed solutions to ensure that AI technologies are developed, deployed, and regulated in ways that safeguard and promote human rights rather than pose a threat to them.

**Project Outputs:**

- Research Summary Report: *Artificial Intelligence and Human Rights: Risks, Opportunities, and Regulation*
- *Artificial Intelligence and Human Rights: Recommendations for Public Administration*
- *Artificial Intelligence and Human Rights: Recommendations for AI Lifecycle Entities*
- Report: *Human Rights Violations by AI Technologies and Possible Remedies*
- Book Chapter: *AI Life Cycle and Human Rights: Risks and Remedies*, Oxford University Press

**Presentations at:**

- Workshop: *Artificial Intelligence and Human Rights: Risks, Regulation, and the AI Act*
- Government Office of the Czech Republic (2023)
- AI Days: *Artificial Intelligence and Human Rights* (2023)
- Czech Commission for UNESCO: Roundtable Discussion on *Risks and Opportunities of Artificial Intelligence (AI)* (2023)
- Conference in Aberdeen, UK: *Non-biased AI as Utopia? The Challenge to Produce Non-discriminatory AI Technology*, International Law and Technological Progress Conference (2022)

<sup>22</sup> For the definition of contract research for the purposes of evaluation in the HE segments, see Article 2.2.1 of the Community Framework for State Aid for Research, Development and Innovation 2014/C 198/01.

<sup>23</sup> Regardless of whether the projects are completed or still ongoing, provided that at least part of the project was implemented during the evaluation period.

<sup>24</sup> The evaluated unit shall only fill tables that are relevant to it.

### **TL03000207 – Utilization of Advanced Technologies in Odorology**

**Project Lead:** AMBIS

**Principal Investigator:** Prof. Ing. Václav Krajník, CSc.

**Project Partners:** Czech Technical University in Prague / University Centre for Energy-Efficient Buildings

**Project Objective:** The project was based on a unique technological discovery in the field of nanotechnology and aimed to connect various research institutions in exploring the application potential of nanofiber technology in odorology. It closely aligned with the objectives of SHUV, specifically leveraging fundamental research for practical applications, fostering collaboration between technical and non-technical research fields, and utilizing multidisciplinary approaches.

As part of the collaboration between research teams from the Czech Technical University in Prague and AMBIS, the project focused on hypothesis testing using electroencephalography (EEG) in the application of a new nanofiber-based absorption material. Testing was conducted with specialized dogs trained to recognize and track different scents.

**Project Outputs:** The key outcome of the project was a patent *Nanofiber Odor Sensor for Adsorbing the Olfactory Trace of Human Odor*, designed for the adsorption of human scent traces. In addition to this, the project also resulted in several expert publications that contributed to the scientific understanding and practical applications of nanofiber technology in odorology.

The project's findings attracted interest from the Slovak Republic's police and companies specializing in the production of advanced nanofiber materials. University Centre for Energy Efficient Buildings will continue the further development of the nanofiber odour sensor.

### **LTE118002 – BIORESET: The Use of Controlled Bioremediation for the Removal of Specific Types of Contaminants**

**Project Lead:** WATER RESOURCES, Inc.

**Project Partners:** AMBIS

**Principal Investigator for AMBIS:** Assoc. Prof. Ing. Jan Těšitel, CSc.

**Project Objective:** The BIORESET project aimed to test constructed wetlands as a viable technology for removing selected types of pollution. At the Chateau Valtice winery, the focus was on agricultural pollution (phosphorus and nitrogen), while in Dhapakhel, Nepal, the project targeted organic contamination. In 2022, field research in Nepal was completed, documenting the post-pandemic use of constructed wetlands and assessing long-term user engagement in their maintenance. A series of workshops with end users was conducted, identifying key conditions for the successful implementation of root zone treatment and constructed wetlands, as well as exploring opportunities for further collaboration.

**Project Outputs:** The project resulted in multiple academic articles, a book chapter, and a conference paper.

**Role of AMBIS:** The AMBIS team played a key role in disseminating project findings, leading the preparation of technology transfer, organising training sessions with end users at pilot sites, and analysing local environmental, cultural, and socio-economic factors.

### **TL01000463 – Application of Nonparametric Methods (DEA, FDH) to Analyze and Compare the Efficiency of Municipalities**

**Project Lead:** AMBIS

**Principal Investigator:** Ing. Marek Jetmar, Ph.D.

**Project Partners:** Czech Technical University in Prague / Faculty of Transportation Sciences

**Project Objective:** The project introduced an innovative approach to analysing and comparing municipal efficiency by applying insights from economic research, particularly the DEA and FDH methods. The goal was to transfer theoretical knowledge into practice, enhancing decision-making and management in the public sector at both state and municipal levels in the Czech Republic.

**Project Outputs:** The key outcome was a certified methodology, *Methodology for Municipal Efficiency Analysis*, complemented by a corresponding software application to ensure the correct application of methodological procedures and effective use for end users. In close collaboration with the application guarantor, Ministry of the Interior of Czech Republic, the research team ensured that the project's results—including multiple academic articles, book chapters, and conference papers—hold significant potential for practical implementation, particularly within state and municipal administration.

### **TL03000657 – Possibilities and Conditions of ISPV Innovation**

**Project Lead:** Institute of Sociology of the Czech Academy of Sciences

**Project Partners:** AMBIS

**Principal Investigator for AMBIS:** Assoc. Prof. PhDr. Jana Marie Šafránková, CSc.

**Project Objective:** The project aimed to analyse and propose innovations to the ISPV (Information System on Average Earnings) to enable long-term monitoring of factors that have not yet been sufficiently recorded or analysed. The primary focus was on integrating variables related to caregiving, as existing research in the Czech Republic and abroad has shown that these factors significantly impact gender pay gaps.

**Project Outputs:** The key outcome of the project was a proposal for ISPV innovation, introducing specific new variables and methodologies for their documentation and analysis. This proposal was supported by analytical and expert research and discussed with key stakeholders, including employers, the Ministry of Labour and Social Affairs, and the company Trexima.

The project generated a range of outputs, including:

- Monograph: *Gender Pay Gaps, Parenthood, and the Possibilities for ISPV Innovation*
- Several expert articles, a book chapter, a study, and a dataset
- Workshops and a conference contributing to discussions on this critical issue

The project's findings will be utilised by the Ministry of Labour and Social Affairs of the Czech Republic, which oversees ISPV data collection and acted as the application guarantor.

**Role of AMBIS:** The AMBIS team primarily contributed to conducting the survey, analysing international practices, preparing the study, and engaging in other research activities. The team was also involved in developing the ISPV innovation and presenting the project's findings at the final conference and workshops.

### **TL05000480 – Improving the Quality of Life in Homes for the Elderly During a State of Emergency**

**Project Lead:** Czech Technical University in Prague / Faculty of Biomedical Engineering

**Project Partner:** AMBIS

**Principal Investigator for AMBIS:** Assoc. Prof. Mgr. Irena Tušer, Ph.D.

**Project Objective:** The project focused on assessing the impact of emergency measures, enacted during the declaration of a state of emergency, on the mental health and quality of life of seniors residing in care homes. The goal was to develop a methodology and establish a communication system targeting not only the seniors but also the caregiving staff and their families. The resulting methodology outlined appropriate communication procedures and tools aimed at mitigating the negative psychological effects on seniors.

**Project Outputs:** The project's key output, *Recommended Procedure for Establishing a Communication System in Senior Care Homes During Emergencies and Crisis Situations*, was adopted by the Association of Social Service Providers of the Czech Republic and the Ministry of Labour and Social Affairs.

**Role of AMBIS:** The AMBIS team primarily collaborated with the application guarantor, collected data from individual participants, evaluated findings, and prepared materials for Project Outputs. They also analysed crisis documentation, examined crisis communication techniques and technologies, and synthesized key insights. Additionally, the team played a role in disseminating results at conferences and seminars and in producing academic publications.

#### **TIRSMV217 – Analysis of Institutionalisation and Strengthening of Motivation for Metropolitan Cooperation in the Prague–Central Bohemia Area**

**Project Lead:** PROCES – Centre for the Development of Municipalities and Regions, Ltd.

**Project Partners:** AMBIS

**Principal Investigator for AMBIS:** Assoc. Prof. RNDr. Jiří Ježek, Ph.D.

**Project Objective:** The project aimed to systematically examine the possibilities for metropolitan cooperation between Prague and the Central Bohemia region. The research focused on addressing specific practical issues and applying insights from both domestic and international contexts. The Prague metropolitan area holds a unique position in the Czech Republic due to its size, population, and concentration of economic activities. As a hub of political administration, research, innovation, and national transportation, the region experiences various forms of integration, often sectoral in nature, such as integrated transport systems that extend beyond the metropolitan area's boundaries. The population of this area ranges between 2 and 3 million inhabitants.

**Project Outputs:**

- Specialised Map with Expert Content: *Territorial Identification of the Prague–Central Bohemia Agglomeration (Prague Metropolitan Area) with the Degree of Municipality Integration*
- Comprehensive Research Report: *Proposal for Setting up a Public Administration System in the Prague–Central Bohemia Area*
- Legal Analysis: *Legal and Administrative Aspects of the Prague–Central Bohemia Agglomeration*

**Role of AMBIS:** The research team from AMBIS contributed to all Project Outputs. Their work included assessing the financial impacts of proposed solutions, designing financing models for cooperation systems, establishing financial management strategies within the proposed models, conducting legal analyses (including the feasibility of voluntary municipal associations), synthesising information, and evaluating the proposed cooperation models. The team also incorporated survey findings, facilitated roundtable discussions with key stakeholders, and played a key role in moderating and leading discussions on territorial cooperation.

#### **VK01030155 – The Impact of Security and Defense Policy on the Effectiveness of Activities Necessary for the Operation and Defense of the State**

**Project Lead:** AMBIS

**Principal Investigator:** Assoc. Prof. Ing. Milan Jan Půček, Ph.D., MBA

**Project Partners:** Proverbs, Inc.

**Project Objective:** The project employs system dynamics tools to examine the impact of defence and security policies on the variability of employees' attitudes towards service in situations where they must choose between securing or protecting their own families and fulfilling duties essential

for the functioning and defence of the state. It also investigates the factors influencing this variability.

**Project Outputs:** The key outcome of the project will be a certified methodology outlining opportunities and risks, proposing procedures and measures, and setting communication strategies with employees and their family members. In addition, a simulation software will be developed to model different scenarios, helping to identify vulnerabilities, strengths, threats, and opportunities. The project will also result in recommendations for adjustments to the legal framework to better address the challenges identified.

#### **GF23-04324L – Entrepreneurial Orientation of Polish and Czech NGOs During the Pandemic**

**Principal Investigator:** AMBIS

**Principal Investigator for AMBIS:** Assoc. Prof. Ing. Gabriela Daniel, Ph.D.

**Project Partners:** Poznań University of Economics and Business, Institute of Finance, Poland

**Project Objective:** The project focused on the commercialisation of non-governmental organisations (NGOs) in Poland and the Czech Republic, particularly in the context of the COVID-19 pandemic. The primary objective was to examine how the institutional environments in both countries influenced the entrepreneurial orientation and performance of NGOs during the crisis.

#### **Project Outputs:**

The project resulted in several expert publications, including:

- *Cross-sectoral Collaboration in Times of Crisis: Comparing the Czech Republic, Slovakia, and Poland*
- *Resilience Strategies of Public Organisations and Social Enterprises: Evidence from Slovakia and the Czech Republic*
- *Human-made Disasters in a Decentralised Context: How Czech Municipalities Are Dealing with the Ukrainian Crisis*

#### **GA20-13055S – The Nobility Without its Monarchy. Old Elites in Post-Habsburg Central Europe (1918-38)**

**Principal Investigator:** AMBIS

**Principal Investigator:** Prof. PhDr. Václav Horčíčka, Ph.D.

**Project Objective:** This project examined the role of the aristocracy in society, a subject that has gained increasing attention in both academic discourse and the media, including public broadcasting. The research focused on the complex relationship between the aristocracy and Czechoslovakia (later the Czech Republic), as well as Austria, addressing historical and ongoing issues such as property confiscations and restitutions. These disputes—including those involving the Liechtenstein, Schwarzenberg, and Colloredo-Mannsfeld families—continue to shape domestic and, in some cases, international politics, particularly in relation to Liechtenstein. The research provided new insights into unresolved questions regarding the state-aristocracy relationship during the interwar period, including the aristocracy's political and social role and the impact of land reforms. The findings have significant practical implications, particularly in defending the state's interests in legal disputes at both national and international levels. Certain conclusions may also support Czech diplomatic arguments.

**Project Outputs:** The project generated substantial academic results, with its key output being the scholarly monograph: *Nobility Without a Monarchy: Old Elites of Post-Habsburg Central Europe 1918–1937* (Prague, 2025, 430 pages).

Additionally, research articles were published in both international and Czech journals indexed in WoS and Scopus. A book chapter, *Der Wandel der sozialen, wirtschaftlichen und politischen*

*Positionen des Adels nach 1918*, was published by the renowned foreign publisher Verlag der Österreichischen Akademie der Wissenschaften.

The research also contributed to the development of international academic cooperation, with intensive consultations taking place, particularly with experts from the Institut für Osteuropäische Geschichte, Universität Wien, including Prof. Dr. Marija Wakounig and A.O. Univ. Prof. Dr. Christoph Augustynowicz.

Table 3.3.1 Projects supported by public funds

In the role of beneficiary						
Provider <sup>25</sup>	Project name	Support (in thousands CZK/EUR) <sup>26</sup>				
		2019	2020	2021	2022	2023
Czech Science Foundation	GA20-13055S - The Nobility Without its Monarchy. Old Elites in Post-Habsburg Central Europe (1918-38)					837 / 33,02
Czech Science Foundation	GF23-04324L - Entrepreneurial Orientation of Polish and Czech NGOs During the Pandemic					1 040 / 41,03
Technology Agency of the Czech Republic	TL01000463 - Application of Nonparametric Methods (DEA, FDH) to Analyse and Compare the Efficiency of Municipalities	705 / 27,81	676 / 26,67	96 / 3,79		
Technology Agency of the Czech Republic	TL03000207 - Utilization of Advanced Technologies in Odorology		188 / 7,42	1 048 / 41,34	859 / 33,89	205 / 8,09
Technology Agency of the Czech Republic	TL05000484 - Artificial Intelligence and Human Rights: Risks, Opportunities and Regulation			517 / 20,39	729 / 28,76	733 / 28,92

<sup>25</sup> If the provider is from abroad, please indicate the provider's country of origin in brackets. For the determination of the country of origin of the provider, the place of residence of the provider is decisive.

<sup>26</sup> Indicate the total amount expressed in thousands of CZK and the conversion of the total amount into Euro.

Ministry of the Interior of the Czech Republic	VK01030155 - The Impact of Security and Defense Policy on the Effectiveness of Activities Necessary for the Operation and Defense of the State					865 / 34,12
International Visegrad Fund (Slovakia)	22320140 - Data Collection Guidelines for Tourism and Sustainability Monitoring in Cultural Destinations (2023-2025)					1 252 / 49
<b>Total</b>		705 / 27,81	864 / 34,09	1661 / 65.52	1588 / 62,65	4932 / 194,18
In the role of another participant						
Provider <sup>27</sup>	Project name	Support (in thousands CZK/EUR)				
		2019	2020	2021	2022	2023
Technology Agency of the Czech Republic	CK04000199 - Development of Timber Bridge Using Remote Control and Monitoring					492 / 19,41
Czech Science Foundation	GA19-06020S - Alternative Service Delivery Arrangements	348 / 13,73	307 / 12,11	402 / 15,86		
Ministry of Education, Youth and Sports	LTE118002 - BIORESET: The Use of Controlled Bioremediation for Removal of Specific types of Contaminants	250 / 9,86	250 / 9,86	250 / 9,86		
Technology Agency of the Czech Republic	TIRSMV217 - Analysis of Institutionalization and Strengthening of the Motivation of Metropolitan Cooperation in the Prague-Central Bohemia Area					184 / 7,26

<sup>27</sup> Ibid.

Technology Agency of the Czech Republic	TL03000657 - Possibilities and Conditions of ISPV Innovation		291 / 11,48	444 / 17,51	444 / 17,51	41 / 1,62
Technology Agency of the Czech Republic	TL05000480 - Improving the Quality of Life in Homes for the Elderly During a State of Emergency			523 / 20,63	839 / 33,10	740 / 29,19
International Visegrad Fund (Slovakia)	22010083 - Experience-sharing of Visegrad Countries to Tax Avoidance Activity		All project costs are paid directly by the grantee.			
International Visegrad Fund (Slovakia)	22220149 - Corporate Social Responsibility in Business Practice of the Visegrad Region (2022-2024)				All project costs are paid directly by the grantee.	
European Commission (EU)	2022-1-SK01-KA220-HED-000087766 - Innovative Education in Gastronomy to Support the Sustainability of Food Systems (2022-2025)					608 / 24
European Commission (EU)	2023-1-SK01-KA220-HED-000166871 - Innovation of the Structure and Content of Education in the Field of Economics and Management with an Emphasis on Digitization Sustainability and the Integration of Migrants (2023-2025)					710 / 28
International Visegrad Fund (Slovakia)	22320032 - Green Evaluation of Food Industries in V4 Countries from an EU Taxonomy Perspective (2023-2025)					All project costs are paid directly by the grantee.

European Commission (EU)	2019-1-PL01-KA203-065688 - Cybersecurity Fundamentals (2019-2022)		457 / 18	628 / 25	736 / 29	506 / 20
European Commission (EU)	2018-1-IE01-KA201-038799 - Developing an Open Source Interactive Tourism Portal (2018-2021)	179 / 7	179 / 7	115 / 5		
Total		777 / 30,59	1484 / 58,45	2362 / 93,86	2019 / 79,61	3281 / 129,48

Table 3.3.2 - Contract research activities

Client <sup>28</sup>	Activity name	Revenue (in thousands CZK/EUR)				
		2019	2020	2021	2022	2023
PCS – Reality, Ltd.	Analysis of the Use of Security X-Ray Systems by Selected Users	64/2,51				
Statutory City of Plzeň	Employee Training: KA-5: Safe and Friendly Plzeň, Part 1 – Expertise and Part 2 - Strategic Document	355/14,00				
CzechTrade	Qualitative Analysis of Client Satisfaction with CzechTrade Services	10/0,38				
Plzeň Municipal Police	Survey of Key Competencies in Security Management of the Plzeň Police – Supplementing with Training in Human Resource Management	99/3,89				
Euroasian E&C	Analysis of the Current Chinese E-Commerce Environment	12/0,49				
Municipality of Kly	Adaptation Strategy for Surface Water Retention within the Territory of the Municipality of Kly near Mělník		12/0,47			
Municipal Office of Říšňovce	Analysis of Potential Risks Affecting the Operational Safety of the Wastewater Treatment Plant in the Municipality of Říšňovce		22/0,80			
CzechTrade	Qualitative Analysis of Information Tools for Exporters, Focusing on the Magazine Czech Export and Business		20/0,79			
Town of Kostelec nad Černými lesy	Development Strategy of the Town Kostelec nad Černými lesy 2021–2030			17/0,65		
Saunia, Ltd.	Wellness as a Tool for Competitiveness of Accommodation Facilities			17/0,65		
Municipality of Dobřejovice,	Possibilities of Creating a Voluntary Association of Municipalities Grouping			45/1,78		

<sup>28</sup> If the client is from abroad, indicate in brackets the country of origin of the client.

Municipality of Henrik, Municipality of Modletice	the Municipalities of Herink, Modletice, and Dobřejovice					
Regional Office of the South Moravian Region	Application of Measures to Mitigate Risks in the Area of Cybersecurity for Employees of the South Moravian Region				15/0,59	
Martin Trtílek	Analysis of CSR Activities and Proposal of CSR Strategy				5/0,20	
Hulín Elementary School	Analysis of Communication with the Client as Part of the Employee's Adaptation Process				5/0,20	
Statutory City of Prostějov	Education of Middle and Upper Management of the Municipal Police of Prostějov				49/1,93	
Czech Railways, Inc.	Risk Reduction and Innovation of the Work Schedule Process for Shift Work				50/1,97	
Ministry of the Interior of the Czech Republic	Preparation of the Final Evaluation Report of the Project "Implementation Unit of the Strategic Framework for the Development of Public Administration of the Czech Republic for the Period 2014–2020"					95/3,75
Czech Management Association	Research Including a Literature Search and Analysis of Provided Applications to the Manager of the Year Competition 2014, 2015, 2016, 2018, 2019, 2020, and 2021. Research Report on the Demands of the Manager's Position and Managerial Skills.					50/1,97
Ministry of the Interior of the Czech Republic	Preparation of the Final Evaluation (Impact) Report of the Strategic Framework for the Development of Public Administration of the Czech Republic for the Period 2014–2020					186/7,34
Federation of Children's Homes – FICE	Original Family Backgrounds of Children from Children's Homes					10/0,39
Saunia, Ltd.	Karlovy Vary Visitors' Decisions Regarding the Inclusion of a Visit to "SAUNIA THERMAL RESORT" into their Leisure Program					5/0,20
Statutory City of Prostějov	Identification of Legal Competencies of Middle and Upper Management of the Municipal Police of Prostějov in the Area of Implementation of Prevention of Socially Pathological Phenomena in the City of Prostějov					49/1,93
<b>Total</b>		<b>539/21,27</b>	<b>54/2,06</b>	<b>78/3,08</b>	<b>124/4,89</b>	<b>395/15,58</b>

Note: List and describe contract research activities with a revenue in a given calendar year, regardless of the amount of financial revenue.

### 3.4 Research results with existing or prospective impact on society

The evaluated unit shall briefly comment on a maximum of 10 (considered most significant by the evaluated unit) research results already applied or realistically heading towards application during the period of 2019–2023, based on the overview annex table 3.4.1 (it is recommended to indicate results with a link to projects listed in indicator 3.3). The evaluated unit must demonstrate in its description that the research results have led or will soon lead to positive impacts<sup>29</sup>, on society (e.g. description of how the results are used by various users, the range of persons/institutions for which the result is relevant, measurable economic impacts, etc.). The evaluated entity shall indicate in its commentary whether the gender dimension is considered in these results and discuss the impacts of the results regarding sustainability.

*Maximum range 300 words/result.*

#### Self-assessment:

##### **Patent – Nanofiber Odor Sensor for Adsorbing the Olfactory Trace of Human Odor**

The nanofiber odor sensor, developed under project No. TL03000207, represents a significant advancement in the field of scent trace analysis. This sensor enables more efficient collection, storage, and analysis of human odor traces through functionalized nanofibers that are surface-modified for sensitive quantitative and qualitative detection. Its application contributes to more precise criminal investigations. This innovation enhances the precision of criminal investigations and has potential applications in law enforcement, search-and-rescue missions, and forensic science.

AMBIS played a crucial role in testing the sensor under real-world conditions, validating its effectiveness and demonstrating its applicability in forensic practice. The technology has garnered interest from the Slovak Republic's police forces, as well as from companies specializing in nanofiber production, highlighting its commercial viability and market potential. University Centre for Energy Efficient Buildings, a project co-investigator, will continue its further development.

Beyond its forensic applications, the sensor contributes to equality in security and justice by ensuring fair and reliable investigative processes for all, regardless of gender. Given that women and children make up a significant proportion of crime victims, it is crucial for new technologies to address their specific needs and protection.

Sustainability is another key advantage of the sensor, as it enhances investigation efficiency, reducing the need for extensive search operations. This not only conserves public resources but also minimizes environmental impact. Its application in crisis situations could significantly contribute to the swift rescue of lives.

##### **Methodologies Certified by the Authorised Body – Methodology for evaluating the complexity, responsibility and effort of work**

The developed methodology evaluates job positions based on complexity, responsibility, and physical and mental strain, in accordance with Section 110 of the Labour Code and EU Directive 2023/970. Its primary objective is to ensure an objective and fair assessment of job roles, thereby contributing to pay equity and improved working conditions. This approach holds significant societal relevance, as it reduces gender inequalities by evaluating work independently of gender. This leads to fairer remuneration and enhances the socioeconomic position of disadvantaged groups, including women. As a result, the methodology explicitly incorporates a gender dimension.

<sup>29</sup> See Terms definition.

The measurable economic impacts include increased employee motivation, reduced turnover, and improved productivity. These benefits contribute to more efficient public resource management and the enhanced quality of service delivery.

The sustainability of the methodology is reinforced by its universal framework, which enables its application across various sectors and professions. The methodology has been certified by the Ministry of Labour and Social Affairs of the Czech Republic, ensuring its long-term positive impact on society and its contribution to a more stable and equitable working environment.

**Summary Research Report - Women and Employment: Advances and Challenges in Policies for Women's Labour-Force Participation in Europe, Latin America and the Caribbean in the Context of the Post-Pandemic Recovery**

This research report addresses the issue of gender equality in the labour market and offers recommendations to enhance women's employment participation. It serves as a valuable tool for policymakers in the 27 European Union countries and their partners in Latin America and the Caribbean, aiming to contribute to the creation of stable and equitable working conditions for women.

The report provides specific proposals and measures that could lead to increased women's employment, which would have positive impacts on the economy and society as a whole. Enhancing women's employment contributes to economic growth, reduces poverty, and improves the living standards of families. It also supports work-life balance, which is crucial, especially in the context of gender inequalities that emerged during the pandemic.

The report emphasizes the gender dimension and sustainability. Improving working conditions and women's access to employment not only strengthens their economic independence but also contributes to social stability and cohesion. With its universal and practical proposals, the report has the potential to positively influence a wide range of users, from government institutions to civil society organizations.

**Policy Paper – Artificial Intelligence and Human Rights: A Set of Recommendations for AI Life cycle actors**

This policy paper, developed within the framework of project no. TL05000484, offers practical recommendations concerning the risks and opportunities associated with AI technologies and the protection of human rights for manufacturers, suppliers, customers/operators, end-users, and regulators. The paper is divided into two main sections.

The first section provides a set of recommendations for adapting the development, deployment, and use of AI technologies in line with international human rights standards. It highlights the need to integrate existing and binding human rights norms into automated systems, ensuring that AI aligns with societal values and legal frameworks. This approach directly supports a positive societal impact, particularly in areas where human rights protection is crucial.

The second section identifies specific areas where human rights violations occur and explores the potential of automation to address these challenges. It outlines new opportunities for AI development and deployment that could enhance and safeguard fundamental rights. By implementing these recommendations, the use of AI could contribute to job creation, improved service accessibility, and broader economic benefits for individuals and institutions dedicated to human rights protection.

Both sections are crafted with consideration of gender dimensions, reflecting the specific needs of various population groups, including women, and aiming to eliminate any negative impacts of AI technologies on these groups. In terms of sustainability, the outcome contributes to the

development of systems that support long-term growth and ensure that innovations in AI do not threaten fundamental rights and freedoms.

### **Policy Paper – Artificial Intelligence and Human Rights: A Set of Recommendations for Public Administration**

This policy paper, developed as part of project no. TL05000484, provides public administration with a set of recommendations addressing the risks and opportunities associated with AI technologies and human rights protection.

The document offers guidelines for public authorities to align AI technology development, implementation, and usage with existing international human rights standards. This alignment aims to eliminate potential inequalities and discrimination, thereby fostering a positive societal impact, particularly in public services and ensuring accessibility for all citizens.

It also highlights specific areas where human rights violations occur and proposes new opportunities to support AI technology development and deployment across various sectors to enhance and protect human rights. This approach can lead to new initiatives and projects, deepening the human rights agenda and ensuring that technologies serve the needs of all citizens.

The recommendations are complemented by a governance, competence, and institutional framework. The document targets public administration authorities acting as supervisory bodies or regulators in areas where AI technology is involved at any stage of its lifecycle.

The policy paper also incorporates a gender perspective, ensuring that the specific needs of various population groups are considered. Emphasizing sustainability, the research focuses on the long-term benefits of technologies that protect and strengthen human rights while promoting a fairer and more inclusive societal development.

### **Summary Research Report - Final Evaluation Report of the Project "Implementation Unit of the Strategic Framework for the Development of Public Administration of the Czech Republic for the Period 2014–2020"**

This report was developed as part of contract research for public administration, specifically for Ministry of the Interior of Czech Republic of the Czech Republic.

AMBIS University, represented by Assoc. Prof. Ing. Milan Jan Půček, Ph.D., MBA, served as the lead evaluator for the systemic project "Implementation Unit of the Strategic Framework for the Development of Public Administration of the Czech Republic for the Period 2014–2020," project number CZ.03.4.74/0.0/0.0/15\_019/0000125.

The final evaluation report includes the evaluation methodology, an analytical section with appendices, responses to evaluation questions, and recommendations for public administration. The evaluation aimed to assess the achievement of project outputs—particularly the fulfilment of project indicators, activities, and objectives—and to evaluate the short-term impacts of the project. The report also provides recommendations utilized by Ministry of the Interior of Czech Republic in subsequent projects.

The document incorporates a gender perspective and emphasizes sustainability.

### **Summary Research Report - Final Evaluation Report of the Strategic Framework for the Development of Public Administration of the Czech Republic for the period 2014-2020**

This research result, developed as part of contractual research for Ministry of the Interior of Czech Republic of the Czech Republic, represents the final evaluation of a governmental strategy. Ambis served as the lead evaluator of a key strategic document related to public administration—the final

evaluation report of the "Strategic Framework for the Development of Public Administration of the Czech Republic for the period 2014–2020."

The obligation to conduct the final evaluation arose from government resolutions No. 21 of January 14, 2015, No. 654 of August 20, 2015, and No. 1088 of December 5, 2016. The evaluation report was prepared between March and June 2023, based on data as of December 31, 2022, with projections for the fulfilment of strategic goals 1, 2, and 4 by June 30, 2023, and for strategic goal 3 by December 31, 2023.

The objective of the final evaluation is to assess the achievement of results (particularly the fulfilment of indicators and objectives) and, to an appropriate extent, evaluate the impacts using selected indicators for assessing the impact of the global objective. The evaluation follows the 5U criteria—effectiveness, efficiency, efficacy, usefulness, and sustainability. The assessment of the global objective covered three key areas: improving the quality of public administration, increasing its efficiency, and enhancing its transparency.

The evaluation methodology was developed within the research framework and was based on a mixed evaluation model, which best addresses the research limitations, particularly the lack of relevant statistically processable data for assessment. The evaluation team consisted of employees from Ministry of the Interior of Czech Republic and AMBIS. The document reflects the gender dimension and places strong emphasis on sustainability. The final evaluation was submitted to the government, and the recommendations derived from the evaluation were incorporated into the activities of the follow-up strategy.

#### **Summary Research Report - Executive summary of the contract research report "Original family environment of children from children's homes"**

This summary research report, prepared as part of contractual research for Ministry of the Interior of Czech Republic of the Czech Republic, provides a significant contribution to children's homes and other educational institutions for institutional care.

The research enabled a realistic insight into the reasons for placing children in institutional care and identified the actual factors leading to their placement. The findings highlight the importance of preventive measures and emphasize the crucial role of family in shaping a child's personality. It clearly demonstrates that many of the challenges faced by children's homes do not originate within these institutions but rather stem from dysfunctional family environments.

Many children's homes have integrated the research findings into their methodological guidelines and the ongoing training of caregivers. The results are particularly valuable for tailoring special educational interventions to meet the specific needs of children in institutional care.

Improving work with children in children's homes has a broader societal impact, as it facilitates better social reintegration after leaving institutional care. Successful reintegration is economically beneficial for society, as it reduces costs for subsequent social support while also lowering the risk of intergenerational transmission of negative behavioural patterns.

The report places strong emphasis on sustainability and incorporates a gender perspective. The research findings were well received on the international stage, including at the 35th World Congress of FICE in Split, Croatia. This contractual research has the potential to positively influence the future development of institutional childcare in the Czech Republic.

#### **Methodologies Certified by the Authorised Body - Application of nonparametric methods (DEA, FDH) for analysis and comparison of municipal efficiency**

Another key research outcome is a certified methodology for analysing municipal efficiency, developed as part of project no. TL01000463, which explores the application of non-parametric

methods (DEA, FDH) in public administration. Designed for practical use, the methodology focuses on enhancing the quality and accessibility of input data to support more effective decision-making. The methodology is particularly valuable for Ministry of the Interior of Czech Republic, which oversees public administration and served as the project's application guarantor. Additionally, other organisations representing municipal and city interests at the national level can utilise its findings. The methodology can also be applied at the individual municipal level, by local representatives, or within the academic sphere.

As part of the project's outputs, the WebDear web application was developed to facilitate data visualisation and comparison, bridging the gap between theory and practice. (A user guide is included in the methodology.) The research result incorporates gender perspectives and places strong emphasis on sustainability.

### **Summary Research Report – Research Report on Managerial Position Requirements and Managerial Skills**

The role and significance of managers in ensuring organisational success and competitiveness are indisputable. This is supported not only by numerous academic studies and recommendations from international management institutions but also by the long-standing tradition of the prestigious Manager of the Year competition, organised by the Czech Management Association (ČMA) for 30 years.

The research aimed to define a cross-sectional profile of the competition's winners, and a general profile of nominated managers based on an analysis of applications. A secondary data analysis was then conducted to outline the current and future role of managers, including the profile of a successful manager for the coming years.

The report's findings provide a framework for predicting future managerial requirements, serving as a valuable resource for shaping the criteria for future editions of the Manager of the Year competition. By doing so, it contributes to the development of managerial skills and competencies within the Czech business environment.

The document incorporates gender perspectives and places a strong emphasis on sustainability.

Table 3.4.1 - Overview of research results in the period under evaluation

Type of result <sup>30</sup>	Year of application	Name
P - patent	2023	Nanofiber Odor Sensor for Adsorbing the Olfactory Trace of Human Odor
NmetC – methodologies certified by the authorised body	2021	Application of Nonparametric Methods (DEA, FDH) for Analysis and Comparison of Municipal Efficiency
NmetC - methodologies certified by the authorised body	2022	Methodology for Evaluating the Complexity, Responsibility and Effort of Work
Vsumm - summary research report	2023	Research Report on Managerial Position Requirements and Managerial Skills
Vsumm - summary research report	2022	Principles of Safe Behavior in the Internet Environment
Vsumm - summary research report	2023	Executive Summary of the Contract Research Report "Original Family Environment of Children from Children's Homes"

<sup>30</sup> Specify the specific type of result. Add rows as needed.

Vsumm - summary research report	2022	<b>Women and Employment: Advances and Challenges in Policies for Women's Labour-Force Participation in Europe, Latin America and the Caribbean in the Context of the Post-Pandemic Recovery</b>
O – other results	2022	<b>Non-Biased AI as Utopia?: The Challenge to Produce a Non-Discriminatory AI Technology</b>
W – holding a workshop	2022	<b>Artificial Intelligence and Human Rights</b>
O – other results	2022	<b>Report on the Risks of Human Rights Violations by AI Technologies and Remedies</b>
W – holding a workshop	2023	<b>Artificial Intelligence and Human Rights</b>
W – holding a workshop	2023	<b>Artificial Intelligence and Human Rights</b>
Vsumm - summary research report	2023	<b>Artificial Intelligence and Human Rights: Risks, Opportunities and Regulation</b>
W – holding a workshop	2023	<b>Artificial Intelligence and Human Rights: Risks, Regulation and AI Act</b>
O – other results	2023	<b>Artificial Intelligence and Human Rights: A Set of Recommendations for AI Life Cycle Actors</b>
O – other results	2023	<b>Artificial Intelligence and Human Rights: A Set of Recommendations for Public Administration</b>
Vsumm - summary research report	2023	<b>Final Evaluation Report of the Project "Implementation Unit of the Strategic Framework for the Development of Public Administration of the Czech Republic for the Period 2014 - 2020"</b>
Vsumm - summary research report	2023	<b>Final Evaluation Report of the Strategic Framework for the Development of Public Administration of the Czech Republic for the Period 2014-2020</b>
A - audiovisual work	2022	<b>Decision-Making and Strategic Approach</b>
A - audiovisual work	2022	<b>SWOT Analysis in the Framework of the Public Strategy</b>
A - audiovisual work	2021	<b>Analysis, Management and Registry of Risks within the Public Strategy</b>
A - audiovisual work	2020	<b>Analysis of Target Groups</b>
A - audiovisual work	2020	<b>Techniques of Effective Management of Cities and Municipalities: Risk Analysis</b>
A - audiovisual work	2020	<b>Techniques of Effective Management of Cities and Municipalities</b>
Vsumm - summary research report	2021	<b>Development Strategy of the Town Kostelec nad Černými lesy 2021–2030</b>
Vsumm - summary research report	2019	<b>Analysis of the Use of Security X-Ray Systems by Selected Users</b>
Vsumm - summary research report	2019	<b>Qualitative Analysis of Client Satisfaction with CzechTrade Services</b>

Note 1: Please list and describe the results already applied in practice or heading towards application in practice with existing or prospective impact on the society (e.g. domestic or foreign patents, sold licenses, spin-offs, prototypes, varieties and breeds, methodologies, significant analyses, surveys, expert outputs for policymaking or other forms of non-publication outputs, etc.). Indirect results of research, development and creative activities with documented societal impact, e.g. expert activities, services to the public/government/scientific community, may also be reported.

## TRANSFER OF RESULTS INTO PRACTICE

### 3.5 Transfer of results into practice

The evaluated unit shall briefly describe its system for transferring results into practice. It shall also indicate up to five of the most typical users of its results, whether in the university environment or in the non-university application/corporate sphere, detailing how it collaborates with them and how it seeks out new users (using a maximum of five specific examples).

It will also indicate whether and how it commercialises R&D&I results (e.g. selling licences, setting up start-up or spin-off companies, etc.)<sup>31</sup>, providing brief description of the commercialisation methods used. The effectiveness of the transfer of results and the commercialisation of R&D&I results will be described using a selection of results (max. five) listed in annex table (Table 3.4.1).<sup>32</sup>

Additionally, the evaluated unit shall briefly comment on the funds received during the period of 2019–2023 from non-public, non-grant sources (e.g. licences sold, spin-off revenues, donations, etc.). A full summary shall be provided in annex table (Table 3.5.1).

*Maximum 500 words plus 200 words for each provided example of finding a new user of results and commercialization.*

#### Self-assessment:

The system for transferring research results into practice at AMBIS is built on several key elements. The primary mechanism is the innovation of study programmes and individual course delivery. This process is reinforced by the Council for Cooperation with Industry, which seeks to enhance the practical application of scientific and research findings. It is further supported by the integration of project outcomes (such as Erasmus-funded projects focused on developing new teaching materials) and the Competition for the Best Publication Achievement, which recognises research publications utilised in teaching.

Furthermore, research results are transferred into practice through contract research or direct collaboration with industry and public institutions. Contract research at AMBIS encompasses research and development services provided to external entities on a paid basis. Collaboration with practice may involve paid services or be carried out free of charge under a cooperation agreement. During the observed period, AMBIS collaborated with organisations such as Czech Railways, the Plzeň Municipal Police, CzechTrade, the Czech Management Association, the Ministry of Defence of Czech Republic, and the Ministry of the Interior of Czech Republic.

The outcomes of applied research projects, such as those funded by the Technology Agency of the Czech Republic (TA CR), have significant practical potential. These results are often directly utilised by project application guarantors, which are typically public administration institutions. Project partners, usually other higher education institutions such as the Czech Technical University in Prague, also engage with these outcomes. As part of these projects, workshops and conferences are organised to not only present research findings but also discuss them with industry professionals and other potential end users.

<sup>31</sup> In the case of military HEIs, their specific position is taken into account when evaluating the commercialisation/evaluation of R&D&I results.

<sup>32</sup> If the commercialisation of R&D&I results is carried out in this way.

The primary users of AMBIS University's research results include public administration institutions, private companies, professional associations, higher education institutions, and university students.

Specifically, these include:

#### **Ministry of the Interior of the Czech Republic**

AMBIS collaborates closely with the Ministry of the Interior of the Czech Republic, which served as the application guarantor and user of the outcomes of project no. TL01000463, *Application of Nonparametric Methods (DEA, FDH) to Analyze and Compare the Efficiency of Municipalities*. This collaboration resulted in a certified methodology and software.

During the reporting period, AMBIS also conducted two contractual research projects for the Ministry. The *Final Evaluation Report of the Strategic Framework for the Development of Public Administration of the Czech Republic for the Period 2014–2020* was submitted to the government, with recommendations incorporated into subsequent strategies. Additionally, the *Final Evaluation Report of the Implementation Unit of the Strategic Framework for the Development of Public Administration of the Czech Republic for the Period 2014–2020* assessed project outcomes and impacts, leading to recommendations utilized in future projects.

#### **Czech Technical University in Prague**

One of AMBIS's key research partners is the Czech Technical University in Prague (CTU), with which it collaborates closely on research projects and the subsequent application of research outcomes.

CTU is among the users of the patent *Nanofiber Odor Sensor for Adsorbing the Olfactory Trace of Human Odor*, developed within project no. TL03000207, and will continue advancing the nanofibre material. Further utilisation and research will also focus on the outcomes of project no. TL05000484, *Artificial Intelligence and Human Rights: Risks, Opportunities, and Regulation*.

#### **Ministry of Labour and Social Affairs of the Czech Republic**

The Ministry of Labour and Social Affairs of the Czech Republic (MPSV) is a key beneficiary of AMBIS's research results. As the application guarantor and commissioner of data collection for project no. TL03000657 *Possibilities and Conditions of ISPV Innovation*, MPSV has utilised several outputs, including a data set from a representative survey on the impact of parenthood and care on working conditions and wages in the Czech Republic, the expert book *Gender Pay Gaps, Parenthood, and Opportunities for ISPV Innovation*, the study *International Practices and Legal Analysis of Wage Statistics Monitoring*, as well as a series of workshops and a final conference. Since 2022, AMBIS has also collaborated with MPSV on practical initiatives related to the protection of seniors during states of emergency.

#### **Czech Railways, Inc.**

A key collaboration with Czech Railways (ČD) was established through a contractual research initiative during the observed period. In 2022, the research project *Risk Reduction and Innovation of the Work Schedule Process for Shift Work* was conducted to enhance the efficiency of human resource management at ČD. Building on the success of this initiative, a follow-up research project commenced in 2024 under the title *Flexible Work Scheduling for ČD Employees and Risk Minimisation – Pilot Project*. This project aims to validate an innovative approach to flexible shift scheduling through practical application with a selected group of ČD employees.

#### **The Czech Management Association**

AMBIS actively collaborates with the Czech Management Association, a key partner in integrating students into the professional sphere. In 2023, under the leadership of Dr. Lenka Farkačová a research project was conducted, resulting in the *Research Report on Managerial Position Requirements and Managerial Skills*. This study analysed competition applications to define the profile of the *Manager of the Year* winner alongside the general characteristics of nominated managers. The report serves as a foundational resource for promotional, marketing, and other strategic activities of the Czech Management Association.

AMBIS identifies new stakeholders through the promotion of contract research on its website, the involvement of additional entities in project activities, and the dissemination of research outcomes at workshops and conferences.

During the evaluated period, R&D&I results were utilised exclusively through contract research or practical collaboration. AMBIS secured financial resources from non-grant sources solely through contract research, based on formal agreements or direct orders. The implementation process of contract research is governed by the internal regulation VP-PR-06 Contract Research and Cooperation with Practice, which is why Table 3.5.1 remains unfilled.

Table 3.5.1 - Summary of non-public revenues received during the period under evaluation

Type of revenue	Revenue (in thousands CZK/EUR)				
	2019	2020	2021	2022	2023
Total					

Note: Enter funds raised for R&D&I from non-public sources besides grants or contract research (e.g. licences sold, spin-off company revenues, donations, etc.) in the calendar year.

## POPULARIZATION OF VAVAI

### 3.6 The most important activities in the field of popularization of R&D&I and communication with the public

The evaluated unit shall briefly describe its main activities related to the popularisation of R&D&I and communication with the public (e.g. popularisation lectures, citizen science initiatives, etc.) during the period of 2019–2023 and provide up to 10 examples that it considers the most significant.

*Maximum 500 words plus 200 words for each example given.*

#### Self-assessment:

Key activities in the popularisation of R&D&I and public engagement include the *Competition for the Best Publication Achievement*, conferences, workshops, and lectures.

- *The Competition for the Best Publication Achievement*, held annually, has included the category *Utilisation of Research Results in Teaching* since 2021.
- Between 2023 and 2024, the *Visegrad Fund* project focused on sustainable business practices within the Visegrad region. Representing the Czech Republic, the initiative was led by Ing. Renata Skýpalová, Ph.D., Head of the Department of Management and Human Resources. As part of the project, academic books were published, and a dedicated website was launched to inform the wider public about the topic: [CSR Visegrad Project](#).

- As part of the project *Possibilities and Conditions of ISPV Innovation*, the conference *Gender Pay Gaps and Parenthood: Opportunities for ISPV Innovation* took place on 1 June 2023. It presented key findings from the TA CR project to both experts and the general public and facilitated discussions on ISPV innovation, associated challenges, and proposed solutions. Notable presentations included *The Impact of Parenthood on Wages and Gender Pay Gaps* and *International Practices in Monitoring the Effects of Parenthood on Gender Pay Disparities*.
- On 22 November 2019, under the auspices of the Ministry for Regional Development of the Czech Republic, an international conference on *Local Public Finance and Financial Management: A European Perspective* was held at the Ministry of Education, Youth and Sports. Organised by AMBIS, this third annual event in the *Fiscal Dialogue* series focused on fiscal federalism, decentralisation in the Czech Republic and Europe, local government financing, and municipal public procurement outsourcing.
- In 2019, the conference *Regional Development Between Theory and Practice – The Revolutionary Year 1989 and Its Impact on Our Nation’s Future* was held to commemorate key milestones in the development of the Czech Republic. The event aimed to provide not only a historical perspective but also a dynamic reflection on how these milestones continue to shape contemporary society.
- Within the TA CR project (TL05000484-V5), three interdisciplinary workshops on *Artificial Intelligence and Human Rights* were conducted for both the public and private sectors. These workshops aimed to raise awareness of AI’s implications for human rights while gathering feedback and insights on AI development and deployment from participants.
- In 2023, a workshop on *Innovative Thinking and Creativity* was led by Václav Toman, a leading expert in mindfulness.
- Also in 2023, an open lecture titled *The Halftime of Public Finance* was delivered by Dominik Stroukal, a renowned economist and cryptocurrency specialist.
- The lecture *Modern Self-Defence* by Jasmina and Pavel Houdek focused on using voice as a self-defence tool, psychological aspects of conflict resolution, negotiation tactics, and setting personal boundaries.

Unfortunately, due to the COVID-19 pandemic, AMBIS was unable to organise as many public lectures as initially planned.

## IMPLEMENTATION OF RECOMMENDATIONS

### 3.7 Implementation of the recommendations in Module 3

The evaluated unit will briefly describe how it has implemented the recommendations for Module 3 from the previous evaluation period, if applicable.

*Maximum 1000 words.*

#### **Self-assessment:**

In 2020, Jan Amos Komenský University Prague (hereinafter referred to as UJAK) underwent an evaluation conducted by the International Evaluation Panel (IEP). UJAK adhered to all the recommendations arising from this assessment. Due to the university's inability to sufficiently address the identified weaknesses, it initiated preparations for a merger with AMBIS University, culminating in the formal merger in 2023. AMBIS familiarised itself with the conclusions of the 2020 IEP evaluation and duly acknowledged the recommendations made therein.

Currently, AMBIS is implementing several significant applied research projects (e.g., Technology Agency of the Czech Republic – TAČR, see Table 3.3.1) as well as a substantial number of contract research projects (see Table 3.3.2), which generate direct financial revenue from the private sector. In addition, the university is engaged in international projects, as indicated in Table 3.3.1.

Academic staff at AMBIS publishes in prestigious international journals. Between 2019 and 2023, they produced 90 outputs indexed in Jimp (an original article or review in a peer-reviewed scientific periodical that is included in the Web of Science database) and 47 in Jsc (an original article or review in a peer-reviewed scientific periodical that is included in the SCOPUS). As AMBIS does not receive institutional support for the Long-term conceptual development of the research organisation, the majority of these outputs have been financed through private sources.

AMBIS actively utilises all major digital platforms—Facebook, Instagram, YouTube, and LinkedIn—for communication with students and the general public.

Key activities in the popularisation of R&D&I and communication with the wider public include the Competition for the best publication, conferences, workshops, and public lectures (see Section 3.6).

All of these initiatives were already being implemented by AMBIS prior to its merger with UJAK.

### A LIST OF SUPPORTING DOCUMENTS/LINKS FOR MODULE 3

Document name	No. criteria	Location (link in HTML)
Organizational Scheme	3.1	<a href="https://drive.google.com/file/d/1uGsoBMcv6p9rvWgdEfaSOa0tatJicTx6/view?usp=sharing">https://drive.google.com/file/d/1uGsoBMcv6p9rvWgdEfaSOa0tatJicTx6/view?usp=sharing</a>
VP-PR-06 Contract Research and Cooperation with Practice	3.5	<a href="https://drive.google.com/file/d/1qNMfbhHWIfSz3ocKfiXTDKbzA-xkC4fr/view?usp=sharing">https://drive.google.com/file/d/1qNMfbhHWIfSz3ocKfiXTDKbzA-xkC4fr/view?usp=sharing</a>

## SELF-EVALUATION REPORT FOR MODULES 4 AND 5

**HIGHER EDUCATION INSTITUTION NAME: AMBIS University**

**COMPANY REGISTRATION NUMBER (CRN): 61858307**

### MODULE 4 – VIABILITY

#### ORGANISATION AND MANAGEMENT OF R&D&I

##### 4.1 Organisation and management of R&D&I

The HEI will briefly describe its organisational structure<sup>1</sup> and describe the R&D&I management system including the role of the HEI's central management, the management of faculties, and the HEI's institutes in organizing and managing R&D&I. It should also describe the role and structure of the technical and economic apparatus.

*Maximum 1000 words.*

##### Self-assessment:

AMBIS is a non-university higher education institution and is therefore not divided into faculties. Its organizational structure is outlined in the attached document, "Organizational Scheme."

The organizational division in the field of educational and research activities is as follows:

- Vice-Rectorate for Studies
- Vice-Rectorate for Pedagogical Activities
- Vice-Rectorate for Science and Research
- Vice-Rectorate for Accreditations and Study Quality
- Vice-Rectorate for Strategy and Development, which directly manages the following academic departments:
  - Department of Security Management
  - Department of Law and Cybersecurity
  - Department of Economics, Economy, and Public Administration
  - Department of Management and Human Resources
  - Department of Psychology and Social Sciences
  - Department of International Relations and Political Science
  - Department of Marketing and Tourism
  - Department of Pedagogy
  - Language Education Centre

The Vice-Rectorate for Science and Research is responsible for managing science and research, as specified in the internal directive CVP-P-01 "Organizational Scheme".

The Vice-Rector for Science and Research is responsible for:

- Managing, coordinating, monitoring, and evaluating activities within their designated scope

<sup>1</sup> A graphical representation of the organisational structure will be provided as an annex.

- Overseeing the field of science and research, including the management of the Science and Research Department
- Participating in budget planning and ensuring the effective allocation of research funding
- Planning and maintaining records of scientific and publication activities
- Organizing internal grant competitions within the Internal Grant Agency (IGA) and student grant competitions within Specific University Research (SVV), including project evaluation, coordination, and assessment of research outcomes
- Supervising the implementation of externally funded research projects and ensuring accurate reporting to funding providers
- Planning, executing, and overseeing conference activities

The planning, approval, implementation, and evaluation of research activities are governed by the internal directive CVP-P-08 "Preparation, Approval, Submission, Implementation, and Control of Science and Research Projects of AMBIS University". This document defines the responsibilities of various departments and officials throughout the research process and outlines the rights and obligations of involved parties.

The directive applies to all academic staff of AMBIS, as well as other professionals engaged in research under contractual agreements and additional employees involved in project preparation and execution. Specifically, it pertains to:

- Members of the Board of Directors (CEO and Rector)
- Vice-Rector for Science and Research
- Heads of Departments
- Other Vice-Rectors
- Science and Research Department (part of the Vice-Rectorate for Science and Research)
- Academic staff, especially:
  - Principal Investigators
  - Co-Investigators
  - Project Administrators
  - Financial Department
  - Human Resources Department

The directive outlines the key phases of a research project, including:

- Identifying funding opportunities
- Preparing and approving project proposals
- Application submission and monitoring
- Implementing the project, managing modifications, and ensuring oversight
- Final reporting and post-project activities

Internal research at AMBIS is overseen by the Internal Grant Agency (IGA), as outlined in the directive VP-PR-03 "Internal Grant Agency of AMBIS University".

The IGA funds research projects proposed and conducted by AMBIS academic staff, usually in collaboration with other researchers, with the primary goal of supporting scientific activities that contribute to publishing articles in Scopus-indexed journals (Jsc as defined by Methodology 17+) or impact-factor journals (Jimp as defined by Methodology 17+), preparing research proposals for external funding sources, and other significant publication or research activities.

As a non-university higher education institution offering professionally oriented study programs, AMBIS places significant emphasis on contract research, which is governed by the Vice-Rector for Science and Research's directive VP-PR-06 "Contract Research and Cooperation with Practice." This directive aims to encourage and support research projects conducted by AMBIS employees, including those in collaboration with students. Contract research at AMBIS is defined as research activity associated with providing value-added services that are commissioned and funded by external entities, including research and development services, as well as consulting services such as data processing, analysis of current conditions, testing, and knowledge transfer to specific companies or institutions. Another avenue within professionally oriented study programs is Cooperation with Practice, which, while not necessarily required to meet Methodology 17+ standards, must be concluded with a final report, serving as an additional bridge between academia and industry.

Until 2023, student research was supported by the Student Internal Grant Agency (SIGA). However, starting in 2024, this initiative has been replaced by Specific University Research, which follows the Vice-Rector for Science and Research's directive VP-PR-09 "Principles of the Student Grant Competition within Specific University Research According to Act No. 130/2002 Coll."

Specific University Research refers to research conducted by students enrolled in accredited master's programs, directly integrated into their education.

## R&D&I QUALITY MANAGEMENT AND SUPPORT SYSTEM

### 4.2 System of support for a quality R&D&I environment and incentive measures for quality science

The HEI will briefly describe the systemic incentive measures/tools to support quality R&D&I (if applicable). For each measure/tool described, an example will be provided to illustrate the effectiveness of the measure/tool in practice (e.g. number of projects supported by internal grants, statistics on the use of advisory systems, number of newly established research teams, etc.). The description will pay particular attention to:

- A system of support for attracting national and international projects of projects.
- A system for project consultancy/management/administrative support.
- Science management (e.g., personnel and financial capacity for R&D&I transfer, personnel and financial capacity of the project acquisition support system, science managers, data analysts, business and innovation advisors, etc.).
- The existence of internal funding schemes.
- Strategy/opportunities for establishing new research teams (including international ones) and supporting them within the HEI (e.g. sharing of R&D&I equipment, laboratory and information facilities, administrative support, etc.).
- Support system for students and early career researchers<sup>2</sup>.
- a system to support excellent science (e.g. support for excellent scientists, research teams, PhD students, collaborations, infrastructure, etc.).
- A system of support for interdisciplinary research and collaboration within the HEIs.
- The concept of providing conditions for the emergence of new, high quality research directions/topics, especially those with application potential.

*Maximum 300 words per point.*

#### Self-assessment:

<sup>2</sup> Student grants, support for PhD students, postdocs and early career scientists.

## 1. Support for High-Quality Publishing Activity

Academic staff at AMBIS are encouraged to actively publish in high-impact journals (WoS) and Scopus-indexed journals, following the principles of Methodology 17+. The Science and Research Department has implemented key directives to support high-quality research outputs:

- 1.1. VP-PR-02 – Establishes rules for evaluating academic publications.
- 1.2. CVP-Pers-11 – Defines criteria for rewarding high-quality publications (Jimp, Jsc, B, C).
- 1.3. VP-PR-03 – Governs internal research grants, prioritizing publications in WoS and Scopus journals.
- 1.4. VP-PR-05 – Encourages high-quality publications and integration of research into teaching.
- 1.5. CVP-Pers-10 – Sets minimum publishing and research requirements for academic staff.
- 1.6. VP-R-15 – Ethics Committee ensures compliance with research integrity standards.
- 1.7. AMBIS also publishes peer-reviewed journals, Socio-Economic and Humanities Studies (indexed in ERIH+, EBSCO, ICI Journal Master List) and Law and Security.

These measures have significantly improved research quality. In 2023, 134 outputs were reported to the RIV database (compared to 39 in 2019, 70 in 2020, 125 in 2021, and 118 in 2022). Among them, 28 were Jimp and 15 Jsc articles (compared to previous years: 2019: 4;3, 2020: 10;9, 2021: 26;13, 2022: 32;9). Additionally, 3 publications were at the Q1 level and 3 at Q1 and Q2 levels.

## 2. Support of Project Activities

AMBIS supports its academic staff in project activities through the following internal regulations:

- 2.1. Internal Directive No. CVP-P-08 "Preparation, Approval, Submission, Implementation and Control of Science and Research Projects of AMBIS University", which establishes proper procedures for the preparation, approval, submission, implementation, and control of science and research projects involving AMBIS staff.
- 2.2. Board of Directors Decision from November 29, 2023, "Rewards for Submitted and Won Projects", which sets the rules for awarding rewards for submitted and successful research projects.
- 2.3. Internal Directive No. VP-PR-03 "Internal Grant Agency of AMBIS University", which deals with the preparation and execution of internal research projects. This directive supports individual projects aimed at preparing project proposals.
- 2.4. Internal Directive No. VP-PR-09 "Principles of the Student Grant Competition within Specific University Research According to Act No. 130/2002 Coll.", which supports not only the creative scientific and research activities of students but also those of academic staff.
- 2.5. Central Internal Directive No. CVP-Pers-10 "Minimum Requirements in the Field of Science and Research for Implemented Study Programs", which defines the fundamental mandatory requirements for publishing activities, research, and other creative activities for academic staff and other professionals involved in teaching.
- 2.6. Internal Directive No. VP-R-15 "Statutes and Procedural Rules of the Ethics Committee for Research". The Ethics Committee for Research at AMBIS oversees compliance with ethical principles in research and creative activities within the institution.

These internal measures have led to an increase in the number of submitted and implemented external projects. Additionally, the number of various funding opportunities and grant programs—both national and international—where projects were submitted has also risen.

In 2020, AMBIS managed 7 projects and submitted 15 projects, including 3 to GACR, 9 to TA CR, 1 to the Prague Voucher, 1 to the Jean Monnet program, and 1 to the UN.

In 2021, AMBIS managed 10 projects and submitted 7 projects, including 4 to GACR, 1 to TA CR (TREND), 1 to IMPAKT, and 1 to the ERASMUS+ program.

In 2022, AMBIS managed 10 external projects and submitted 31 projects, including 4 to GACR (3 standard projects and 1 JUNIOR STAR), 13 to TA CR (programs: Transport, Environment for Life, SIGMA, and Beta), 5 to OPSEC, 1 to IMPAKT, 3 to ERASMUS+, and 1 to Horizon. Additionally, 2 projects were submitted to the Operational Program TAK and 1 to the Innovation Voucher.

In 2023, AMBIS managed 17 projects and submitted 28 projects, including 3 to GACR programs, 8 to TA CR (programs: Transport, Environment for Life, SIGMA, and Beta), 6 to ERASMUS+, 2 to Horizon, 3 to the Operational Program Employment+, and 3 to the Visegrad Fund. Additionally, 1 project was submitted to ZEMĚ II, COST, and Indonesia.

In 2024, AMBIS managed 18 projects and submitted 31 projects, including 5 to GACR (Standard and LA Poland), 7 to TA CR (programs: Transport, Environment for Life, Trend, and SIGMA), 8 to the Visegrad Fund, 1 to the Grant Agency Academia Aurea, 1 to PRODEF (Ministry of Defense of the Czech Republic), 3 to Interreg, 1 to Horizon, 1 to KEGA, 1 to an MŠMT program, and 1 to a Prague 3 district program. In 2024, AMBIS also received targeted support for Specific University Research, under which 5 projects were implemented.

### 3. Support for Contract Research and Collaboration with Practice

AMBIS has established a system for supporting contract research and collaboration with practice through internal regulations and follows these guidelines accordingly. The relevant internal regulations include:

- 3.1. Internal Directive No. VP-PR-06 – "Contract Research and Cooperation with Practice", which defines the proper procedures for the preparation and implementation of contract research and collaboration with practice.
- 3.2. Board of Directors Decision No. 2/2021 – "Support in the Field of Contract Research", which incentivizes academic staff to secure contract research projects.
- 3.3. Internal Directive No. VP-R-15 – "Statutes and Procedural Rules of the Ethics Committee for Research". The Ethics Committee for Research at AMBIS ensures compliance with ethical principles in research and creative activities within the institution.

These internal measures have led to an increase in both the number and value of contract research projects.

- 2020 – 3 contract research projects valued at 54,000 CZK
- 2021 – 3 contract research projects valued at 78,000 CZK
- 2022 – 5 contract research projects valued at 124,000 CZK
- 2023 – 7 contract research projects valued at 411,000 CZK
- 2024 – 3 contract research projects valued at 295,000 CZK

Since 2023, AMBIS has been engaged in collaboration with practice through the research project "Qualitative Public Opinion Surveys on Defense and Security Issues (2023–2025)"

for the Ministry of Defense of the Czech Republic. Additionally, in 2023, AMBIS partnered with AQE Advisors to deliver a three-day training program in Prague.

#### 4. Support for Integration of Research and Teaching – Collaboration with Students

AMBIS has established a structured system to support student involvement in scientific and research activities through internal directives:

- 4.1. Internal Directive No. VP-PR-01 "Student Internal Grant Agency", which fosters collaboration between students and academic staff in research and contract research. In 2024, the Student Internal Grant Agency was replaced by Specific University Research, as outlined in Internal Directive VP-PR-09.
- 4.2. Internal Directive No. VP-PR-09 "Principles of the Student Grant Competition within Specific University Research According to Act No. 130/2002 Coll." This directive supports both student-led scientific and research activities as well as those of academic staff.
- 4.3. Internal Directive No. VP-PR-04 "Competition for the Best Final Thesis", which incentivises students and their supervisors to produce high-quality theses while encouraging student participation in research.
- 4.4. Internal Directive No. VP-R-15 "Statutes and Procedural Rules of the Ethics Committee for Research". The Ethics Committee for Research at AMBIS ensures adherence to ethical standards in research and creative activities.

These measures have significantly increased student engagement in scientific and research activities while also strengthening collaboration between students and academic staff.

Under the Student Internal Grant Agency, the following projects were completed:

- 4 projects in 2020/2021
- 8 projects in 2022
- 8 projects in 2023
- 4 projects in 2024

Additionally, in 2024, for the first time, research projects were implemented under Specific University Research, launching a total of 5 projects.

The Competition for the Best Final Thesis saw the following participation:

- 10 theses in 2020
- 28 theses in 2021
- 28 theses in 2022
- 14 theses in 2023
- 22 theses in 2024

#### 5. Electronic Resources

High-quality research is also supported through access to electronic scientific databases. Academic staff, students, and employees have access to databases Web of Science, Scopus, ProQuest Central, JSTOR, and Beck Online.

#### 6. Interactive Science and Research Syllabus

The Science and Research Department has developed an Interactive Syllabus as part of the adaptation process and e-learning for both new and current academic staff. This syllabus includes all internal directives, supporting documents, webinar recordings, guidelines, and contacts necessary for conducting scientific and research activities at AMBIS.

This initiative has improved awareness among academic staff, facilitated their adaptation to the specifics of scientific and research activities, and made it easier to navigate internal

processes. Academics now have all essential materials and contacts in one place, enhancing their efficiency and supporting the long-term development of scientific research at AMBIS.

#### 4.3 Quality control system for R&D&I environment

The HEI will briefly describe the system of internal and external evaluation of research units, including the following aspects:

- Internal and external evaluation of R&D&I quality: This includes the evaluation of R&D&I by the HEI's authorities, the evaluation of research teams (if such a system exists), and the involvement of international scientific councils or other independent advisory bodies in quality control and of R&D&I management.
- The ethical aspects of research: This includes adherence to ethical principles and good scientific practice, compliance with related legislation (codes of ethics, ombudspersons, ethics committees and ethics hotlines, and systems for reporting whistleblowing and ethical misconduct).

The HEI shall demonstrate the functioning of the quality control systems in the R&D&I environment by examples (e.g., brief information on the evaluations carried out and their results, specific examples of the use of whistleblowing or the handling of ethical violations, etc.).

*Maximum 500 words plus 200 words for each example described (max. five).*

#### Self-assessment:

The quality control system for research, development, and innovation at AMBIS is designed to ensure high standards of quality across all research activities, with a strong emphasis on adhering to ethical research principles. This system primarily includes internal directives that promote best practices, with internal institutional evaluation serving as a key element to ensure objective and transparent analysis.

AMBIS is committed to upholding the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers. These documents provide a framework for fair, transparent, and ethical treatment of researchers and other employees, ensuring that recruitment, evaluation, and career development processes are conducted with the highest respect for individual rights and researcher dignity.

Holding the prestigious HR Excellence in Research Award (HR Award) further highlights the institution's dedication to ethical research principles and its commitment to providing high-quality and transparent conditions for all academics.

#### Central Internal Directive No. CVP-P-12 "Code of Ethics AMBIS"

The Code of Ethics at AMBIS defines the commitment of the academic community and employees to uphold ethical principles in academic and professional life, in line with the institution's values. It guarantees equal access and support for all community members, rejects any form of discrimination, and promotes academic freedom in all activities.

The Code focuses on compliance with legal regulations, protection of the institution's reputation, mutual respect, professional collegiality, and anti-plagiarism measures. Additionally, it sets out ethical principles for research and creative activities, education, teaching, and representation of AMBIS, including a commitment to transparency, accountability, and sustainable development.

To address any violations, an Ethics Committee has been established, and both employees and students can seek support from the Ombudswoman, who serves as an external consultant to the institution.

#### **Central Internal Directive No. CVP-Pers-13 „OTM-R policy AMBIS University “**

The Open, Transparent, and Merit-Based Recruitment (OTM-R) policy at AMBIS defines fair and inclusive hiring principles for academic, scientific, research, and other positions, in accordance with the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers.

The key principles of the OTM-R policy include:

- Strategic workforce planning across all departments,
- Transparent selection procedures for new positions,
- Minimisation of barriers for applicants,
- Strict prohibition of discrimination,
- Reduction of administrative burdens for both candidates and AMBIS staff.

All hiring managers and selection committee members are required to ensure equal treatment of all applicants and to prevent any form of discrimination during the selection process.

#### **Internal Directive No. VP-R-15 „Statutes and Procedural Rules of the Ethics Committee for Research “**

The Ethics Committee for Research oversees compliance with ethical principles in research and creative activities within the institution. It is an independent multidisciplinary body and an integral part of the system ensuring quality and adherence to ethical standards in research at AMBIS.

The committee addresses ethical aspects of research conducted at AMBIS, particularly those involving human subjects and animals. It acts upon the request of a project proposer or principal investigator requiring ethical review, provided they are an employee or student of AMBIS, or on its own initiative.

During the reporting period, the Ethics Committee reviewed two research projects:

- "Quality of Life in Homes for the Elderly during a State of Emergency – A Qualitative Research Probe into the Issue" in 2021
- "Examining the Effects of Psychosocial Stress in Pregnancy on Child Temperament from the Social-Ecological Model Perspective – A Big Data Study" in 2024

In both cases, the committee found no inconsistencies with the Code of Ethics of AMBIS, and the principal investigators took all necessary steps to ensure the ethical integrity of their research.

#### **Central Internal Directive No. CVP-Pers-10 „Minimum Requirements in the Field of Science and Research for Implemented Study Programs “**

The assessment of research quality is further regulated by Internal Directive CVP-Pers-10, which sets binding fundamental requirements for academic staff and other professionals involved in teaching. These requirements are based on various factors, including the academic staff member's workload, the specifics of the study programme (bachelor's or master's), and their role within the programme (e.g., a lecturer has less stringent requirements than a study programme guarantor).

The evaluation is conducted within three key categories:

- Number of Jimp or Jsc articles

- Research conducted at AMBIS – including the number of submitted research projects, ongoing projects, and contract research
- Other R&D&I outputs - covering output types B, C, J, D, and N

Since 2023, the evaluation has taken place annually, covering the last five years. New employees are required to meet the minimum requirements within two years of employment.

The first pilot evaluation for the years 2018–2022 was conducted in May 2023, followed by the second evaluation for the years 2019–2023 in June 2024. In both cases, newly hired academic staff were also assessed on a preliminary basis.

This structured approach to evaluation ensures an objective and fair assessment of academic staff performance and research outputs, contributing to the continuous improvement of education and research quality at AMBIS.

#### 4.4 Sustainability and resilience of R&D&I

The HEI will describe the arrangements for sustainability and increasing the resilience of R&D&I, if such a system exists, and provide examples of its implementation. These include:

- The sustainable development concept (strategy, objectives, plan and implementation).
- Social responsibility strategy.
- A knowledge transfer system, if it is established at central level.<sup>3</sup>
- The third role, the transfer of R&D&I results to society and interaction with local actors.
- The concept of research data management (data collection, access and sharing of data, use of the information obtained for R&D&I management, responsibility for data files, archiving and backup of data).
- Ethics and personal data protection.
- Intellectual property protection.
- Ensuring institutional resilience (resistance to foreign influence, cyber security, risk prevention, prevention of misuse of R&D&I and knowledge transfer results, a system to prevent or mitigate the negative impacts of R&D&I and knowledge transfer in society).
- Digitisation and the use of smart technologies.
- The institutional strategy for Open Science 2.0/Open Access (if one exists), including information on the operation of the institutional repository or similar tools.
- A system for training undergraduate and postgraduate students as well as staff in the field of intellectual property protection and technology transfer.

The HEI will demonstrate the effectiveness of its procedures by examples (e.g., the number of people trained in intellectual property protection and technology transfer, data on the usage of Open Access repositories, handling of risk incidents, etc.).

*Maximum 300 words per point.*

#### **Self-assessment:**

The sustainability concept in research is a key instrument for fostering responsible scientific practice at AMBIS. All senior staff ensure a responsible approach to natural resources and guide employees and students in minimising their negative environmental impact, not only in education and research.

Sustainability in research is one of the fundamental tools for promoting responsible scientific practice. Research projects and contract research conducted by AMBIS in collaboration with

<sup>3</sup> If the knowledge transfer system is decentralised to the unit level, the HEI shall describe how the system works.

municipalities, public and state administration, industry, and the wider public also aim to generate societal and environmental benefits.

All academic, research, and other staff are encouraged to adhere to the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers. AMBIS also takes a responsible approach to gender equality, embedding its principles not only into daily operations but also into internal legal regulations, such as:

- CVP-P-12 "Code of Ethics AMBIS"
- CVP-P-09 "Investigation of Complaints Concerning Sexualised Violence or Sexual Harassment"
- CVP-P-11 "Protection of Whistleblowers"
- CVP-Pers-13 "OTM-R Policy AMBIS"
- OP-Pers-01 "Gender Equality Plan"

The ethical aspects of research at AMBIS are overseen by the Ethics Committee for Research, whose activities are codified in the internal regulation VP-R-15 "Statutes and Procedural Rules of the Ethics Committee for Research".

In 2023, AMBIS was awarded the 'HR Excellence in Research' award (<https://www.ambisuniversity.com/hr-award>). As part of the HR AWARD project, internal regulations related to responsible academic conduct are being reviewed to ensure full compliance with the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers. Actions to implement these principles are being carried out in accordance with the Action Plan.

Knowledge management at AMBIS is governed by Internal Directive VP-PR-02, "Planning, Implementation, Recording, Dissemination, and Popularisation of Science and Research Results, Knowledge Management." This directive covers not only knowledge management but also the implementation of research, publishing, and creative activities, with a strong emphasis on research freedom and publication ethics.

In line with the principles of interdisciplinarity, AMBIS supports a cross-disciplinary approach to research. Representatives from all academic departments collaborate on research projects. In addition to projects funded by grant agencies, particular emphasis is placed on contract research projects in cooperation with industrial and non-industrial organisations, municipalities, and government institutions. A Council for Cooperation and Internship has been established to strengthen the practical application of scientific and research findings. AMBIS collaborates with numerous institutions and organisations, including KPMG, Václav Havel Airport, the Ministry of the Interior of the Czech Republic, the Military Command Brno, Tesco Stores, The Salvation Army Czech Republic, Havas Worldwide, and Czech Post.

AMBIS fully recognises that, in modern society, higher education institutions play a crucial role not only as providers of education and scientific research but also as key drivers of social development. Beyond its primary functions—teaching and research—AMBIS is increasingly committed to engaging in the so-called third role, which it defines as its societal contribution. This commitment is reflected in its collaboration with industry, regional development initiatives, science popularisation efforts, and participation in public debates.

AMBIS manages several applied research projects, with their results typically put into practice through an application guarantor, a key project requirement. These projects are conducted in collaboration with the Technology Agency of the Czech Republic. Notable examples include:

- TL01000463 – Application of Nonparametric Methods (DEA, FDH) to Analyse and Compare the Efficiency of Municipalities
- TL03000207 – Utilization of Advanced Technologies in Odorology
- TL03000657 – Possibilities and Conditions of ISPV Innovation
- TL05000480 – Improving the Quality of Life in Homes for the Elderly During a State of Emergency
- TL05000484 – Artificial Intelligence and Human Rights: Risks, Opportunities and Regulation
- LTE118002 – BIORESET: The Use of Controlled Bioremediation for the Removal of Specific Types of Contaminants, funded by the Ministry of Education, Youth and Sports under the INTER-EXCELLENCE programme.

In addition, AMBIS has conducted numerous contract research projects. Examples include:

- For Czech Railways, Inc.:
  - Flexible Work Scheduling for ČD Employees and Risk Minimisation – Pilot Project
  - Risk Reduction and Innovation of the Work Schedule Process for Shift Work
- For the Office of the Government of the Czech Republic:
  - Additional Evaluation – The Contractual Research Relates to Strategic Goal No. 3 – Increasing the Accessibility and Transparency of Public Administration Through eGovernment Tools
- For the Federation of Children’s Homes (FICE):
  - Original Family Backgrounds of Children from Children’s Homes
- For CzechTrade:
  - Qualitative Analysis of Client Satisfaction with CzechTrade Services
  - Qualitative Analysis of Information Tools for Exporters, Focusing on the Magazine Czech Export and Business

Handling personal data is not only a legal obligation but also a fundamental pillar of trust between organisations and individuals, extending beyond the field of research. Upholding the principles of transparency, accountability, and security contributes to privacy protection and strengthens trust in the digital environment. Personal data protection at AMBIS is governed by the central internal regulation CVP-P-04 "Directive on Handling Personal Data," and all employees regularly undergo training on the General Data Protection Regulation (GDPR).

The protection of intellectual property is a fundamental prerequisite for maintaining the pace of innovation and creative development at AMBIS. AMBIS has enshrined research freedom in its foundational documents—the "Statute," CVP-P-12 "Code of Ethics AMBIS University," and the "Strategic Intent of AMBIS University for the Period 2021–2030."

AMBIS does not restrict the scientific activities of its academic staff and students; however, it aims to focus these activities primarily on areas aligned with its study programs. The school establishes regulations that define the rules of professional responsibility, including CVP-P-12 "Code of Ethics AMBIS University," "Work Regulations," CVP-P-08 "Preparation, Approval, Submission, Implementation, and Control of Science and Research Projects of AMBIS University," and VP-PR-02 "Planning, Implementation, Recording, Dissemination, and Popularization of Science and

Research Results, Knowledge Management." These regulations are accessible to all employees, the vast majority of whom are familiar with them and adhere to their provisions.

AMBIS monitors and strives to fulfil both internal and national strategies in the areas of human resources, intellectual property protection, research result transfer to practice, priority-oriented research and development, data management, and strategies such as "Open Science 2.0" and "Open Access."

AMBIS is the publisher of two scientific journals: "Socio-Economic and Humanities Studies", which is indexed in ERIH+, EBSCO, and the ICI Journals Master List database, and the peer-reviewed journal "Law and Security". Both journals operate on an Open Access basis and are freely available on their respective websites. Publications issued by AMBIS are also made available on the school's website in a section dedicated to publishing activities.

The data is collected in a central repository using Microsoft SharePoint Online cloud technology. All access to the data is authenticated and authorised through the Azure Active Directory service. Access rights are assigned exclusively to user groups and roles. Group membership is managed by administrators. Users cannot modify group memberships or data-sharing settings.

Data backup is implemented in two stages – by the provider (Microsoft) and through internal backups to the AMBIS infrastructure.

The entire process for organising records and archival services is outlined in the Records Management Policy, which is an integral part of the organisation's unified management system, including research and development. It establishes the mandatory document handling procedures in accordance with Act No. 499/2004 Coll., as well as Decrees No. 259/2012 Coll. and No. 645/2004 Coll.

AMBIS is subject to the obligations set out in the Cybersecurity Act No. 181/2014 Coll., as it operates significant information systems (SIS). However, the scope of cybersecurity extends beyond SIS to cover the entire organisation.

In practice, cybersecurity is managed through an IT service provider certified under the ISO 27001 standard (Information Security Management). The organisation's cybersecurity strategy is aligned with this standard, with a risk-based approach to asset management. Security measures are implemented based on identified assets and associated risks, focusing on minimising both the likelihood and impact of potential threats. A key emphasis is placed on access control and the protection of information confidentiality (see the response on research data management). All security measures apply organisation-wide, including to data within the R&D&I system.

As a digitally focused organisation, AMBIS prioritises secure and efficient data management. Digital solutions facilitate streamlined access control and enhanced security (see the response on research data management). For instance, fully digital contract management systems are being introduced.

Intellectual property protection and technology transfer education are essential for fostering innovation and ensuring the effective application of scientific knowledge in practice. At the undergraduate level, AMBIS integrates these topics into relevant degree programmes, such as security management, economics, and law. Additionally, expert lectures on these subjects are organised, including talks by Lumír Němec, a renowned security consultant. These sessions are designed for students, academic staff, and other employees, supporting continuous learning and professional development.

## PERSONNEL POLICY

### 4.5 Structure of human resources

The HEI shall describe the current state, age structure, degree of internationalization and development trends of the staff involved in R&D&I, along with their distribution by a job title and gender for the period of 2020–2024 as detailed in annex tables (Tables 4.5.1 to 4.5.3) (including the provision of technical and economic facilities).

*Maximum 1000 words.*

#### Self-assessment:

In the first year of the assessed period, assistant professors made up a significant share of academic positions, with women overwhelmingly dominating this category. The largest group of female assistant professors was in the 30–39 age range (55.55%), followed by those aged 40–49 (36.84%) and 50–59 (44.44%). A higher proportion of women was also observed among associate professors, particularly in the 30–39 and 50–59 age groups. The age distribution of professors is concentrated mainly in the 60–69 age group, with women represented exclusively in this category.

The composition of technical and administrative staff, who provide essential support for R&D&I, followed a different pattern. Women formed the majority, accounting for nearly two-thirds of the workforce, particularly in the under-29 and 50–59 age groups. There are no research assistants or early-career researchers represented, indicating that these roles were not involved in R&D&I at the institution during this period.

#### Age Structure and Gender Distribution in the Final Year of the Assessed Period

In the final year of the assessed period, the composition of staff involved in R&D&I remains unchanged. Assistant professors continue to form the largest group, with women still making up the majority. The age distribution remains similar to that of the first year, with the highest proportion of women in the 30–39 age group (55.88%), followed by the 40–49 (34.43%) and 50–59 (32.43%) age groups. A key finding is that women continue to be the dominant group across all age categories, with significantly fewer men represented.

**Associate professors** remained a well-represented category, with a sustained predominance of women. The 30–39 age group exhibited full female representation (100%), while the proportion of women declined in the 40–49 and 50–59 age groups, though it remained substantial. The age distribution within this category was relatively balanced, with a higher concentration of women in the younger cohorts, whereas men were more prevalent in the older age groups.

Professors still represent a small group, primarily concentrated in the older age categories (50–59 and 60–69). However, their overall representation remains very low across all age groups. Notably, there are no women in professorial positions, reflecting a persistent trend of lower female representation in senior academic roles within R&D&I.

Within the **technical and administrative staff**, the proportion of women increased further, particularly in the 30–39, 50–59, and 60–69 age groups. The absence of **early-career researchers (under 29) and assistants** persisted, indicating that these roles were not involved in R&D&I activities during this period.

#### Development Trend

Throughout the assessed period, certain shifts in the age distribution and gender composition of staff involved in R&D&I were observed. Women continued to have a strong presence in assistant

professor positions; however, by the final year of the period, a slight decline in their representation was noted.

Among professors and associate professors, there was a clear trend of a higher proportion of men occupying these positions, a pattern that persisted into the final year of the assessment. This trend reflects historical societal developments and the longer professional trajectories typically associated with men in these roles.

Regarding technical and administrative staff, the representation of women increased across all age groups. This trend may be linked to the long-term stabilization of the staffing structure and the growing specialization of roles that support the technical and administrative infrastructure for R&D&I.

#### 4.5.1 Staff involved in R&D&I of the university (FTE) in the period under review

Academic/professional position	Total 2020	Of which women [%]	Of which foreign [%] <sup>4</sup>	Total 2024	Of which women [%]	Of which foreign [%]
Professor	4,20	0,00	0,00	5,29	8,50	28,57
Associate Professor	18,38	37,43	3,86	29,07	47,20	22,00
Assistant Professor	34,08	51,73	3,87	65,33	47,58	6,12
Assistant	0,00	0,00	0,00	0,00	0,00	0,00
R&D Personnel <sup>5</sup>	2,37	84,38	0,00	0,50	100,00	0,00
Researchers in other categories <sup>6</sup>	0,00	0,00	0,00	0,00	0,00	0,00
Technical and economic staff <sup>7</sup>	6,70	62,50	0,00	11,58	69,23	0,00
Early career researcher <sup>8</sup>	8,18	53,34	0,00	7,31	50,00	0,00
Scientific, research and development staff involved in teaching activities	1,79	35,75	0,56	4,14	48,60	0,00
Total number of foreign nationals	4,00	50,00	8,29	123,22	41,29	6,298

Note: The categories professor, associate professor, assistant professor, assistant, other scientific, research and development staff, scientific staff not falling into other categories and technical and economic staff are mutually exclusive, i.e. one staff member is reported under one category only. Scientific, research and development staff involved in teaching activities, as well as early career researchers are reported collectively for all the above-mentioned categories.

Note: The average number of hours worked is calculated as the ratio of the total number of hours actually worked during the reference period, from 1 January to 31 December, by all staff (including agreement on work activity, excluding agreement on work performance) to the total annual working time pool per full-time employee. The full-time status of the worker in the evaluated unit is always reported. If an employee holds more than one type of full-time job within the evaluated unit, the total sum of the two shall be reported.

<sup>4</sup> Researchers with Slovak citizenship are not considered foreign.

<sup>5</sup> The category "Other scientific, research and development personnel" includes technical and professional personnel who are not directly involved in R&D&I but are indispensable for the research activity (e.g. operators of research facilities).

<sup>6</sup> The category "Researchers not falling under other categories" includes all other staff who cannot be classified under any of the above categories (e.g. independent researcher/scientist).

<sup>7</sup> Who participates in the management and support of R&D&I in the institution.

<sup>8</sup> See Definition of Terms in Methodology HEI2025+.

#### 4.5.2 Percentage of HEI's staff involved in R&D&I, categorized by age structure, job title, and gender in the year 2020 (number of physical employees and staff)

Academic/professional position	Under 29 years [%]		30-39 years [%]		40-49 years [%]		50-59 years [%]		60-69 years [%]		70 years and over [%]	
	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women
Professor	0	0	0	0	1	0	2	0	4	25	2	0
Associate Professor	0	0	2	50	3	33,33	10	40	7	28,57	3	33,33
Assistant Professor	1	0	18	55,55	19	36,84	9	44,44	4	75	2	0
Assistant	0	0	0	0	0	0	0	0	0	0	0	0
Early career researcher <sup>9</sup>	2	50	8	62,5	5	40	0	0	0	0	0	0
R&D Personnel <sup>10</sup>	2	100	3	66,66	1	100	0	0	0	0	0	0
Researchers in other categories <sup>11</sup>	0	0	0	0	0	0	0	0	0	0	0	0
Technical and economic staff <sup>12</sup>	1	100	4	50	0	0	4	75	0	0	0	0
Scientific, research and development staff involved in teaching activities	0	0	2	1	100	0	0	0	0	0	0	0

Note: The total number of employees/workers as of 31.12. of the calendar year in question is to be given, irrespective of the proportion of full-time equivalents, but only in an employment relationship, i.e. not including persons working parttime agreements. Other types of contractual relationships under the Civil Code that involve purchase of services are not included.

#### 4.5.3 Percentage of HEI's staff involved in R&D&I, categorized by age structure, job title, and gender in the year 2024 (number of physical employees and staff)

Academic/professional position	Under 29 years [%]		30-39 years [%]		40-49 years [%]		50-59 years [%]		60-69 years [%]		70 years and over [%]	
	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women
Professor	0	0	0	0	1	0	3	0	3	0	2	0
Associate Professor	0	0	2	100	16	37,50	12	50	8	25	4	50
Assistant Professor	5	60	34	55,88	61	34,43	37	32,43	12	41,67	1	100

<sup>9</sup> See Definition of Terms in Methodology HEI2025+.

<sup>10</sup> The category "Other scientific, research and development personnel" includes technical and professional personnel who are not directly involved in R&D&I but are indispensable for the research activity (e.g. operators of research facilities).

<sup>11</sup> The category "Researchers not falling under other categories" includes all other staff who cannot be classified under any of the above categories (e.g. independent researcher/scientist).

<sup>12</sup> Who participates in the management and support of R&D&I in the institution.

Assistant	0	0	0	0	0	0	0	0	0	0	0	0
Early career researcher <sup>13</sup>	0	0	7	42,9	6	66,6	1	0	0	0	0	0
R&D personnel <sup>14</sup>	0	0	1	100	0	0	0	0	0	0	0	0
Researchers in other categories <sup>15</sup>	0	0	0	0	0	0	0	0	0	0	0	0
Technical and economic staff <sup>16</sup>	0	0	4	75	4	25	4	100	1	100	0	0
Scientific, research and development staff involved in teaching activities	2	50	2	50	1	0	0	0	0	0	0	0

Note: The total number of employees/workers as of 31.12. of the calendar year in question is to be given, irrespective of the proportion of full-time equivalents, but only in an employment relationship, i.e. not including persons working parttime agreements. Other types of contractual relationships under the Civil Code that involve purchase of services are not included.

<sup>13</sup> See definitions in Methodology HEI2025+.

<sup>14</sup> The category "Other scientific, research and development personnel" includes technical and professional personnel who are not directly involved in R&D&I but are indispensable for the research activity (e.g. operators of research facilities).

<sup>15</sup> The category "Researchers not falling under other categories" includes all other staff who cannot be classified under any of the above categories (e.g. independent researcher/scientist).

<sup>16</sup> Who participates in the management and support of R&D&I in the institution.

#### 4.6 Academic and Research Careers

The HEI will briefly describe the central system for HR recruitment, placing particular emphasis on recruitment from outside the HEI, especially from abroad, as well as system of career development of academic and research staff, if such system exists. Information will be provided on:

- Career development rules and legislation related to the recruitment and career development of domestic and foreign employees (e.g. Career Code, HR Award, OTMR policy, etc.).
- International tenders.
- The process of new employee adaptation and mentoring.
- Transparent distribution of institutional time, attitudes towards chaining of contracts and senior academic positions.
- Rules for filling senior positions in the context of R&D&I.
- The rules and support system of sabbaticals.
- Measures for the return of workers after a stay in an external workplace, including a foreign workplace.
- Arrangements for workers to return after maternity/parental leave or other career breaks (e.g. caring for family members).
- Other relevant information at HEI discretion.

The HEI shall provide a reference to an existing career code or similar document (if one exists). The HEI shall describe the effectiveness of the systems used with examples (e.g. a model example of the adaptation process, a specific anonymised example of an academic's career path, statistics on the return after maternity/parental leave or career breaks before and after the implementation of the measures, etc.).

*Maximum 300 words per point.*

#### Self-assessment:

##### **Career development rules and legislation related to the recruitment and career development of domestic and foreign employees (e.g. Career Code, HR Award, OTMR policy, etc.)**

In 2023, AMBIS was awarded the “HR Excellence in Research Award” (HR AWARD), which has facilitated the formalization of various HR procedures and processes that had not previously been clearly defined. As part of this initiative, the following regulations have been issued:

- CVP-P-01 „Organizational Directives “
- CVP-P-12 „Code of Ethics AMBIS University “
- CVP-P-13 „Rules of the Ethics Committee AMBIS University “
- CVP-GR-03 „Evaluation of Employees “
- CVP-Pers-04 „Employee Benefits “
- CVP-Pers-10 „Minimum Requirements in the Field of Science and Research for Implemented Study Programs “
- CVP-Pers-11 „Remuneration for the Publishing Activities of Academic Staff “
- CVP-Pers-13 „OTM-R policy AMBIS University “

Additional regulations are currently in preparation.

##### **International Recruitment Processes**

International recruitment at AMBIS follows a standardized procedure to ensure transparency, fairness, and the selection of high-quality candidates.

Job openings are typically advertised on the official website as well as on specialized recruitment platforms. Applicants submit their applications, including a CV and details of their publication record. These applications are reviewed by the HR department to assess whether candidates meet the fundamental requirements, such as educational background, professional qualifications, and research output.

Candidates who successfully pass the initial screening are invited for an interview, which is typically attended by the HR Director and the Vice-Rector for Strategy and Development. For international recruitment, interviews are often conducted via videoconference.

During the interview, candidates are evaluated on their expertise, skills, motivation for the position, and how well their profile aligns with AMBIS' values and needs. Additionally, applicants are generally asked to deliver a teaching demonstration, allowing an assessment of their pedagogical competencies.

Following the interviews, all candidates are evaluated based on their qualifications, experience, skills, and ability to communicate and collaborate in an international environment. Personal suitability for the position is also taken into account during this phase.

Successful candidates receive an offer of employment and proceed with the contractual process.

### **Onboarding and Mentoring Process**

New employees participate in a structured onboarding process that includes training sessions and an introduction to the organisation's culture and ethical guidelines for communicating with students.

These activities typically take place during the first week of employment. Mentoring is provided through individual support from experienced colleagues and department heads, helping new staff navigate the academic environment and institutional processes. This approach ensures efficient integration, contributing to higher job satisfaction and long-term performance.

Following a successful recruitment process and the signing of employment documents, academic staff receive an initial welcome email containing essential information about AMBIS, along with other practical details.

Upon arrival, the head of the department introduces the new colleague to the team and assigns a mentor. The onboarding process continues with systematic training on the information system, supervision of final theses, pedagogical methods and skills, as well as training related to R&D&I at AMBIS.

During the probationary period, regular progress reviews are conducted to assess the adaptation process and collect feedback. At the end of the probationary period, a comprehensive evaluation of the employee's performance takes place, followed by a discussion regarding their continued engagement at AMBIS.

### **Transparent Allocation of Institutional Workloads, Contract Renewals, and Academic Leadership Positions**

Institutional workloads at AMBIS are assigned based on expertise and institutional needs to ensure a balanced distribution of responsibilities and support employees' professional development.

Academic leadership positions are offered on permanent contracts, ensuring long-term stability in key institutional areas. Recognising that effective leadership and stability are essential for

institutional growth and reputation, AMBIS prioritises long-term employment for leadership roles. This approach promotes continuity, strategic planning, and strong motivation for effective management, ultimately enhancing the quality of the academic environment and institutional outcomes.

#### **Guidelines for Appointing Leadership Positions in R&D&I**

Leadership positions in R&D&I are filled based on expertise and experience in research and development. The selection process is transparent and conducted through an open competition.

Candidates are evaluated on their scientific and pedagogical achievements, ability to manage research projects, and capacity to develop new scientific fields. The goal is to ensure that leadership roles are occupied by the most qualified experts.

#### **Policies and Support System for Sabbaticals**

AMBIS provides support for sabbaticals to facilitate the academic and personal development of its staff. This support includes financial security, the possibility of returning to the same or an equivalent position, and coverage of the employee's responsibilities during their absence.

To apply for a sabbatical, academic staff must submit a formal request to the relevant department. The justification for the request is assessed by the department and the Vice-Rector for Strategy and Development.

Following the evaluation, the request is submitted to the Board of Directors for approval or rejection. Sabbaticals can be granted for a maximum of six months within a seven-year period, in accordance with the Higher Education Act.

#### **Measures for the Reintegration of Staff Returning from External Placements, Including International Assignments**

Upon returning from an external placement, including international assignments, AMBIS ensures a smooth reintegration process into the academic environment. This includes involvement in new projects, allowing returning staff to apply their newly acquired international experience within the institution.

This approach facilitates a seamless transition back into the workplace while maximising the use of acquired knowledge and skills to enhance research initiatives and the development of study programmes.

#### **Measures for Reintegration After Maternity/Parental Leave**

AMBIS provides tailored support for employees returning from maternity or parental leave. This includes part-time work options, flexible working hours, remote work opportunities, and an individualised reintegration plan to facilitate a smooth transition back to their professional role. These measures help employees balance family responsibilities while maintaining career continuity.

By promoting a healthy work-life balance, these initiatives contribute to long-term job satisfaction and productivity. In the most recent year, the return rate for academic staff reached 100%, while for administrative employees, the average return rate was approximately 60%.

#### 4.7 Gender equality measures

The HEI will briefly describe the measures relating to the application of gender equality in the areas required for assessment criteria 4.5, 4.6, with an emphasis on:

- Gender equality in recruitment and career development.
- Legislation and documents regulating gender equality (e.g. Gender Equality Plan, Action Plans, strategic documents for equality, including links to overarching strategies, etc.).
- The filling of leadership positions (including gender balance in leadership positions, see Table 4.7.1).
- Nominations to professional bodies.
- Evaluation and remuneration.
- Measures to reconcile the work and family life of researchers (flexible working hours, flexible forms of work, maternity/parental leave management, facilitating child/dependent care, age management in relation to gender).
- Measures to eliminate negative workplace behaviour such as mobbing and sexual harassment.

The HEI shall provide evidence of the examples from practice (e.g. use of flexible working hours, dealing with cases of mobbing or sexual harassment, compliance with the principles of gender equality in HEI professional bodies, etc.).

*Maximum 300 words per point.*

#### Self-assessment:

AMBIS upholds a zero-tolerance policy towards discrimination, ensuring that all employees—both academic and non-academic, as well as students, are treated fairly and equitably. Gender equality is a fundamental principle embedded in all aspects of the institution's operations.

Key regulations prohibiting discrimination in recruitment, employment, research activities, professional and personal development, and career progression are outlined in CVP-P-12 "Code of Ethics AMBIS University".

*In alignment with the values, vision, and mission of AMBIS, as a part of the higher education community—centres of knowledge, independent inquiry, and creative activity—AMBIS ensures equal opportunities for all students, academic staff, lifelong learning participants, and other employees. The institution guarantees fair and equal treatment regardless of gender, age, nationality, race, sexual orientation, gender identity, religious beliefs, or cultural background, providing all individuals with the space for their full academic, professional, and personal development.*

*By adopting this Ethical Code, AMBIS commits to upholding the core values and desired approaches in representing and fulfilling its mission.*

#### *Members of the Academic Community and Other Employees:*

- *Comply with the legal regulations of the Czech Republic as well as the internal policies of AMBIS.*
- *Uphold and contribute to the values, vision, and mission to which AMBIS is committed.*
- *Demonstrate respect towards all members of the academic community and others on campus, acknowledging their opinions, expertise, knowledge, and skills. Their actions should foster a collegial environment and avoid harming workplace relationships.*
- *Honour academic freedom and academic rights as guaranteed by law, acting in accordance with the principles of this Ethical Code and for the benefit of AMBIS.*

- *Advocate for equal opportunities and reject all forms of intolerance and discrimination based on gender, religion, ethnicity, language, age, sexual orientation, gender identity, disability, or other factors. They actively support disadvantaged groups, work to eliminate barriers to equality, and prevent their occurrence.*
- *Maintain high ethical standards in their studies and professional conduct, respecting the principles set out in AMBIS's Statutes and the rich history and culture of the Czech Republic.*
- *Defend the freedom of thought, research, expression, and the exchange of ideas and information while opposing unethical behaviour.*
- *Adhere to principles of respectful verbal and non-verbal communication.*
- *Do not engage in any form of bullying, sexual harassment, or gender-based harassment.*
- *Act in accordance with the principles of social responsibility and sustainable development.*

For an objective assessment of concerns regarding potential violations of the principles set out in the Ethical Code, the Ethics Committee was established as an advisory body to the Rector, in accordance with Article VIII of the Ethical Code and the internal directive CVP-P-13 "Rules of the Ethics Committee AMBIS University".

The committee reviews submissions from members of the academic community and other employees of AMBIS that indicate possible violations of the Ethical Code. It first determines whether it has the authority to assess the case. If not, the committee issues a resolution rejecting the case. Anonymous submissions are not reviewed but are recorded for documentation purposes.

To facilitate the review process, the committee has the right to request cooperation from any member of the academic community or staff member of AMBIS. All individuals contacted by the committee are required to cooperate to the best of their knowledge and ability. If the committee identifies an individual as a potential violator of the Ethical Code or as someone who may have relevant knowledge about the case (hereinafter referred to as the "Concerned Individual"), the chair of the committee must summon them. The summons is delivered via registered mail, data mailbox, or in person at the workplace.

The committee reaches a decision on the reviewed case by issuing a resolution, which explicitly states whether a violation of the Ethical Code or generally accepted moral principles has occurred. The resolution includes a statement of findings, reasoning, and proposed corrective measures.

The official record of proceedings, including the resolution, is promptly submitted to the Rector, who determines any corrective actions deemed necessary. The Rector is not bound by the committee's recommendations, and their decision is final.

Matters related to open, transparent, and non-discriminatory recruitment processes are an integral part of the OTM-R policy at AMBIS, codified as the central internal directive CVP-Pers-13 "OTM-R Policy AMBIS University." This directive establishes the rules for open, transparent, and fair selection procedures for academic, scientific, research, and other staff at AMBIS, in alignment with the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers (hereinafter referred to as the "Charter" and the "Code").

The fundamental principles of this policy are as follows:

- Regularly evaluate staffing needs across all university departments as part of a structured annual workforce planning process.
- Announce recruitment processes for newly planned positions based on the approved workforce plan.

- Ensure that job requirements align with the nature of the position while minimising potential barriers for applicants.
- Conduct recruitment processes transparently, clearly, and comprehensibly, publishing requirements with references to detailed information, required competencies, working conditions, and additional opportunities.
- Prevent any form of discrimination against applicants based on gender, age, nationality, sexual orientation, or political beliefs.
- Where positions are open to non-Czech/Slovak-speaking applicants, ensure all communication is also available in English.
- Adhere to OTM-R principles throughout the entire recruitment process.
- Minimise administrative burdens for both applicants and staff.

All hiring managers and selection committee members must ensure fair treatment of all applicants and prevent any form of discrimination during the selection process.

AMBIS is committed to maintaining a safe environment for all students, academic staff, employees, and partners. AMBIS unequivocally opposes all forms of sexual violence and sexual harassment that may occur within its premises. Through this directive, it undertakes to conduct thorough investigations into all reported incidents and to provide comprehensive support to victims.

For this purpose, AMBIS has established the position of an Ombudsman for Sexualised Violence and Sexual Harassment under the central directive CVP-P-09, "Investigation of Complaints Concerning Sexualised Violence or Sexual Harassment." The Ombudsman serves as an external, impartial authority responsible for conducting investigations into reported cases, ensuring that matters are resolved as swiftly and sensitively as possible. This directive further sets out the internal procedures governing the investigation of such complaints.

To establish procedures for receiving and investigating reports of unlawful conduct in accordance with Act No. 171/2023 Coll., on the Protection of Whistleblowers, the central internal directive CVP-P-11 "Protection of Whistleblowers" has been adopted.

AMBIS has designated a responsible individual to receive and address reports in this area. Directive CVP-P-11 provides a detailed framework covering:

- Methods for submitting reports,
- The role and responsibilities of the designated recipient of reports,
- Rights and obligations of the person against whom the report is made,
- Rights and obligations of individuals requested to cooperate,
- Record-keeping of submitted reports,
- Rules for handling documents generated in relation to this directive.

The directive also explicitly prohibits any retaliatory measures against the whistleblower, their close associates, the designated recipient, or any other individuals mentioned in the report or involved in the investigation process. No retaliatory action may be taken as a consequence of submitting or investigating a report.

However, protection from retaliatory measures does not apply to individuals who knowingly submit false reports or provide deliberately misleading information. Likewise, protection is not extended to those who misuse the reporting process as a means to restrict the employer's lawful rights and obligations under the Labour Code.

The principles of OTM-R and the prohibition of any form of discrimination, including the commitment to gender equality, are clearly reflected in the current composition of leadership

roles at AMBIS. The representation of women in various governing bodies and leadership positions is as follows:

- Board of Directors – 50%
- Vice-Rectorates – 43%
- Department Heads (including the Language Education Centre) – 78%
- Other Heads of Organizational Units at AMBIS University – 71%
- Academic Council – 40%
- Internal Evaluation Board – 45%

To support women in the workplace and enable them to balance their professional responsibilities with personal and family life, AMBIS offers extensive support, including:

- The availability of part-time contracts starting from as little as 0.05 FTE
- The option of remote work (home office)
- Strict adherence to Section 70a(3) of the Higher Education Act, which allows academic staff to determine their own working hours outside of direct teaching obligations
- Consideration of schedule adjustments for academic staff to accommodate their needs

#### 4.7.1 Gender balance in management positions

Senior staff	2020		2024	
	Men	Women	Men	Women
Rector	0	1	0	1
Vice-Chancellor	2	2	4	3
Dean <sup>17</sup>	N/A	N/A	N/A	N/A
Academic Senate	N/A	N/A	N/A	N/A
Scientific/Artistic/Academic Council	13	4	12	8
Quaestor	N/A	N/A	N/A	N/A
Board of Directors	N/A	N/A	N/A	N/A

Note: If one person holds more than one of these positions within the HEI, he/she will be counted in each.

<sup>17</sup> or other head of a relevant work unit of a higher education institution under Section 22(1) of the Higher Education Act performing R&D&I activities, regardless of the designation.

#### 4.8 Mobility of academic and research staff (including sectoral and inter-sectoral mobility)

The HEI shall describe in a concise and structured manner its strategies and objectives for the mobility of academic and research staff (including PhD students), with particular emphasis on mobility related to the development of excellent science and interdisciplinary (intersectoral) mobility. The HEI shall identify potential barriers to mobility, including gender-based barriers. The HEI shall provide information on long-term stays abroad by its own academic staff or, conversely, by foreign staff at the HEI being evaluated.<sup>18</sup>

The achievement of the set objectives will be demonstrated by the HEI by describing specific examples of mobility or by brief statistics on mobility during the period of 2020–2024.

*Maximum 500 words plus 200 words for each example given (max. five examples with a specific description of the relevance of mobility to the stated objectives).*

##### Self-assessment:

In the field of academic staff mobility, AMBIS, in line with its “AMBIS University Internationalization Strategy for the Period 2021–2030”, primarily focuses on both teaching and non-teaching mobilities conducted under the Erasmus+ programme. The university's key strategic priority is to facilitate the mobility of leading academic staff to high-quality, subject-relevant international universities.

The main mobility objectives related to the advancement of research excellence are as follows:

- Establishing and strengthening connections with international colleagues to foster collaboration in scientific research. Additionally, there are two overarching objectives that apply to both key areas of academic staff activities (research and teaching).
- Supporting the professional development of academic staff.
- Enhancing work competencies in a global environment, particularly in terms of intercultural and language skills.

Another crucial goal of mobility, which is closely linked to both research and teaching excellence, is the internationalization of the curriculum for subjects taught at AMBIS. At present, intersectoral mobility is not a priority.

The key instruments for achieving the set objectives are:

- Systematic expansion and enhancement of the portfolio of inter-institutional agreements with foreign higher education institutions (by the end of 2024: approximately 50 agreements facilitating staff mobility across various European countries).
- Continuous optimization and strengthening of support for outgoing academic staff (a significant step in the monitored period was the restructuring of the International Office in 2023).
- Effective digitalization of processes (e.g., participation in the Erasmus Without Paper platform in 2023).
- Submission of international projects (e.g., within V4, Horizon, Erasmus, etc.).

The main barrier to mobility development is the limited financial resources obtained through individual grant calls under the relevant key action of the Erasmus+ program (KA1 – Learning Mobility of Individuals). Efforts are being made to gradually increase these funds. In the initial phase of the monitored period, another significant barrier was the COVID-19 pandemic and the

<sup>18</sup> Long-term mobility means an uninterrupted period of more than three months.

related anti-epidemic measures. No gender-related obstacles to mobility have been identified, and the composition of mobility participants is gender-balanced.

### Long-Term Mobility

In 2024, Croatian political scientist Jakov Žizić, Ph.D. (Catholic University, Zagreb), in collaboration with AMBIS, secured a grant from the Croatian Grant Agency under the NextGenerationEU program for a year-long research stay at AMBIS (September 2024 – September 2025). His academic mentor at AMBIS is PhDr. Marián Sekerák, Ph.D., Head of the Department of International Relations and Political Science.

Between September and December 2024, activities within this mobility included ongoing research work and professional networking. Additionally, Dr. Žizić and Dr. Sekerák actively participated in:

The Annual Conference of the Austrian Political Science Association in Vienna (November).

An international scientific conference at the Catholic University in Zagreb (December).

Another example of long-term mobility was PhDr. Marián Sekerák, Ph.D., who, in 2020, spent four months at the Philosophische Fakultät, Heinrich-Heine-Universität, Düsseldorf.

### Examples of Short-Term Mobilities

- Assoc. Prof. Ing. Hana Bohušová, Ph.D. (Guarantor of the Study Program Business Economics and Management) – Mobility at Wrocław University of Economics and Business, May 2022. This mobility led to the ongoing (2024–2025) project *Experience Sharing of V4 Against the Shadow Economy, Corruption, and Tax Avoidance in Ukraine*, supported by the International Visegrad Fund.
- Ing. Renata Skýpalová, Ph.D. (Guarantor of the Study Program Human Resource Management and Head of the Department of Management and Human Resources) – Mobility at the Slovak University of Agriculture in Nitra (Slovakia), September 2022. This mobility resulted in the successful project *Corporate Social Responsibility in Business Practice of the Visegrad Region (2022–2024)*, funded by the International Visegrad Fund.
- Assoc. Prof. PhDr. et PhDr. Martin Kaleja, Ph.D., MBA (Department of Pedagogy) – Mobility at the University of Opole (Poland), June 2024. This mobility was part of a broader scientific research and teaching collaboration between the department and Polish universities, including the University of Silesia in Katowice and Jan Długosz University in Częstochowa, which expanded significantly between 2023 and 2024. As part of this collaboration, scientific internships of colleagues from Częstochowa took place at AMBIS, and the Visegrad-funded project *"Structures of Uncertainty": Inclusive Education in Central and Eastern European Countries (2024–2027)* was successfully secured in cooperation with the University of Silesia in Katowice.
- Assoc. Prof. JUDr. Ing. Jana Majerová, Ph.D. (Guarantor of the Study Program Marketing Communication) and Assoc. Prof. Ing. Margaréta Nadányiová, Ph.D. – Teaching mobilities at the University of Debrecen (Hungary), May 2024. These mobilities led to the submission of joint project proposals under the V4 scheme: *Disinformation Susceptibility of the Population in the Visegrad Region* (in the 10/24 call) and *Social Entrepreneurship in the V4 Region* (in the 02/25 call). Cooperation with the University of Debrecen also resulted in a joint article published in a Scopus-indexed journal (<https://dx.doi.org/10.14254/2071-8330.2024/17-3/12>).

- PhDr. Marián Sekerák, Ph.D. (Head of the Department of International Relations and Political Science) – Mobility at Technische Universität Kaiserslautern (Germany, now merged into Rheinland-Pfälzische Technische Universität Kaiserslautern-Landau), May 2022. In addition to teaching a course on democratic theories, Dr. Sekerák presented findings from his grant-funded research and established valuable connections with international colleagues.

All these mobilities have significantly contributed to establishing and strengthening partnerships with relevant foreign higher education institutions and academic professionals, identifying opportunities for scientific research collaboration, internationalizing the curriculum at AMBIS, and enhancing the linguistic and intercultural competencies of participating academics.

## RESEARCH INFRASTRUCTURE

### 4.9 Research infrastructure

The HEI will describe the system for acquiring/optimizing expensive instruments and equipment, as well as refurbishing outdated expensive instruments. The HEI will also briefly present the internal organisation of the research infrastructure (including technology, expensive instruments, and instrumentation)<sup>19</sup>. The HEI will describe the system of sharing (including external research entities) of instruments and instrumentation, including expensive instruments and instrumentation units, referred to as 'core facilities' (if such a system exists). The HEI will demonstrate the effectiveness of the systems with examples (e.g., specific instruments acquired/optimised and their relevance to the achievement of research objectives, examples of sharing of expensive instruments and instrumentation, statistics on sharing of expensive instruments and instrumentation, etc.). The HEI will briefly comment on the data in Table 4.9.1.

The HEI shall also indicate whether it hosts large research infrastructure projects. The name and a brief description will be provided.

*Maximum 500 words plus 200 words for each example given (max. five examples).*

#### Self-assessment:

AMBIS takes pride in its high-quality research infrastructure, which creates favourable conditions for scientific research and innovation. Its teaching facilities, equipped with modern technology, are also used for scientific activities such as conferences and project team meetings.

In the period preceding the evaluation, AMBIS invested in high-value equipment as part of its security research efforts. During the evaluation period, minor assets were acquired through Erasmus projects and Specific University Research projects.

#### AMBIS Information System

A key element of the research infrastructure is the AMBIS Information System (IS AMBIS), which serves as a central platform for managing research outputs. It facilitates the collection of publications for the Register of Research Results (RIV) as well as other academic publishing activities. The system allows users to record and track data on academic staff, including author identifiers, participation in research projects, awards, memberships in editorial and professional boards, and other relevant scholarly activities.

<sup>19</sup> The definition of research infrastructure is set out in the Framework for State Aid for Research, Development and Innovation (2014/C 198/01) and Commission Directive (EU) No 651/2014 of 17 June 2014 declaring certain categories of aid compatible with the internal market in accordance with Articles 107 and 108 of the Treaty.

Furthermore, IS AMBIS supports the automated distribution of information via bulk email, commonly used for invitations to webinars and conferences, updates from the Science and Research Department, and other critical announcements.

### Interactive Science and Research Syllabus

The Interactive Science and Research Syllabus, an integral part of IS AMBIS, was developed to facilitate the onboarding of new academic staff while serving as the primary resource for research-related activities at AMBIS. It provides access to all internal directives on scientific work, webinar recordings, guidelines, forms, research funding opportunities, and other essential materials. Additionally, it includes comprehensive overviews and contact information for the Science and Research Department, ensuring that researchers have the necessary support and information at their disposal.

### Electronic Resources

Another key element of AMBIS's research infrastructure is electronic resources. Academic staff, students, and employees have access to databases such as Web of Science, Scopus, ProQuest Central, JSTOR, and Beck Online. In addition, the CitacePROplus citation manager is available.

All databases and the citation manager can be accessed via the school's Wi-Fi network at both the Brno and Prague campuses. Furthermore, except for Beck Online, these databases are accessible remotely via EduID (using AMBIS Information System login credentials) or email registration.

#### 4.9.1 Summary of expenditure/costs on research infrastructure and equipment for the period under review (including related non-investment and personnel costs).

Costs/expenses in thous. CZK/EUR/year	2020	2021	2022	2023	2024	Total value of assets <sup>20</sup>
Costs/expenses related to the acquisition of small fixed assets for R&D&I	0	0	0	0	96 / 3,79	96 / 3,79
Cost of repairs and maintenance of equipment	0	0	0	0	0	0
Acquisition of tangible (DH) and intangible (DN) assets for R&D&I (investments)						
Of which software	0	0	0	0	0	0
Of which other intangible fixed assets	0	0	0	0	0	0
Of which land, buildings and structures	0	0	0	0	0	0
Other intangible fixed assets (machinery, apparatus, equipment, etc.)	0	0	0	0	0	0
Total infrastructure spending in years <sup>21</sup>	0	0	0	0	0	0

<sup>20</sup> Enter the sum of the row.

<sup>21</sup> Enter the sum of the column.

## FINANCES

### 4.10 Budget and structure of financial resources

The HEI shall provide and comment on an overview of the total R&D&I budget in the period of 2020–2024, broken down by organisational units of the evaluated HEI and by source of funds (Table 4.10.1). The HEI shall also comment on the shares of total costs/outputs covered by public and non-public sources by type of R&D&I for the period under evaluation as shown in Table 4.10.2.

As complementary data, the university will provide an overview of prestigious research projects obtained during the period of 2020–2024 (ERC<sup>22</sup>, MSCA<sup>23</sup>, HHMI<sup>24</sup>, HFSP<sup>25</sup>, NSF<sup>26</sup>, Horizon Europe<sup>27</sup>, NIH<sup>28</sup>, Wellcome Trust<sup>29</sup>, EDF<sup>30</sup>, OP JAK<sup>31</sup>, OP TAK<sup>32</sup>, NPO<sup>33</sup>, GA ČR<sup>34</sup>, TA ČR<sup>35</sup> etc.). Include information on the amount of funding received and whether the HEI were principal investigator or co-investigator in Tables 4.10.3, 4.10.4 and 4.10.5.<sup>36</sup>

In addition, the HEI will describe in more detail up to five of the most important projects from the list of prestigious individual projects abroad (ERC, MSCA, HHMI, HFSP, NSF, etc.), providing basic information at the HEI's discretion and regardless of the funder: title, field of expertise, agency, amount of funding, other project participants, and other relevant information as appropriate.

*A maximum of 500 words plus 200 for each example of a prestigious international individual project given.*

#### Self-assessment:

The total budget of AMBIS for R&D&I in the period 2020–2024 amounted to 24,741 thousand CZK, of which domestic public funds accounted for 77%, international public funds 3%, and 20% was allocated to contract research, co-financing of external projects, and funding of the internal grant agency and internal student projects.

<sup>22</sup> The European Research Council (ERC) is part of the 'Excellent Science' pillar of Horizon Europe. The ERC funds cutting-edge research by supporting individual Principal Investigators and their research teams.

<sup>23</sup> Marie Skłodowska-Curie Action (MSCA) is part of the "Excellent Science" pillar of Horizon Europe and is also aimed at supporting young researchers, including PhD students.

<sup>24</sup> Howard Hughes Medical Institute - a non-profit organization in the USA significantly supporting international biomedical research.

<sup>25</sup> Human Frontier Science Program - an international programme to support research, particularly in the natural sciences and computer science.

<sup>26</sup> National Science Foundation (USA).

<sup>27</sup> Horizon Europe - the EU's 9th Framework Programme for research and innovation, running from 2021-2027.

<sup>28</sup> National Institutes of Health (NIH) - an agency under the United States Department of Health and Human Services. NHI is a major player in project support for biomedical research.

<sup>29</sup> major UK private foundation supporting mainly biomedical research.

<sup>30</sup> European Defence Fund.

<sup>31</sup> Operational Programme Jan Ámos Komenský - Priority 1 - Research and Development - multiannual programme under the Ministry of Education, Youth and Sports. Within the framework of the OP JAK it is possible to draw financial resources from the European Structural and Investment Funds (ESIF) in the period 2021-2027.

<sup>32</sup> Operational Programme Technologies and Applications for Competitiveness. The European Regional Development Fund (ERDF) is available in the period 2021-2027 to co-finance business projects in the areas of research, development and innovation, digitalisation and digital infrastructure, business development, smart and sustainable energy and the circular economy.

<sup>33</sup> National Recovery Plan - under Pillar 5 - Research, Development and Innovation of the National Recovery Plan, the Recovery and Resilience Facility (RRF) is available for the period 2022-2026.

<sup>34</sup> Grant Agency of the Czech Republic.

<sup>35</sup> Technology Agency of the Czech Republic.

<sup>36</sup> The military and the police HEIs, as parts of the organisational unit of the state, are treated specifically in terms of the possibility to participate in the projects.

Over the five-year monitoring period, basic research expenditure accounted for an average of 19% of the total R&D&I budget, primarily comprising projects funded by the Czech Science Foundation, while applied research made up the remaining 81%.

During this time, AMBIS led a total of eight projects, including two international ones. Among them, GF23-04324L – Entrepreneurial Orientation of Polish and Czech NGOs During the Pandemic operates under the Lead Agency principle, meaning both countries have equal principal investigators rather than a single lead institution.

As a co-investigator, AMBIS contributed to 17 projects, 10 of which were international, while seven were funded by Czech grant providers.

The research projects were closely aligned with the institution's academic programmes, reinforcing its commitment to integrating cutting-edge research with education.

### **GF23-04324L – Entrepreneurial Orientation of Polish and Czech NGOs During the Pandemic**

**Lead Investigators:** AMBIS and Poznań University of Economics and Business, Institute of Finance, Poland

**Funding Agencies:** Czech Science Foundation and NCN (Poland)

**Funding for AMBIS:** CZK 2,167,000 / €85,490

This project focuses on the commercialisation of non-governmental organisations (NGOs) in Poland and the Czech Republic, particularly in the context of the COVID-19 pandemic. The primary objective was to examine the impact of the Polish and Czech institutional environments on the entrepreneurial orientation and performance of NGOs during the pandemic.

The project has resulted in several articles, including:

- *Cross-Sectoral Collaboration in Times of Crisis: Comparing the Czech Republic, Slovakia, and Poland*
- *Resilience Strategies of Public Organisations and Social Enterprises: Evidence from Slovakia and the Czech Republic*
- *Human-Made Disasters in a Decentralised Context: How Czech Municipalities Are Dealing with the Ukrainian Crisis*

### **2019-1-PL01-KA203-065688 – Cybersecurity fundamentals**

**Lead Investigator:** Wyższa Szkoła Ekonomii, Prawa i Nauk Medycznych im. prof. Edwarda Lipińskiego w Kielcach

**Project Partners:** AMBIS; Instituto Politécnico de Beja, Portugal

**Funding Agency:** European Commission (EU)

**Allocated Budget for AMBIS:** €92,000 / CZK 2,332,000

This project focuses on developing an innovative e-learning course in cybersecurity, addressing the growing global demand for experts in this rapidly evolving field. The goal was to create an engaging course accessible to students from various disciplines, such as internal security, computer science, and economics, enhancing their employability. The result is an open online course consisting of seven modules with interactive elements, covering both theoretical and practical education.

**22320140 – Data collection guidelines for tourism and sustainability monitoring in cultural destinations**

**Lead Investigator:** AMBIS

**Project Partners:** Adam Mickiewicz University in Poznań (Poland); Matej Bel University in Banská Bystrica (Slovakia); "Fan S. Noli" University of Korça, Faculty of Education and Philology (Albania); Budapest Business School, Faculty of Commerce, Hospitality and Tourism (Hungary)

**Funding Agency:** International Visegrad Fund

**Total Budget:** €49,000 / CZK 1,252,000

This project aims to support cultural destinations in collecting essential data for tourism and sustainability monitoring. Bringing together stakeholders from five countries, it seeks to develop practical and universally applicable recommendations for data collection. The collaborative efforts led to tangible solutions and actionable recommendations, culminating in the publication of a professional book titled *Good Practice Collection*.

**22220149 – Corporate Social Responsibility in Business Practice of the Visegrad Region**

**Lead Investigator:** Slovak University of Agriculture in Nitra (Slovakia)

**Project Partners:** AMBIS; Uniwersytet Przyrodniczy w Poznaniu (Poland)

**Funding Agency:** International Visegrad Fund

This project analyses the current implementation of Corporate Social Responsibility (CSR) activities by businesses in the Visegrad region (Slovakia, Czechia, and Poland). It assesses their readiness for mandatory CSR reporting as required by the European Commission, maps existing CSR activities (with respect to the Triple Bottom Line concept), and formulates generalised insights for individual countries and the region as a whole. Based on these findings, the project provides policy recommendations for decision-makers, business practitioners, and educators of future managers.

Key outputs include two professional books:

- *Corporate Social Responsibility in Business Practice of the Visegrad Region (Czechia, Poland, Slovakia)*
- *CSR Reporting Practices Across the Visegrad Region: Study on CSR Implementation in the Visegrad Region (Slovakia, Czech Republic, Poland)*
- Additionally, an article published in Scopus, titled *Environmental Responsibility of Corporate Management in the Visegrad Region – Comparative Study of the Czech Republic, Poland, and Slovakia*, further disseminates the project's findings.

**22420073 – "Structures of uncertainty": inclusive education in Central and Eastern European countries**

**Lead Investigator:** University of Silesia in Katowice (Poland)

**Project Partners:** AMBIS; University of Debrecen (Hungary); University of Prešov (Slovakia)

**Funding Agency:** International Visegrad Fund

This project investigates the challenges of inclusive education across all levels of the education system. The research findings will be published as scientific monographs and articles in indexed journals. Additional objectives include organising expert meetings, panel discussions, and thematic conferences to showcase best practices in inclusive education.

AMBIS, as a key project partner, plays a central role in the research process, with the lead coordinator doc. Kaleja contributing to all core activities. AMBIS is responsible for framing the methodological approach and designing the research focus for the project's scientific outputs.

#### 4.10.1 Total budget of the HEI

Name of the HEI unit	Total budget in thous. CZK/EUR	Percentage of public funding in the Czech Republic	Share of public funding from abroad in %	Percentage of funding from other sources
AMBIS University	24 741 / 976	77 %	3 %	20 %

#### 4.10.2 Share [%] of total costs/outputs by type of R&D&I paid from public and non-public sources

	2020	2021	2022	2023	2024	Total
Basic research	10 %	10 %	0	19 %	37 %	19 %
Applied Research	90 %	90 %	100 %	81 %	63 %	81 %
Experimental development and innovation	0	0	0	0	0	0
Total	100 %	100 %	100 %	100 %	100 %	100 %

Note: For definitions see Definition of Terms in Methodology HEI2025+.

#### 4.10.3 Projects supported by a foreign provider

In the role of beneficiary							
Provider / Investor	Programme/Grant Scheme	Project name	Support (in thousands CZK/EUR)				
			2020	2021	2022	2023	2024
International Visegrad Fund (Slovakia)	Visegrad Grants	22320140 - Data collection guidelines for tourism and sustainability monitoring in cultural destinations (2023-2025)	-	-	-	1252 / 49	-
Total			-	-	-	1252 / 49	-
In the role of another participant							
Provider / Investor	Programme/Grant Scheme	Project name	Support (in thousands CZK/EUR)				
			2020	2021	2022	2023	2024
International Visegrad Fund (Slovakia)	Visegrad + WB	22010083 - Experience-sharing of Visegrad countries to tax avoidance activity	All project costs are paid directly by the grantee.			-	-
International Visegrad Fund (Slovakia)	Visegrad Grants	22220149 - Corporate Social Responsibility in Business Practice of the Visegrad Region	All project costs are paid directly by the grantee.			-	-
European Commission (EU)	Erasmus+ (Key action 2: KA220-HED Cooperation	2022-1-SK01-KA220-HED-000087766 - Innovative education in gastronomy to support the sustainability of food systems	-	-	-	608 / 24	608 / 24

	Partnerships in higher education) (2022-2025)							
European Commission (EU)	Erasmus+ (Key action 2: KA220-HED Cooperation Partnerships in higher education) (2023-2025)	2023-1-SK01-KA220-HED-000166871 - Innovation of the structure and content of education in the field of economics and management with an emphasis on digitization, sustainability and the integration of migrants	-	-	-	710 / 28	-	
International Visegrad Fund (Slovakia)	Visegrad Grants	22320032 - Green evaluation of food industries in V4 countries from EU Taxonomy perspective (2023-2025)	-	-	-			All project costs are paid directly by the grantee.
International Visegrad Fund (Slovakia)	Visegrad Grants	22320065 - Experience sharing of V4 against the shadow economy, corruption and tax avoidance in Ukraine (2024-2026)	-	-	-	-		All project costs are paid directly by the grantee.
International Visegrad Fund (Slovakia)	Visegrad+ Grants	22410270 - Implementation of the best practices for Crisis management in Ukraine (2024-2026)	-	-	-	-		All project costs are paid directly by the grantee.
International Visegrad Fund (Slovakia)	Strategic Grants	22420073 - Structures of uncertainty": inclusive education in Central and Eastern European countries (2024-2027)	-	-	-	-		All project costs are paid directly by the grantee.
European Commission (EU)	Erasmus+ (Key Action: KA2: Cooperation for innovation and the exchange of good practices)	2019-1-PL01-KA203-065688 - Cybersecurity fundamentals (2019-2022)	457 / 18	628 / 25	736 / 29	506 / 20	0	
European Commission (EU)	Erasmus+ (Key Action: Cooperation for innovation and	2018-1-IE01-KA201-038799 - Developing an open source Interactive Tourism Portal (2018-2021)	179 / 7	115 / 5	-	-	-	

	the exchange of good practices)						
Total			636 / 25	743 / 30	736 / 29	1824 / 72	608 / 24

Note: For co-sponsorship projects, please only indicate the amount of funding for the evaluated HEI.

#### 4.10.4 Projects supported by the Czech provider

In the role of beneficiary							
Provider / Investor	Programme/Grant Scheme	Project name	Support (in thousands CZK/EUR)				
			2020	2021	2022	2023	2024
Czech Science Foundation	Standard grant projects	GA20-13055S - The Nobility Without its Monarchy. Old Elites in Post-Habsburg Central Europe (1918-38)	-	-	-	837 / 33,02	-
Czech Science Foundation	Standard grant projects	GA24-11677S - Gender inequalities in academic careers: the organisational context as a driver of cumulative dis/advantage	-	-	-	-	2187 / 86,27
Czech Science Foundation	Lead Agency grant projects	GF23-04324L - Entrepreneurial orientation of Polish and Czech NGOs during the pandemic	-	-	-	1040 / 41,03	1127 / 44,46
Technology Agency of the Czech Republic	Programme for Support of Applied Social Sciences and Humanities Research, Experimental Development and Innovations ÉTA	TL01000463 - Application of nonparametric methods (DEA, FDH) to analyze and to compare the efficiency of municipalities	676 / 26,67	96 / 3,79	-	-	-
Technology Agency of the Czech Republic	Programme for Support of Applied Social Sciences and Humanities Research, Experimental Development and Innovations ÉTA	TL03000207 - Utilization of advanced technologies in odorology	188 / 7,42	1048 / 41,34	859 / 33,89	205 / 8,09	-
Technology Agency of the Czech Republic	Programme for Support of Applied Social Sciences and Humanities Research, Experimental Development and Innovations ÉTA	TL05000484 - Artificial intelligence and human rights: risks, opportunities and directive	-	517 / 20,39	729 / 28,76	733 / 28,92	-
Ministry of the Interior of the Czech Republic	Open Calls in Security Research 2023-2029 (OPSEC)	VK01030155 - The impact of security and defense policy on the effectiveness of activities necessary for the operation and defense of the state	-	--		865 / 34,12	843 / 33,25
Total			864 / 34,09	1661 / 65,52	1588 / 62,65	3680 / 145,18	4157 / 163,98
In the role of another participant							
Provider / Investor	Programme/Grant Scheme	Project name	Support (in thousands CZK/EUR)				
			2020	2021	2022	2023	2024

Technology Agency of the Czech Republic	Programme for Support of Applied Research, Experimental Development and Innovation in the Field of Transport - DOPRAVA 2020+	CK04000199 - Development of Timber Bridge using remote control and monitoring	-	-	-	492 / 19,41	519 / 20,47
Czech Science Foundation	Standard grant projects	GA19-06020S - Alternative service delivery arrangements	307 / 12,11	402 / 15,86	-	-	-
Ministry of Education, Youth and Sports	INTER-EXCELLENCE	LTE118002 - BIORESET: The use of controlled bioremediation for removal of specific types of contaminants	250 / 9,86	250 / 9,86	-	-	-
Technology Agency of the Czech Republic	Public Procurement Programme in Applied Research and Innovations for the Needs of Public Administration BETA2	TIRAMZV314 - Coherence of policies for development - variants of recommended procedures based on the analysis of foreign practice	-	-	-	-	305 / 12,03
Technology Agency of the Czech Republic	Public Procurement Programme in Applied Research and Innovations for the Needs of Public Administration BETA2	TIRSMV217 - Analysis of institutionalization and strengthening of the motivation of metropolitan cooperation in the Prague-Central Bohemia area	-	-	-	184 / 7,26	1245 / 49,11
Technology Agency of the Czech Republic	Programme for Support of Applied Social Sciences and Humanities Research, Experimental Development and Innovations ÉTA	TL03000657 - Possibilities and conditions of ISPV innovation	291 / 11,48	444 / 17,51	444 / 17,51	41 / 1,62	-
Technology Agency of the Czech Republic	Programme for Support of Applied Social Sciences and Humanities Research, Experimental Development and Innovations ÉTA	TL05000480 - Improving the quality of life in homes for the elderly during a state of emergency	-	523 / 20,63	839 / 33,10	740 / 29,19	-
Total			848 / 33,45	1619 / 63,86	1283 / 50,61	1457 / 57,48	2069 / 81,61

Note: Please summary list GA CR, TA CR and other departmental projects. For co-sponsor projects, please indicate the financial volumes for the HEI. Projects financed from EU structural funds and focused exclusively on R&D&I (e.g. OP JAK, OP TAK, NPO) and projects financed from regional sources focused exclusively on R&D&I list individually. For co-sponsoring projects, please indicate the financial volumes for the evaluated HEI only.

## 4.10.5 Projects supported from non-public sources

In the role of beneficiary						
Provider / Investor	Project name	Support (in thousands CZK/EUR)				
		2020	2021	2022	2023	2024
AMBIS University	Internal Grant Agency / Student Internal Grant Agency		261/ 10,2 9	367/ 14,4 6	380/ 14,9 9	490/ 19,3 4
Municipality of Kly	Adaptation Strategy for Surface Water Retention within the Territory of the Municipality of Kly near Mělník	12/0 ,47				
Municipal Office of Řiřňovce	Analysis of Potential Risks Affecting the Operational Safety of the Wastewater Treatment Plant in the Municipality of Řiřňovce	22/0 ,80				
CzechTrade	Qualitative Analysis of Information Tools for Exporters, Focusing on the Magazine Czech Export and Business	20/0 ,79				
Town of Kostelec nad Černými lesy	Development Strategy of the Town Kostelec nad Černými lesy 2021–2030		17/0 ,65			
Saunia, Ltd.	Wellness as a Tool for Competitiveness of Accommodation Facilities		17/0 ,65			
Municipality of Dobřejičice, Municipality of Henrik, Municipality of Modletice	Possibilities of Creating a Voluntary Association of Municipalities Grouping the Municipalities of Herink, Modletice, and Dobřejičice		45/1 ,78			
Regional Office of the South Moravian Region	Application of Measures to Mitigate Risks in the Area of Cybersecurity for Employees of the South Moravian Region			15/0 ,59		
Martin Trtílek	Analysis of CSR Activities and Proposal of CSR Strategy			5/0 20		
Hulín Elementary School	Analysis of Communication with the Client as Part of the Employee's Adaptation Process			5/0 20		
Statutory City of Prostějov	Education of Middle and Upper Management of the Municipal Police of Prostějov			49/1 ,93		
Czech Railways, Inc.	Risk Reduction and Innovation of the Work Schedule Process for Shift Work			50/1 ,97		
Ministry of the Interior of the Czech Republic	Preparation of the Final Evaluation Report of the Project "Implementation Unit of the Strategic Framework for the Development of Public Administration of the Czech Republic for the Period 2014–2020"				95/3 ,75	
Czech Management Association	Research Including a Literature Search and Analysis of Provided Applications to the Manager of the Year Competition 2014, 2015, 2016, 2018, 2019, 2020, and 2021. Research Report on the Demands of the Manager's Position and Managerial Skills.				50/1 ,97	
Ministry of the Interior of the Czech Republic	Preparation of the Final Evaluation (Impact) Report of the Strategic Framework for the Development of Public Administration of the Czech Republic for the Period 2014–2020				16/0 ,63	
Federation of Children's Homes – FICE	Original Family Backgrounds of Children from Children's Homes				186/ 7,34	
Saunia, Ltd.	Karlovy Vary Visitors' Decisions Regarding the Inclusion of a Visit to "SAUNIA THERMAL RESORT" into their Leisure Program				10/0 ,39	
Statutory City of Prostějov	Identification of Legal Competencies of Middle and Upper Management of the Municipal Police of Prostějov in the Area of Implementation of Prevention of Socially Pathological Phenomena in the City of Prostějov				5/0 20	
Ministry of the Interior of the Czech Republic	Preparation of the Final Evaluation Report of the Project "Implementation Unit of the Strategic Framework for the				49/1 ,93	

	Development of Public Administration of the Czech Republic for the Period 2014–2020"					
The Office of the Government of the Czech Republic	Additional Evaluation – The Contractual Research Relates to Strategic Goal No. 3 – Increasing the Accessibility and Transparency of Public Administration Through eGovernment Tools					40/1,58
Czech Railways, Inc.	Flexible Work Scheduling for ČD Employees and Risk Minimisation – Pilot Project					240/9,47
Total		54/2,06	339/13,37	491/31,20	791/16,21	770/30,39
In the role of another participant						
Provider / Investor	Project name	Support (in thousands CZK/EUR)				
		2020	2021	2022	2023	2024
Total						

Note: Indicate, for example, sponsorship donations, resources generated from other own economic activities, foreign subsidy programmes of private entities.

#### 4.11 Rules for the use of institutional support for the LCDRO

The HEI will describe the strategy and rules for the use of institutional support for the LCDRO in the management of institutionally supported research activities (e.g., prioritisation of research topics by the HEI according to individual needs, internal grant agencies, incentive tools, support for excellent science) and the method for distribution of institutional support to individual departments/research teams for the period of 2020–2024. The impact on the management of institutionally supported research activities will be described by the HEI using specific examples (e.g. distribution of institutional support in the period of 2020–2024 depending on the evaluation results, examples of supported excellent science projects, etc.).

*Maximum 500 words plus 200 words for each example given (max. five examples).*

#### Self-assessment:

NOT APPLICABLE

AMBIS does not currently receive institutional funding.

## NATIONAL AND INTERNATIONAL COOPERATION

#### 4.12 Important collaborations in R&D&I

The HEI will describe specific cases of R&D&I collaboration at the national level (maximum five examples) and the international level (maximum five examples), including examples of concrete results and impacts in the field of R&D&I beneficial for the HEI during the period of 2020–2024.

*Maximum 300 words per example.*

#### Self-assessment:

AMBIS has established long-term collaborations in the field of R&D&I with various national and international entities and is also a member of key international organisations and academic networks.

### **Examples of national cooperation:**

#### **Czech Technical University in Prague**

One of AMBIS University's most important scientific partners is the Czech Technical University in Prague (hereinafter 'CTU'), with which AMBIS submitted numerous project proposals to various programs of the Technology Agency of the Czech Republic during the reporting period. The following projects were subsequently implemented within the Éta program:

- Project no. TL03000207 (Principal Investigator: Prof. Ing. Václav Krajník, CSc.), carried out in cooperation with the University Centre for Energy-Efficient Buildings at CTU. The project resulted in a patent, *Nanofiber Odor Sensor for Adsorbing the Olfactory Trace of Human Odor*, along with several expert publications.
- Project no. TL05000484 (Principal Investigator: JUDr. Martina Šmuclerová, Ph.D., DEA), conducted in collaboration with CTU / Faculty of Electrical Engineering, Masaryk University / Faculty of Law, and prg.ai, z.s. The project produced multiple workshops, research reports, sets of recommendations for public administration and AI stakeholders, and a chapter in the academic book *AI Life Cycle and Human Rights: Risks and Remedies*, published by Oxford University Press.
- Project no. TL01000463 (Principal Investigator: Ing. Marek Jetmar, Ph.D.), executed in partnership with the Faculty of Transportation Sciences at CTU. The project resulted in numerous academic publications, the certified methodology *Methodology for Municipal Efficiency Analysis*, and a software application for municipal efficiency analysis.
- Project no. TL05000480 (Principal Investigator for AMBIS: Assoc. Prof. Mgr. Irena Tušer, Ph.D.), with the Faculty of Biomedical Engineering at CTU as the lead institution. The project delivered the methodology, *Recommended Procedure for Establishing a Communication System in Senior Care Homes During Emergencies and Crisis Situations*, adopted by the Association of Social Service Providers of the Czech Republic and the Ministry of Labour and Social Affairs, along with a series of expert articles and studies.

#### **Ministry of the Interior of the Czech Republic**

AMBIS collaborates closely with the Ministry of the Interior of the Czech Republic, which served as the application guarantor and user of the outcomes of the project TL01000463, *Application of Nonparametric Methods (DEA, FDH) to Analyze and Compare the Efficiency of Municipalities*, funded by the Technology Agency of the Czech Republic. This collaboration resulted in a certified methodology and software.

During the reporting period, AMBIS also conducted two contractual research projects for the Ministry. The Final Evaluation Report of the Strategic Framework for the Development of Public Administration of the Czech Republic for the Period 2014–2020 was submitted to the government, with recommendations incorporated into subsequent strategies. Additionally, the Final Evaluation Report of the Implementation Unit of the Strategic Framework for the Development of Public Administration of the Czech Republic for the Period 2014–2020 assessed project outcomes and impacts, leading to recommendations utilized in future projects.

In the field of security research at the Ministry, AMBIS is involved in the project VK01030155, *The Impact of Security and Defense Policy on the Effectiveness of Activities Necessary for the Operation and Defense of the State*, also funded by the Ministry of the Interior of the Czech Republic.

#### **Czech Railways, Inc.**

AMBIS has engaged in significant national-level collaboration with Czech Railways (ČD) through two contractual research projects. In 2022, the research project Risk Reduction and Innovation of the Work Schedule Process for Shift Work was conducted to enhance the efficiency of human resource management at ČD. Building on the success of this initiative, a follow-up research project commenced in 2024 under the title Flexible Work Scheduling for ČD Employees and Risk Minimisation – Pilot Project. This project aims to validate an innovative approach to flexible shift scheduling through practical application with a selected group of ČD employees.

#### **Czech Management Association**

AMBIS is a collective member of the Czech Management Association and has long collaborated on integrating students into the corporate environment.

In 2023, under the leadership of Dr. Lenka Farkačová, a research project was conducted, resulting in the *Research Report on Managerial Position Requirements and Managerial Skills*. This study analysed competition applications to define the profile of the *Manager of the Year* winner alongside the general characteristics of nominated managers. The report serves as a foundational resource for promotional, marketing, and other strategic activities of the Czech Management Association.

#### **Federation of Children's Homes – FICE**

In 2023, AMBIS established a new collaboration with the Federation of Children's Homes – FICE. Dr. Alois Daněk conducted a contractual research project for FICE titled "Original Family Backgrounds of Children from Children's Homes."

Following the success of this research, FICE expressed interest in further collaboration as an application guarantor for the submitted project proposal "Do We Have It in Our Own Hands? Research on the Impact of Climate Education on Secondary School Students Living in Children's Homes." Unfortunately, this project was not supported by the Technology Agency of the Czech Republic.

In 2024, through FICE, consultations were held on the upcoming monograph:

*DANĚK, Alois. Children's Homes in Czech Society in the 21st Century. Prague: AMBIS, 2025. ISBN 978-80-7265-242-6. DOI: 10.61357/ambis.r2025.1*

#### **Examples of international collaboration:**

##### **Carl Remigius Fresenius Education Group**

AMBIS is part of the Carl Remigius Fresenius Education Group, one of the largest private and independent providers of business-focused education in Germany and Luxembourg. This group includes institutions such as Hochschule Fresenius – University of Applied Sciences, Carl Remigius Medical School, and LUNEX University. In 2023, a joint conference titled "21st Century Management Conference" was held, featuring a keynote speech by Prof. Dr. Matthias Afting, a representative of Carl Remigius Fresenius Education Group and CEO of COGNOS International SE.

##### **Research Center for Cooperative, Corporation, and People's Economy, National Research and Innovation Agency, the Republic of Indonesia („BRIN“)**

In 2023, AMBIS initiated cooperation with BRIN in Indonesia through a joint project titled "Strengthening the Role of Village-Owned Enterprises (BUMDESA) to Increase Community Involvement in Decision-Making and Business Development at the Local Level." The project aimed to foster interest in research activities, enhance understanding of rural economic development

through village fund management, and strengthen research collaboration to improve governance models of village enterprises for community well-being. The project was successfully completed in 2024.

#### **Arizona State University**

AMBIS has a long-term collaboration with Arizona State University, primarily through the project *"Data Sharing for International Sustainable Purchasing Project (ISPP)"*, which focuses on research data collection and sharing, joint publications, and cooperation in peer reviews and feedback. In 2024, this collaboration resulted in a research report:

*"Plaček, M., Rossel, J., Šumpíková, M., Fojtík, R., Hrušková, M., Darnall, N., Stritch, J.M., & Bretschneider, S. (2024). Advancing Green Purchasing in Czech Municipalities. Faculty of Social Sciences, Charles University, AMBIS, VŠB – Technical University of Ostrava, and Arizona State University, Center for Organization Research and Design, Sustainable Purchasing Research Initiative."*

#### **Network of Institutes and Schools of Public Administration (NISPAcee)**

AMBIS is a long-standing institutional member of the international Network of Institutes and Schools of Public Administration (NISPAcee). As part of its research activities, AMBIS utilizes this platform for disseminating research outputs and engaging with the broader academic community through the promotion of professional events such as conferences.

#### **International Black Sea University**

In 2024, AMBIS launched a collaboration with Georgia's International Black Sea University to pursue joint scientific cooperation, with a particular focus on submitting joint project proposals under the Erasmus+ programme. Since 2023, in partnership with Constantine the Philosopher University in Nitra (Slovakia) and the University of Agriculture in Krakow (Poland), both universities have been participating in the Erasmus+ K2 project *2023-1-SK01-KA220-HED-000166871 – Innovation of the Structure and Content of Education in the Field of Economics and Management with an Emphasis on Digitization, Sustainability, and the Integration of Migrants.*

## STUDIES

### 4.13 Doctoral studies

The HEI will briefly describe the organisation of the doctoral studies (if there are any doctoral study programmes<sup>37</sup>). HEI will comment on:

- Structure and organization of studies.
- A system of cooperation between PhD students and their supervisors.
- Basic statistics (including drop-out rate, student workload, etc.).
- Information on promotion and recruitment schemes.
- Cooperation within doctoral studies (e.g., Czech Academy of Sciences, application sphere, building open study programmes for foreign nationals and creating international networks of study programmes, "joint degree", "cotutelle", etc.).
- Student care system (e.g. counselling, wellbeing care, career guidance).
- A system for tracking the future careers of graduates<sup>38</sup>.
- Other relevant data, such as the existence of a doctoral school, basic soft skills courses, etc. at the discretion of the HEI.

The HEI shall support this with appropriate examples (e.g. a model example of doctoral student cooperation with their supervisor, statistics on collaboration within doctoral studies, specific examples within doctoral studies, statistics on the use of student care systems, etc.).

*Maximum 300 words per point.*

#### Self-assessment:

NOT APPLICABLE

AMBIS does not currently offer any doctoral programs. In March 2025, an accreditation application for a doctoral study program was submitted to the National Accreditation Bureau for Higher Education:

- **Program Name:** Security Management and Civil Protection
- **Mode of Study:** Combined
- **Standard Duration:** 4 years
- **Awarded Degree:** Ph.D. – Doctor
- **Field of Study:** Security Studies
- **Program Guarantor:** Prof. Ing. Rudolf Urban, CSc.

The study program is designed to prepare experts in the field of security in the Czech Republic and is subject to approval by the relevant recognition authority – the Ministry of the Interior of the Czech Republic.

<sup>37</sup> If the HEI does not organise any doctoral programme, it will explicitly state this information in the self-evaluation report.

<sup>38</sup> The HEI will list the top five highest ranked graduates in academia, the private sector, and public administration over the past five years.

## IMPLEMENTATION OF RECOMMENDATIONS

### 4.14 Implementation of the recommendations in Module 4

The HEI will briefly describe how it has implemented the recommendations for Module 4 from the previous evaluation period, if applicable.

*Maximum 1000 words*

#### **Self-assessment:**

In 2020, Jan Amos Komenský University Prague (hereinafter referred to as UJAK) underwent an evaluation conducted by the International Evaluation Panel (IEP). UJAK adhered to all the recommendations arising from this assessment. Due to the university's inability to sufficiently address the identified weaknesses, it initiated preparations for a merger with AMBIS University, culminating in the formal merger in 2023. AMBIS familiarised itself with the conclusions of the 2020 IEP evaluation and duly acknowledged the recommendations made therein.

In response to the recommendations, the university has taken measures to enhance the quality of its academic staff and issued the directive CVP-Pers-10 Minimum Requirements in the Field of Science and Research for Implemented Study Programs, which establishes the fundamental and binding criteria for academic staff and other professionals involved in teaching.

In recognition of its efforts, the university was awarded the HR Excellence in Research Award (HR Award) in 2023. This prestigious award formalises a range of human resources and research-related processes that were previously undefined. It further reinforces the university's commitment to ethical standards in research and its dedication to providing high-quality and transparent conditions for all academics. As part of this, the following regulations have been implemented:

CVP-P-01 Organizational Regulations

CVP-P-12 Code of Ethics AMBIS University

CVP-P-13 Rules of the Ethics Committee AMBIS University

CVP-GR-03 Evaluation of Employees

CVP-Pers-04 Employee Benefits

CVP-Pers-10 Minimum Requirements in the Field of Science and Research for Implemented Study Programs

CVP-Pers-11 Remuneration for the Publishing Activities of Academic Staff

CVP-Pers-13 OTM-R policy AMBIS University

In recent years, there has been a marked increase in the participation of both students and academic staff in international mobility programmes, particularly through Erasmus. This rise in mobility has positively impacted project activities, contributing to a substantial increase in the number of international research projects both submitted and successfully funded. This growth is evident not only in international programmes such as Erasmus and the Visegrad Fund but also in national funding schemes, including those administered by Czech agencies like GAČR and TAČR. For further details, please refer to Table 3.3.1 for international projects.

Additionally, the completion of all long-term mobilities has significantly contributed to establishing and expanding partnerships with prominent international universities and academic professionals. These initiatives have facilitated the identification of new opportunities for scientific and research collaboration, supported the internationalisation of AMBIS University's curriculum, and enhanced the language and intercultural competencies of the participating academic staff.

AMBIS has consistently engaged in collaborative efforts in research and development with a broad spectrum of national and international organisations. Furthermore, it remains an active member of several esteemed international organisations and academic networks. Detailed examples of these significant international collaborations are provided in Section 4.12.

#### A LIST OF SUPPORTING DOCUMENTS/LINKS FOR MODULE 4

Document name	No. criteria	Location (link in HTML)
Board of Directors Decision - November 29, 2023 - Rewards for submitted and won projects	4.2, 4.3	<a href="https://drive.google.com/file/d/1zkU_xfzbi7P2sTpZCtVqgrMtC757ivdK/view?usp=drive_link">https://drive.google.com/file/d/1zkU_xfzbi7P2sTpZCtVqgrMtC757ivdK/view?usp=drive_link</a>
Board of Directors Decision No. 2 /2021 on support in the field of contract research	4.2	<a href="https://drive.google.com/file/d/16gMUKY_13DWnVAXFN66xMduAY7nq8Jr1/view?usp=drive_link">https://drive.google.com/file/d/16gMUKY_13DWnVAXFN66xMduAY7nq8Jr1/view?usp=drive_link</a>
CVP-GR-03 Evaluation of Employees	4.6	<a href="https://drive.google.com/file/d/1D-ddijC7wUNHIRzewiDfvh52Lmm432x5/view?usp=drive_link">https://drive.google.com/file/d/1D-ddijC7wUNHIRzewiDfvh52Lmm432x5/view?usp=drive_link</a>
CVP-P-01 Organizational Directives	4.1, 4.6	<a href="https://drive.google.com/file/d/1I10OeMW8do9yPuwwYRYhRN_BcebBAttr/view?usp=drive_link">https://drive.google.com/file/d/1I10OeMW8do9yPuwwYRYhRN_BcebBAttr/view?usp=drive_link</a>
CVP-P-04 Directive on Handling Personal Data	4.4	<a href="https://drive.google.com/file/d/1G59KJgU1zEm1LgaB1V_z6_G3NWm25w5a/view?usp=drive_link">https://drive.google.com/file/d/1G59KJgU1zEm1LgaB1V_z6_G3NWm25w5a/view?usp=drive_link</a>
CVP-P-08 Preparation, Approval, Submission, Implementation, and Control of Science and Research Projects of AMBIS University	4.1, 4.2, 4.4	<a href="https://drive.google.com/file/d/1oR-ipHvH4Hn2e9ZW5UHZ4jRRI22Tyc8/view?usp=drive_link">https://drive.google.com/file/d/1oR-ipHvH4Hn2e9ZW5UHZ4jRRI22Tyc8/view?usp=drive_link</a>
CVP-P-09 Investigation of complaints concerning sexualized violence or sexual harassment	4.4, 4.7	<a href="https://drive.google.com/file/d/1ePP159DZe8p_mqTW3x21cK8xYoaD6C_F/view?usp=drive_link">https://drive.google.com/file/d/1ePP159DZe8p_mqTW3x21cK8xYoaD6C_F/view?usp=drive_link</a>
CVP-P-11 Protection of Whistleblowers	4.4, 4.7	<a href="https://drive.google.com/file/d/1Dr1RWQMmlBbR7vabCmTXm7unhsOvrRuf/view?usp=drive_link">https://drive.google.com/file/d/1Dr1RWQMmlBbR7vabCmTXm7unhsOvrRuf/view?usp=drive_link</a>
CVP-P-12 Code of Ethics AMBIS University	4.3, 4.4, 4.6, 4.7	<a href="https://drive.google.com/file/d/1ZYsWMifZPHv5sF4BbQjU_NZik2FeW-Um/view?usp=drive_link">https://drive.google.com/file/d/1ZYsWMifZPHv5sF4BbQjU_NZik2FeW-Um/view?usp=drive_link</a>
CVP-P-13 Rules of the Ethics Committee AMBIS University	4.6, 4.7	<a href="https://drive.google.com/file/d/14DN_TgWteqe92GdFt_OSkc9h327fmZaN/view?usp=drive_link">https://drive.google.com/file/d/14DN_TgWteqe92GdFt_OSkc9h327fmZaN/view?usp=drive_link</a>
CVP-Pers-04 Employee Benefits	4.6	<a href="https://drive.google.com/file/d/18sG3YQ4kv64xAuGLdbbGH8_v5VBUui43/view?usp=drive_link">https://drive.google.com/file/d/18sG3YQ4kv64xAuGLdbbGH8_v5VBUui43/view?usp=drive_link</a>

CVP-Pers-10 Minimum Requirements in the Field of Science and Research for Implemented Study Programs	4.2., 4.3, 4.6	<a href="https://drive.google.com/file/d/1grwK0qjG4-&lt;br/&gt;ne9Bg93woNjePQtwu4o0M/view?usp=drive_&lt;br&gt;link">https://drive.google.com/file/d/1grwK0qjG4- ne9Bg93woNjePQtwu4o0M/view?usp=drive_&lt;br&gt;link</a>
CVP-Pers-11 Remuneration for the Publishing Activities of Academic Staff	4.2, 4.6	<a href="https://drive.google.com/file/d/1eT54laLxWrb&lt;br&gt;Ydk7gqY9P3ThnYnM32vK3/view?usp=drive_&lt;br&gt;link">https://drive.google.com/file/d/1eT54laLxWrb&lt;br&gt;Ydk7gqY9P3ThnYnM32vK3/view?usp=drive_&lt;br&gt;link</a>
CVP-Pers-13 OTM-R policy AMBIS University	4.3, 4.4, 4.6, 4.7	<a href="https://drive.google.com/file/d/1_D-&lt;br/&gt;xwICAz5IVJt_9L6bZhcac_gJZRZ-&lt;br/&gt;k/view?usp=drive_link">https://drive.google.com/file/d/1_D- xwICAz5IVJt_9L6bZhcac_gJZRZ- k/view?usp=drive_link</a>
European Charter for Researchers and Code of Conduct for the Recruitment of Researchers	4.3, 4.4, 4.7	<a href="https://drive.google.com/file/d/1zw2na_W_P&lt;br&gt;aWGjunH-&lt;br/&gt;OGJOa3RpHI1CF3p/view?usp=drive_link">https://drive.google.com/file/d/1zw2na_W_P&lt;br&gt;aWGjunH- OGJOa3RpHI1CF3p/view?usp=drive_link</a> and <a href="https://euraxess.ec.europa.eu/sites/default/files/brochures/am509774cee_en_e4.pdf">https://euraxess.ec.europa.eu/sites/default/files/brochures/am509774cee_en_e4.pdf</a>
HR Excellence in Research Award	4.3, 4.6	<a href="https://drive.google.com/file/d/1GwuclpVat5v&lt;br&gt;Yj01e2HxuEljQzaygit9B/view?ts=680a36cb">https://drive.google.com/file/d/1GwuclpVat5v&lt;br&gt;Yj01e2HxuEljQzaygit9B/view?ts=680a36cb</a> and website <a href="https://www.ambisuniversity.com/hr-award">https://www.ambisuniversity.com/hr-award</a>
OP-Pers-01 Gender Equality Plan	4.4	<a href="https://drive.google.com/file/d/1_TYXEY4FZIC&lt;br&gt;MIF17DpWbRMvcvbeCb3Kn/view?usp=drive_&lt;br&gt;link">https://drive.google.com/file/d/1_TYXEY4FZIC&lt;br&gt;MIF17DpWbRMvcvbeCb3Kn/view?usp=drive_&lt;br&gt;link</a>
Organizational Scheme	4.1	<a href="https://drive.google.com/file/d/1uGsoBMcv6p&lt;br&gt;9rvWgdEfaSOa0tatJicTx6/view?usp=sharing">https://drive.google.com/file/d/1uGsoBMcv6p&lt;br&gt;9rvWgdEfaSOa0tatJicTx6/view?usp=sharing</a>
Statute	4.4	<a href="https://drive.google.com/file/d/1ooxT0g8Y0sT&lt;br&gt;QyAAB0eNzpHlid3bSvORP/view?usp=sharing">https://drive.google.com/file/d/1ooxT0g8Y0sT&lt;br&gt;QyAAB0eNzpHlid3bSvORP/view?usp=sharing</a>
Strategic Intent of AMBIS University for the period 2021–2030	4.4	<a href="https://drive.google.com/file/d/1EmBuETWePi&lt;br&gt;kboY8EeeWdhN1wAW5zo1_3/view?usp=shari&lt;br&gt;ng">https://drive.google.com/file/d/1EmBuETWePi&lt;br&gt;kboY8EeeWdhN1wAW5zo1_3/view?usp=shari&lt;br&gt;ng</a>
VP-PR-01 Student Internal Grant Agency	4.2	<a href="https://drive.google.com/file/d/1268hFYMw1&lt;br&gt;KT4H7KVe8SUE6FTBOKFqMxE/view?usp=shari&lt;br&gt;ng">https://drive.google.com/file/d/1268hFYMw1&lt;br&gt;KT4H7KVe8SUE6FTBOKFqMxE/view?usp=shari&lt;br&gt;ng</a>
VP-PR-02 Planning, Implementation, Recording, Dissemination, and Popularization of Science and Research Results, Knowledge Management	4.2, 4.4	<a href="https://drive.google.com/file/d/1ITvzY9iAjMd&lt;br&gt;KjAM98bxzZCyYhEAfTFQ/view?usp=sharing">https://drive.google.com/file/d/1ITvzY9iAjMd&lt;br&gt;KjAM98bxzZCyYhEAfTFQ/view?usp=sharing</a>
VP-PR-03 Internal Grant Agency of AMBIS University	4.1, 4.2	<a href="https://drive.google.com/file/d/1n3YqyQhlpA&lt;br&gt;uwu3t34MzZ5uzKwGwYQKg_/view?usp=shari&lt;br&gt;ng">https://drive.google.com/file/d/1n3YqyQhlpA&lt;br&gt;uwu3t34MzZ5uzKwGwYQKg_/view?usp=shari&lt;br&gt;ng</a>

VP-PR-04 Competition for the Best Final Thesis	4.2	<a href="https://drive.google.com/file/d/1_XXM11ppzYcB0r9-zEp-fYaK2tn6c8B-/view?usp=sharing">https://drive.google.com/file/d/1_XXM11ppzYcB0r9-zEp-fYaK2tn6c8B-/view?usp=sharing</a>
VP-PR-05 Competition for the Best Publication Achievement	4.2	<a href="https://drive.google.com/file/d/1Wdb5AJR6V8oQMWjwDVVs6fWd4-lhmTIN/view">https://drive.google.com/file/d/1Wdb5AJR6V8oQMWjwDVVs6fWd4-lhmTIN/view</a>
VP-PR-06 Contract Research and Cooperation with Practice	4.1, 4.2	<a href="https://drive.google.com/file/d/1qNMfbhHWIfSz3ocKfIXTDKbzA-xkC4fr/view?usp=sharing">https://drive.google.com/file/d/1qNMfbhHWIfSz3ocKfIXTDKbzA-xkC4fr/view?usp=sharing</a>
VP-PR-09 Principles of the Student Grant Competition within Specific University Research According to Act No. 130/2002 Coll.	4.1, 4.2	<a href="https://drive.google.com/file/d/1hy8QbVLxcTCIRsALTVp0H5jNmZKUQVzh/view?usp=sharing">https://drive.google.com/file/d/1hy8QbVLxcTCIRsALTVp0H5jNmZKUQVzh/view?usp=sharing</a>
VP-R-15 Statutes and Procedural Rules of the Ethics Committee for Research	4.2, 4.4	<a href="https://drive.google.com/file/d/1h6PAoghyAklI42sldfXmJUiltP9V1was/view?usp=sharing">https://drive.google.com/file/d/1h6PAoghyAklI42sldfXmJUiltP9V1was/view?usp=sharing</a>

## MODULE 5 - STRATEGY AND POLICIES

### 5.1 Mission and vision of the evaluated institution in R&D&I

The HEI will briefly describe its mission and vision with emphasis on R&D&I in general and its R&D&I capacities in the implemented R&D&I fields<sup>39</sup> (Tables 5.1.1 and 5.1.2). In particular, the HEI's vision covers the following five-year period and must relate to the strategic objectives of the Provider, the National Policy on Research, Development, and Innovation of the Czech Republic 2021+, the Gender Equality Strategy 2021-2030, and other higher national and supranational strategic documents in the field of R&D&I (Table 5.1.3). The HEI shall complement the description with active references to its Strategic plan for the teaching, scholarly, scientific, research, development, artistic, and other creative activities of the higher education institution (regarding the results and recommendations from the previous evaluation period, if the evaluated HEI participated in it). The HEI shall describe how the vision and mission were implemented during the period of 2020–2024.

*Maximum 2000 words.*

#### Self-assessment:

The mission and vision of AMBIS are set for the next five years and are based on (1) strategic objectives and documents of the Czech Republic, (2) AMBIS's strategic documents, and (3) the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers (for more information on the implementation of the HR Award at AMBIS University, a.s., visit: <https://www.ambisuniversity.com/hr-award>).

At the national level, AMBIS's mission and vision align with the following strategic documents and their respective objectives:

- Strategic Plan of the Ministry for Higher Education for the Period from 2021
- Strategy for the Internationalisation of Higher Education for the Period from 2021
- National Research, Development and Innovation Policy of the Czech Republic 2021+
- Gender Equality Strategy for 2021–2030

At the institutional level, the mission and vision of AMBIS are derived from the following strategic documents (and their annually updated action plans):

- Strategic Intent of AMBIS University for the Period 2021–2030 (attached document, with science and research mainly addressed in Chapter 3)
- AMBIS University Internationalisation Strategy for the Period 2021–2030 (attached document)

The objectives and measures outlined in AMBIS's strategic documents have been implemented through annual action plans between 2021 and 2024, with regular evaluations. These are also reviewed by the Internal Evaluation Board. Furthermore, an update of AMBIS's strategic documents for the period 2026–2030 is planned for 2025 to ensure responsiveness to evolving circumstances.

<sup>39</sup> For so-called R&D&I capacities, see Definition of Terms in Methodology HEI2025+.

The mission and vision of AMBIS are also aligned with the institution's research and development activities in the fields specified in Tables 5.1.1 and 5.1.2. For 2025, a similar disciplinary representation is expected as in the previous five years. However, in the subsequent five-year period (Table 5.1.2), a significant increase is anticipated in *FORD 5.1 Psychology and Cognitive Sciences*, *5.3 Education*, and *5.8 Media and Communications* at the expense of other FORD disciplines.

## **Mission and Vision of AMBIS**

### **Mission**

The mission of AMBIS is to provide high-quality, professionally oriented study programmes and lifelong learning courses while contributing to the enhancement of education, the deepening of internationalisation in studies, the development of research, publishing, and consultancy activities, and the expansion of collaboration with both academic and business sectors, domestically and internationally.

AMBIS aspires to become a globally recognised interdisciplinary higher education institution that promotes excellence in both research and teaching. It is transforming into a modern institution that serves the needs of all types of students throughout their lifelong learning journey, actively conducts basic and applied international research, and has a positive impact on society. It prepares its graduates for leadership roles in the global knowledge economy and contributes to the prosperity and sustainable development of communities at home and abroad.

All activities and objectives will continue to be based on the principles of non-discrimination, transparency, inclusion, equitable access for all, and resource sustainability. The principles of conduct will remain deeply rooted in the creed of academic freedom and cooperation. AMBIS will remain an institution that fosters the exchange of ideas, shared development, and knowledge transfer in both research and teaching. It will serve as a hub for the convergence of national and international knowledge, culture, and humanism—open to all who meet rigorous quality standards and embrace innovation. In this form, it will be able to fulfil its educational and research mission and uphold its social responsibility.

### **Vision:**

- AMBIS as a continuously evolving, recognised, modern, and prestigious higher education institution, upholding the traditions of the Carl Remigius Fresenius Education Group, with an attractive portfolio of study programmes, valuable research and publishing activities, and active international collaboration.
- AMBIS as a respected institution within both the academic and business sectors, built on long-term partnerships.
- High professionalism and transparency in governance and academic processes, with a strong emphasis on the expertise of staff across all levels and disciplines.
- Expansion of undergraduate and postgraduate study programmes to include additional modes of study (distance and blended learning).
- Increased accessibility of education for students across the Czech Republic through the establishment of additional branch campuses.
- Preparation and submission of applications for accreditation of new postgraduate master's programmes.

- Preparation and submission of an application for institutional accreditation and the accreditation of a doctoral study programme, along with the necessary application for university-type status.

### 5.1.1 R&D&I capacities of HEI in the year 2025

Field of Research	FORD	FORD share [%]	Predominant type of research	Total share of field of reaserch [%]
1. Natural Sciences	1.1 Mathematics	2,30	Applied research	2,30
	1.2 Computer and information sciences	0	Zvolte položku.	
	1.3 Physical sciences	0	Zvolte položku.	
	1.4 Chemical sciences	0	Zvolte položku.	
	1.5 Earth and related environmental sciences	0	Zvolte položku.	
	1.6 Biological sciences	0	Zvolte položku.	
	1.7 Other natural sciences	0	Zvolte položku.	
2. Engineering and Technology	2.1 Civil engineering	0	Zvolte položku.	1,15
	2.2 Electrical engineering, Electronic engineering, Information engineering	0	Zvolte položku.	
	2.3 Mechanical engineering	0	Zvolte položku.	
	2.4 Chemical engineering	0	Zvolte položku.	
	2.5 Materials engineering	0	Zvolte položku.	
	2.6 Medical engineering	0	Zvolte položku.	
	2.7 Environmental engineering	1,15	Applied research	
	2.8 Environmental biotechnology	0	Zvolte položku.	
	2.9 Industrial biotechnology	0	Zvolte položku.	
	2.10 Nanotechnology	0	Zvolte položku.	
	2.11 Other engineering and technologies	0	Zvolte položku.	
3. Medical and Health Sciences	3.1 Basic medicine	0	Zvolte položku.	1,15
	3.2 Clinical medicine	0	Zvolte položku.	
	3.3 Health sciences	1,15	Applied research	
4. Agricultural and veterinary sciences	4.1 Agriculture, Forestry, and Fisheries	0	Zvolte položku.	0
	4.2 Animal and Dairy science	0	Zvolte položku.	
	4.3 Veterinary science	0	Zvolte položku.	
	4.4 Other agricultural sciences	0	Zvolte položku.	
5. Social Sciences	5.1 Psychology and cognitive sciences	3,45	Balanced basic and applied research	95,40
	5.2 Economics and Business	39,08	Applied research	
	5.3 Education	11,49	Applied research	
	5.4 Sociology	2,30	Balanced basic and applied research	
	5.5 Law	14,94	Applied research	
	5.6 Political science	14,94	Applied research	

	5.7 Social and economic geography	1,15	Applied research	
	5.8 Media and communications	3,45	Applied research	
	5.9 Other social sciences	4,60	Applied research	
6. Humanities and the Arts	6.1 History and Archaeology	0	Zvolte položku.	0
	6.2 Languages and Literature	0	Zvolte položku.	
	6.3 Philosophy, Ethics and Religion	0	Zvolte položku.	
	6.4 Arts (arts, history of arts, performing arts, music)	0	Zvolte položku.	
	6.5 Other Humanities and the Arts	0	Zvolte položku.	
Total		100 %	-	100 %

### 5.1.2 Target R&D&I capacities of HEI for the next five-year period

Field of Research	FORD	FORD share [%]	Predominant type of research	Total share of field of reaserch [%]
1. Natural Sciences	1.1 Mathematics	0,15	Applied research	0,75
	1.2 Computer and information sciences	0,15	Applied research	
	1.3 Physical sciences	0	Zvolte položku.	
	1.4 Chemical sciences	0	Zvolte položku.	
	1.5 Earth and related environmental sciences	0	Zvolte položku.	
	1.6 Biological sciences	0	Zvolte položku.	
	1.7 Other natural sciences	0,45	Applied research	
2. Engineering and Technology	2.1 Civil engineering	0,15	Applied research	0,60
	2.2 Electrical engineering, Electronic engineering, Information engineering	0	Zvolte položku.	
	2.3 Mechanical engineering	0	Zvolte položku.	
	2.4 Chemical engineering	0	Zvolte položku.	
	2.5 Materials engineering	0	Zvolte položku.	
	2.6 Medical engineering	0	Zvolte položku.	
	2.7 Environmental engineering	0,15	Applied research	
	2.8 Environmental biotechnology	0	Zvolte položku.	
	2.9 Industrial biotechnology	0	Zvolte položku.	
	2.10 Nanotechnology	0,15	Applied research	
	2.11 Other engineering and technologies	0,15	Applied research	
3. Medical and Health Sciences	3.1 Basic medicine	0	Zvolte položku.	0,15
	3.2 Clinical medicine	0	Zvolte položku.	
	3.3 Health sciences	0,15	Applied research	
4. Agricultural and veterinary sciences	4.1 Agriculture, Forestry, and Fisheries	0	Zvolte položku.	0
	4.2 Animal and Dairy science	0	Zvolte položku.	
	4.3 Veterinary science	0	Zvolte položku.	
	4.4 Other agricultural sciences	0	Zvolte položku.	

5. Social Sciences	5.1 Psychology and cognitive sciences	15,65	Balanced basic and applied research	98,50
	5.2 Economics and Business	23,85	Applied research	
	5.3 Education	11,18	Applied research	
	5.4 Sociology	0,87	Balanced basic and applied research	
	5.5 Law	13,41	Applied research	
	5.6 Political science	16,39	Applied research	
	5.7 Social and economic geography	0,75	Applied research	
	5.8 Media and communications	9,69	Applied research	
	5.9 Other social sciences	6,71	Applied research	
6. Humanities and the Arts	6.1 History and Archaeology	0	Zvolte položku.	0
	6.2 Languages and Literature	0	Zvolte položku.	
	6.3 Philosophy, Ethics and Religion	0	Zvolte položku.	
	6.4 Arts (arts, history of arts, performing arts, music)	0	Zvolte položku.	
	6.5 Other Humanities and the Arts	0	Zvolte položku.	
<b>Total</b>		<b>100 %</b>	<b>-</b>	<b>100 %</b>

### 5.1.3 Relation to the strategic objectives of the provider and strategic documents in the field of R&D&I

Strategic document	Follow-up
European Charter for Researchers and Code of Conduct for the Recruitment of Researchers	As part of the implementation of conditions for obtaining the HR Award, both the Charter and the Code have been incorporated into AMBIS's internal directives and procedures and reflected in the action plans of its strategic documents.
Strategic Plan of the Ministry for Higher Education for the Period from 2021	This document has been integrated into AMBIS's strategic document: Strategic Intent of AMBIS University for the Period 2021–2030.
Strategy for the Internationalisation of Higher Education for the Period from 2021	This document has been incorporated into AMBIS's strategic document: AMBIS University Internationalisation Strategy for the Period 2021–2030.
National Research, Development and Innovation Policy of the Czech Republic 2021+	This document has been integrated into AMBIS's strategic document: <i>Strategic Intent of AMBIS University for the Period 2021–2030</i> (particularly Chapter 3, which focuses on science and research).
Gender Equality Strategy for 2021 - 2030	As part of the implementation of conditions for obtaining the HR Award, gender equality has been incorporated into AMBIS's internal directives and procedures.

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## 5.2 Research and development objectives

The HEI will describe its intentions and goals for the next five-year period. The objectives in the field of research development, innovation, and knowledge transfer as well as the objectives in the field of cooperation with public administration, entrepreneurs, and non-profit organisations will be described in relation to the mission, vision and disciplinary capacities of the HEI. Furthermore, the objectives for the development of the HEI as a research organisation will be described, in the areas of human potential development, institutional resilience, the implementation of open science and adherence to the principles of ethics, scientific integrity, and good practice, and their interrelationship with R&D&I objectives. The objectives described must be consistent with the Strategic plan for the teaching, scholarly, scientific, research, development, artistic and other creative activities of the higher education institution.

*Maximum 2000 words.*

### Self-assessment:

The following intentions and objectives of AMBIS are set for the next five-year period and are based on the university's strategic documents, particularly:

- Strategic Intent of AMBIS University for the Period 2021–2030 (science and research aspects are primarily addressed in Chapter 3)
- Implementation Plan of the Strategic Plan of AMBIS University for the Period 2021–2030 for the Year 2025 (this plan is prepared annually for the following year)
- AMBIS University Internationalisation Strategy for the Period 2021–2030
- Action Plan for the HR Award and the documents, European Charter for Researchers and Code of Conduct for the Recruitment of Researchers

The document primarily outlines objectives in the areas of research, development, innovation, and knowledge transfer (Objectives 1–3 detailed below), as well as objectives related to cooperation with public administration, businesses, and non-profit organisations, aligned with AMBIS mission, vision, and disciplinary capacities (Objective 4 detailed below).

This is followed by a list of measures for 2025–2026 concerning the development of AMBIS as a research organisation, particularly in the areas of human potential development, institutional resilience, open science implementation, and adherence to principles of ethics, scientific integrity, and best practices. These are closely linked to the objectives in the field of R&D&I, particularly in relation to the *HR Award*, *European Charter for Researchers*, and *Code of Conduct for the Recruitment of Researchers*.

The research and development objectives are outlined in the *Strategic Intent of AMBIS University for the Period 2021–2030* and the *Implementation Plan of the Strategic Intent of AMBIS University for the Period 2021–2030 for the Year 2025*.

### Intentions and Objectives:

The objectives of AMBIS in the field of research and development focus on establishing supportive processes and mechanisms that enable the stable and continuous development of scientific and research activities, the qualitative and quantitative increase of publication outputs, and the enhancement of participation in national and international projects.

### Objectives:

### **1. Complete the comprehensive transformation of the environment and establish processes for evaluating the research organisation in accordance with Methodology 2017+ and Methodology 2025+**

Activities for the period 2025–2030:

- Create favourable conditions for departments and academic staff to gradually increase the quantity or improve the quality of results submitted annually to the RIV scientific results database.
- Prepare the necessary documentation for the evaluation of AMBIS as a research organisation under Methodology 2025+ and secure institutional support from 2026 onwards.

### **2. Enhancing the Monitoring and Evaluation of Research Teams, Support Tools for High-Quality Research, and Excellent Researchers and Teams**

Activities for the period 2025–2030:

- Announce an annual call for proposals under the Internal Grant Agency of AMBIS University, focusing support on high-quality research, particularly Jsc and Jimp articles.
- Support research conducted in collaboration with students through the Principles of the Student Grant Competition within Specific University Research according to Act No. 130/2002 Coll. Continue implementing ongoing projects and initiate at least four new projects each year.
- Organise a Competition for the Best Final Thesis (in categories for bachelor's and master's theses, divided by department).
- Organise a Competition for the Best Publication Achievement in two categories: publication excellence and applicability in teaching.
- Continue the internationalisation of the journal Socio-Economic and Humanities and strive for its inclusion in internationally recognised databases (Scopus or Web of Science).
- Prepare research and development project proposals for suitable targeted funding calls in the Czech Republic (e.g., TAČR, Security Research, GAČR) and other relevant international calls (e.g., Visegrad Fund, Erasmus+, Horizon).
- Establish conditions for maintaining the HR Excellence in Research Award, ensuring compliance with the European Charter for Researchers and Code of Conduct for the Recruitment of Researchers.
- Conduct an evaluation of the Minimum Requirements in the Field of Science and Research for Implemented Study Programs for the period 2020–2024 as a basis for assessing academic staff in the research domain.

### **3. Engagement in International Cooperation in Science, Research, and Projects**

Activities for the period 2025–2030:

- Create conditions and establish teams for involvement in the preparation and subsequent submission of international projects (e.g., *Visegrad Fund, Erasmus+, Horizon*).
- Implement acquired projects or signed international research collaborations (*Visegrad Fund, Erasmus+, and other international initiatives*).

### **4. Increasing the Societal Relevance of Research, Supporting the Transfer of Results into Practice, and Strengthening Collaboration with Industry and Public Sector**

Activities for the period 2025–2030:

- Promote the category focused on the practical application of research results within the Competition for the Best Publication Achievement.

- Strengthen collaboration with industry and the public sector through jointly submitted or ongoing projects (e.g., TAČR, ministry programmes, EU funds), contract research, and other agreements.
- Enhance cooperation within the various Councils for Collaboration with Practice.

**Measures for 2025–2030 in the Development of Human Potential, Institutional Resilience, Open Science Implementation, and Compliance with Ethics, Scientific Integrity, and Good Practice, and Their Alignment with R&D&I Objectives:**

- Conduct regular employee satisfaction surveys, using the findings to shape the further development of social policies and employee benefits within the university.
- Expand additional forms of education and ensure the professional growth of staff while creating conditions that support a successful work-life balance.
- Support the career development of academic and research staff and foster the talent of young academics.
- Maintain the HR Excellence in Research Award (HRS4R).
- Monitor and implement both internal and national strategies in the areas of human resources, intellectual property protection, and the transfer of research results into practice.
- Track national strategy requirements and societal trends, integrating relevant aspects into research and R&D&I activities as appropriate.
- Improve the established system of R&D&I support tools to align with societal needs and the principles of a "learning organisation."
- Support academic staff through the Internal Grant Agency of AMBIS University (IGA), particularly in producing high-quality research (Jimp and Jsc articles).
- Encourage teams to submit research project proposals, with AMBIS acting as either the lead institution or a co-investigator.
- Promote interdisciplinary research teams while ensuring a balanced research output across all departments.
- Strengthen the connection between research and teaching by integrating research findings into the curriculum and increasing student involvement in research projects (e.g., through Specific University Research projects), as well as in contract and applied research.
- Enhance collaboration with industry and public institutions through the Council for Collaboration with Practice, contract research, and applied research projects.
- Support international mobility for both academic and non-academic staff.
- Increase the proportion of academic and non-academic staff who have completed studies abroad.
- Create conditions and provide support for academic staff to engage in international projects (e.g. Horizon Europe, Erasmus+).

**Key Indicators**

- Number of submitted project proposals
- Number of ongoing projects
- Number of submitted international project proposals
- Number of ongoing international projects
- Number of ongoing contract research projects
- Number of students involved in research, contract research, and applied research
- Number of RIV-listed outputs used in teaching
- Number of articles indexed in Web of Science and Scopus databases
- Number of research outputs recorded annually in the RIV database
- Retention of the HR Excellence in Research Award (HRS4R)
- Receipt of institutional support (DKRVO)

- Number of international mobility exchanges for academic and non-academic staff
- Number of academic and non-academic staff who have completed studies abroad
- Number of academic staff involved in international projects

### 5.3 Institutional tools and measures for the implementation of the research and development strategy

The HEI will describe its institutional and strategic tools (e.g., strategic management tools, tools created to support the implementation of research objectives, legal and organisational norms in relation to R&D&I support, etc.) that are designed to fulfil the research and development objectives for the next five-year period (Table 5.3.1), with an emphasis on:

- Supporting quality R&D&I.
- Excellent science.
- Innovative environment and increasing the international or disciplinary competitiveness of the HEI's research activities.
- Development of human potential.
- Institutional resilience.
- Adherence to ethical principles, scientific integrity and good practice in R&D&I.

*Maximum 2000 words.*

#### Self-assessment:

According to the “Strategic Intent of AMBIS University for the period 2021–2030”, the key objectives in research and development focus on establishing and maintaining support processes and mechanisms that enable stable and continuous growth in scientific and research activities. The strategy also aims to increase both the quality and quantity of publication outputs and to support participation in national and international projects.

AMBIS employs a range of institutional tools and measures to fulfil its research and development strategy. These include internal regulations and decisions by the Board of Directors that support high-quality publication activities, project activities, contract research, and the integration of science and research into teaching. These tools and measures are embedded in various internal regulations, such as those governing minimum requirements for science and research, planning and dissemination of research results, remuneration for academic publishing, internal grant agency funding, competitions for the best publication achievement and best final thesis, research ethics, and guidelines for contract research.

The Minimum Requirements in the Field of Science and Research for Implemented Study Programs regulation defines mandatory standards for academic staff and other professionals involved in teaching. It establishes a framework for monitoring and evaluating research performance over the last five years. New employees must meet the minimum requirements within two years of signing their contract. The specific requirements vary depending on the type of employment, the study program, and the individual’s role within the institution, with program guarantors facing higher expectations than lecturers. Evaluation criteria include the number of high-quality journal articles, the number of submitted and ongoing scientific projects, the number of contract research projects, and other research outputs. Industry professionals are exempt from these requirements.

The Planning, Implementation, Recording, Dissemination, and Popularization of Science and Research Results, Knowledge Management regulation standardizes the planning, monitoring, and

documentation of scientific, research, and publication activities. It defines the responsibilities of AMBIS employees in research, development, and publishing, ensuring compliance with legal and institutional policies.

The Remuneration for the Publishing Activities of Academic Staff regulation is designed to increase the number of high-quality research outputs and encourage academic staff to publish in indexed journals and submit their research results to the national RIV database. Financial rewards are based on the journal's quality ranking, with additional incentives for scholarly books and book chapters published by recognized international publishers. Publications in predatory journals or from predatory publishers are excluded from financial rewards.

The Internal Grant Agency of AMBIS University provides financial support for research and publication activities, particularly for publishing in Web of Science and Scopus-indexed journals. This initiative also funds individual research projects aimed at preparing larger project proposals and encourages researchers to engage in projects where AMBIS serves as the primary or co-investigating institution.

The Competition for the Best Publication Achievement supports and motivates academic staff to achieve outstanding publication results in high-impact journals and to conduct research with practical applications in teaching at AMBIS University.

The Preparation, Approval, Submission, Implementation, and Control of Science and Research Projects of AMBIS University regulation standardizes the entire research project lifecycle, including the approval, submission, execution, and monitoring of projects. It also defines the rights and obligations of all involved parties.

The Board of Directors Decision - November 29, 2023 – Rewards for Submitted and Won Projects aims to motivate academic staff to apply for and execute research projects. Financial rewards are granted for both submitting and securing research funding. AMBIS University prioritizes projects submitted to national funding agencies such as GA ČR and TA ČR, ministries focused on security research, and international programs like Horizon Europe, COST, and NATO.

The Principles of the Student Grant Competition within Specific University Research According to Act No. 130/2002 Coll., supports collaboration between students and academic staff in research, strengthening the link between research activities and university education.

The Contract Research and Cooperation with Practice regulation encourages contract research conducted by AMBIS employees, including student participation, and standardizes procedures for contract research agreements.

The Board of Directors Decision No. 2/2021 on Support in the Field of Contract Research provides incentives for AMBIS staff to secure and implement contract research projects, fostering stronger partnerships with external organizations.

The Competition for the Best Final Thesis motivates students in bachelor's and master's programs, along with their supervisors, to produce high-quality final theses and engage in scientific and research activities.

The Statutes and Procedural Rules of the Ethics Committee for Research establish the framework for the AMBIS University Ethics Committee, an independent multidisciplinary body ensuring adherence to ethical standards in research. The committee evaluates ethical aspects of research involving human subjects and animals.

To support high-quality research, AMBIS organizes scientific conferences and publishes two peer-reviewed academic journals: Socio-Economic and Humanities Studies, which is indexed in ERIH+, EBSCO, and ICI Journals Master List, and Law and Security. AMBIS seeks to improve the quality of these journals and achieve indexing in Scopus or Web of Science. Regular training sessions in

research and development are provided, and an interactive Science and Research guide is available for academic staff. This guide includes all internal policies, support documents, webinar recordings, research guidelines, and contact information for research-related inquiries.

The Science and Research Department, in collaboration with the AMBIS Library, manages access to electronic research databases, including JSTOR, Web of Science, Scopus, Beck Online, and ProQuest Central. Training materials and video recordings from workshops are available in the interactive Science and Research guide and in the library's online resources.

AMBIS aligns its strategies with national and institutional priorities in human resources, intellectual property protection, research knowledge transfer, data management, Open Science, and Open Access. It fosters the career growth of academic and research staff, providing opportunities for lecturers to advance to program guarantors if they meet the required research criteria, particularly publications in high-impact journals.

International mobility for academic and non-academic staff is actively promoted, particularly through the Erasmus+ program. AMBIS conducts regular employee satisfaction surveys to inform improvements in social policies and workplace benefits. AMBIS University supports professional development and work-life balance by offering part-time contracts and remote work options.

AMBIS has implemented a gender equality plan and adheres to the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers. AMBIS has also been awarded the HR Excellence in Research Award (HR AWARD), reflecting its commitment to fostering a high-quality research environment.

### 5.3.1 Institutional tools and measures for the implementation of the research and development strategy

Name of instrument/measure	Description of the tool/measure	Implementation status	Year
Central Internal Directive No. CVP-Pers-10 – Minimum Requirements in the Field of Science and Research for Implemented Study Programs	Establishes fundamental mandatory requirements for academic staff and other professionals involved in teaching.	Implemented	2024
Internal Directive No. VP-PR-02 – Planning, Implementation, Recording, Dissemination, and Popularization of Science and Research Results,	Standardizes the planning, monitoring, and recording of scientific research, publication, and other related creative activities of academic staff and students.	Implemented	2023

Knowledge Management			
Internal Directive No. CVP-Pers-11 – Remuneration for the Publishing Activities of Academic Staff	Aims to increase the number of high-quality research outputs (Jimp and Jsc) and motivate academic staff to publish and submit results to the RIV database on behalf of AMBIS.	Implemented	2024
Internal Directive No. VP-PR-03 – Internal Grant Agency of AMBIS University	Provides financial support for research projects and publications, particularly articles indexed in WoS (Jimp) or Scopus (Jsc).	Implemented	2024
Internal Directive No. VP-PR-05 – Competition for the Best Publication Achievement	Encourages academic staff to achieve outstanding results in publishing in journals indexed in WoS (Jimp) and Scopus (Jsc) and integrating research results into teaching at AMBIS.	Implemented	2021
Internal Directive No. CVP-P-08 – Preparation, Approval, Submission, Implementation, and Control of Science and Research Projects of AMBIS University	Standardizes the procedures for preparing, approving, submitting, implementing, and monitoring science and research projects at AMBIS.	Implemented	2024
Board of Directors Decision – November 29, 2023 – Rewards for Submitted and Won Projects	Motivates academic staff to submit and implement research projects on behalf of AMBIS.	Implemented	2023
Internal Directive No. VP-PR-09 –	Supports collaboration between students and academic staff in	Implemented	2024

Principles of the Student Grant Competition within Specific University Research According to Act No. 130/2002 Coll.	research, linking science and research with teaching.		
Internal Directive No. VP-PR-06 – Contract Research and Cooperation with Practice	Standardizes contract research procedures and cooperation with practice while encouraging academic staff to engage in contract research and collaborate with students.	Implemented	2022
Board of Directors Decision No. 2/2021 – Support in the Field of Contract Research	Motivates academic staff to acquire and implement contract research at AMBIS.	Implemented	2021
Internal Directive No. VP-PR-04 – Competition for the Best Final Thesis	Encourages students and their thesis supervisors to produce high-quality final theses, promoting student involvement in research.	Implemented	2023
Internal Directive No. VP-R-15 – Statutes and Procedural Rules of the Ethics Committee for Research	The Ethics Committee for Research ensures compliance with ethical standards in research and creative activities at AMBIS. It is an independent, multidisciplinary body integral to quality assurance.	Implemented	2021
Internal Directive No. VP-R-07 – Rector’s Directive No. 7/2022 "Erasmus"	Supports academic staff mobility under the Erasmus program.	Implemented	2022
Internal Directive No. CVP-Pers-13 – OTM-R Policy	Defines AMBIS's Open, Transparent, and Merit-Based Recruitment (OTM-R) policy for academic, scientific, and research positions, aligned with the European Charter for Researchers	Implemented	2024

AMBIS University	and the Code of Conduct for the Recruitment of Researchers.		
Evaluation of Action Plans	The Internal Evaluation Board regularly monitors the implementation of the Strategic Plan for 2021–2030 through annual action plan assessments.	Implemented partially	2020
HR Excellence in Research Award	In 2023, AMBIS received the prestigious "HR Excellence in Research Award," reinforcing its commitment to ethical principles and ensuring quality and transparent working conditions for researchers. The goal is to maintain this recognition.	Implemented partially	2023
Internal Directive No. VP-R-13 – Statute and Rules of Procedure of the Council for Collaboration with Internship AMBIS University	The Council for Collaboration with Internship aims to enhance the application of research results in practice.	Implemented	2019
Interactive Science and Research Syllabus	Provides academic staff with research-related information, enhances awareness, supports adaptation to scientific research activities, and facilitates navigation of internal processes.	Implemented	2021
Vice-Rectorate for Science and Research & Science and Research Department	The Vice-Rector for Science and Research, along with three research coordinators, provides support for academic staff in research, from project preparation to administration and financial reporting.	Implemented	2020
Regular Science and Research Training at AMBIS	The Science and Research Department organizes regular research training sessions at AMBIS, with recordings and presentations available in the Interactive Syllabus.	Implemented	2020
Monitoring of Research Calls	Keeps academic staff informed about upcoming project calls. Updates are sent via bulk emails through the information system as needed.	Implemented	2020

Electronic Resources	Academic staff have access to scientific databases, including Web of Science, Scopus, ProQuest Central, JSTOR, and Beck Online.	Implemented	2024
Library of AMBIS	The AMBIS library provides library and information services and offers "Consultation Tuesdays" focused on electronic resources, citation issues, catalog searches, and other topics as needed by academic staff.	Implemented	2024
Rector's Collegium	The Rector's Collegium is briefed on research and scientific activities at bi-weekly meetings.	Implemented	2020
Meetings of the Science and Research Department & Heads of Departments	Monthly meetings between the Science and Research Department, Department Heads, and the Vice-Rector for Strategy and Development focus on coordinating and optimizing scientific and research activities at AMBIS.	Implemented	2020

#### 5.4 Implementation of the recommendations in Module 5

The HEI will briefly describe how it has implemented the recommendations for Module 5 from the previous evaluation period, if applicable.

*Maximum 1000 words*

##### Self-assessment:

In 2020, Jan Amos Komenský University Prague (hereinafter referred to as UJAK) underwent an evaluation conducted by the International Evaluation Panel (IEP). UJAK adhered to all the recommendations arising from this assessment. Due to the university's inability to sufficiently address the identified weaknesses, it initiated preparations for a merger with AMBIS University, culminating in the formal merger in 2023. AMBIS familiarised itself with the conclusions of the 2020 IEP evaluation and duly acknowledged the recommendations made therein.

The mission and vision of the university are outlined in strategic documents, which are regularly updated in response to societal changes.

To enhance collaboration among research teams, AMBIS University developed the directive CVP-P-08 Preparation, Approval, Submission, Implementation, and Control of Science and Research Projects. The purpose of this directive is to standardise the procedures for preparing, approving, submitting, implementing, and monitoring science and research projects involving AMBIS staff. AMBIS is currently overseeing 14 external projects, with 33 applications for external funding submitted in 2024. The high volume of project submissions reflects the university success in establishing stable and effective research teams.

## A LIST OF SUPPORTING DOCUMENTS/LINKS FOR MODULE 5

Document name	No. criteria	Location (link in HTML)
Action plan HR Award	5.2	<a href="https://drive.google.com/file/d/1qipJtEnMXZA5CJzOZua0Jb8irGBZE6PR/view?usp=drive_link">https://drive.google.com/file/d/1qipJtEnMXZA5CJzOZua0Jb8irGBZE6PR/view?usp=drive_link</a>
AMBIS University Internationalization Strategy for the period 2021–2030	5.2	<a href="https://drive.google.com/file/d/1foQ-2vaVIm15uza3q0duiWcqng3rPRK/view?usp=drive_link">https://drive.google.com/file/d/1foQ-2vaVIm15uza3q0duiWcqng3rPRK/view?usp=drive_link</a>
Board of Directors Decision - November 29, 2023 - Rewards for submitted and won projects	5.3, 5.3.1	<a href="https://drive.google.com/file/d/1zkU_xfz7P2sTpZCtVqgrMtC757ivdK/view?usp=drive_link">https://drive.google.com/file/d/1zkU_xfz7P2sTpZCtVqgrMtC757ivdK/view?usp=drive_link</a>
Board of Directors Decision No. 2 /2021 on support in the field of contract research	5.3, 5.3.1	<a href="https://drive.google.com/file/d/16gMUKY_13DWNVAXFN66xMduAY7nq8Jr1/view?usp=drive_link">https://drive.google.com/file/d/16gMUKY_13DWNVAXFN66xMduAY7nq8Jr1/view?usp=drive_link</a>
CVP-P-08 Preparation, Approval, Submission, Implementation, and Control of Science and Research Projects of AMBIS University	5.3, 5.3.1	<a href="https://drive.google.com/file/d/1oR_ipHvH4Hn2e9ZW5UHZ4jRRI22Tyc8/view?usp=drive_link">https://drive.google.com/file/d/1oR_ipHvH4Hn2e9ZW5UHZ4jRRI22Tyc8/view?usp=drive_link</a>
CVP-Pers-10 Minimum Requirements in the Field of Science and Research for Implemented Study Programs	5.3, 5.3.1	<a href="https://drive.google.com/file/d/1grwK0qjG4-ne9Bg93woNjejpQtwu4o0M/view?usp=drive_link">https://drive.google.com/file/d/1grwK0qjG4-ne9Bg93woNjejpQtwu4o0M/view?usp=drive_link</a>
CVP-Pers-11 Remuneration for the Publishing Activities of Academic Staff	5.3, 5.3.1	<a href="https://drive.google.com/file/d/1eT54IaLxWrbYdk7gqY9P3ThnYnM32vK3/view?usp=drive_link">https://drive.google.com/file/d/1eT54IaLxWrbYdk7gqY9P3ThnYnM32vK3/view?usp=drive_link</a>
CVP-Pers-13 OTM-R policy AMBIS University	5.3.1	<a href="https://drive.google.com/file/d/1D-xwICAz5IVJt_9L6bZhcag_lJRZ-k/view?usp=drive_link">https://drive.google.com/file/d/1D-xwICAz5IVJt_9L6bZhcag_lJRZ-k/view?usp=drive_link</a>
European Charter for Researchers and Code of Conduct for the Recruitment of Researchers	5.2	<a href="https://drive.google.com/file/d/1zw2na_W_PaWGjunH-OGJOa3RpHI1CF3p/view?usp=drive_link">https://drive.google.com/file/d/1zw2na_W_PaWGjunH-OGJOa3RpHI1CF3p/view?usp=drive_link</a> and <a href="https://euraxess.ec.europa.eu/sites/default/files/brochures/am509774cee_en_e4.pdf">https://euraxess.ec.europa.eu/sites/default/files/brochures/am509774cee_en_e4.pdf</a>
Gender Equality Strategy for 2021 - 2030	5.1	<a href="https://vlada.gov.cz/assets/ppov/gcfge/Gender-Equality-Strategy-2021-2030.pdf">https://vlada.gov.cz/assets/ppov/gcfge/Gender-Equality-Strategy-2021-2030.pdf</a>
HR Excellence in Research Award	5.3.1	<a href="https://drive.google.com/file/d/1GwuclpVat5vYj01e2HxuEljQzaygjt9B/view?ts=680a36cb">https://drive.google.com/file/d/1GwuclpVat5vYj01e2HxuEljQzaygjt9B/view?ts=680a36cb</a> and website <a href="https://www.ambisuniversity.com/hr-award">https://www.ambisuniversity.com/hr-award</a>

Implementation plan of the Strategic Plan AMBIS University for the period 2021–2030 for the year 2025	5.2	<a href="https://drive.google.com/file/d/1SiguLooK-7QvMNwUbQdPCNkd2Ce0NCyv/view?usp=sharing">https://drive.google.com/file/d/1SiguLooK-7QvMNwUbQdPCNkd2Ce0NCyv/view?usp=sharing</a>
National Research, Development and Innovation Policy of the Czech Republic 2021+	5.1	<a href="https://drive.google.com/file/d/1jyQNkoOkXo52O5t8AzqREExQPI0I3RiY/view?usp=drive_link">https://drive.google.com/file/d/1jyQNkoOkXo52O5t8AzqREExQPI0I3RiY/view?usp=drive_link</a>
Strategic Intent of AMBIS University for the period 2021–2030	5.2	<a href="https://drive.google.com/file/d/1EmBuETWePikboY8EeeWdhN1wAW5zo1_3/view?usp=sharing">https://drive.google.com/file/d/1EmBuETWePikboY8EeeWdhN1wAW5zo1_3/view?usp=sharing</a>
Strategic Plan of the Ministry for Higher Education for the Period from 2021	5.1	<a href="https://drive.google.com/file/d/1F55Hv_A11IQioL072xds1C6y9f23Jl4s/view?usp=sharing">https://drive.google.com/file/d/1F55Hv_A11IQioL072xds1C6y9f23Jl4s/view?usp=sharing</a>
Strategy for the Internationalisation of Higher Education for the Period from 2021	5.1	<a href="https://drive.google.com/file/d/1IP4vtTzMIOHhJNWz7p2COxFZ5P84TEwo/view?usp=sharing">https://drive.google.com/file/d/1IP4vtTzMIOHhJNWz7p2COxFZ5P84TEwo/view?usp=sharing</a>
VP-PR-02 Planning, Implementation, Recording, Dissemination, and Popularization of Science and Research Results, Knowledge Management	5.3, 5.3.1	<a href="https://drive.google.com/file/d/1ITvzY9iAjMd_KjAM98bxzZCyYhEAfTFQ/view?usp=sharing">https://drive.google.com/file/d/1ITvzY9iAjMd_KjAM98bxzZCyYhEAfTFQ/view?usp=sharing</a>
VP-PR-03 Internal Grant Agency of AMBIS University	5.3, 5.3.1	<a href="https://drive.google.com/file/d/1n3YqyQhlpAuwu3t34MzZ5uzKwGwYQKg_/view?usp=sharing">https://drive.google.com/file/d/1n3YqyQhlpAuwu3t34MzZ5uzKwGwYQKg_/view?usp=sharing</a>
VP-PR-04 Competition for the Best Final Thesis	5.3, 5.3.1	<a href="https://drive.google.com/file/d/1_XXM11ppzYcB0r9-zEp-fYaK2tn6c8B-/view?usp=sharing">https://drive.google.com/file/d/1_XXM11ppzYcB0r9-zEp-fYaK2tn6c8B-/view?usp=sharing</a>
VP-PR-05 Competition for the Best Publication Achievement	5.3, 5.3.1	<a href="https://drive.google.com/file/d/1Wdb5AJR6V8oQMWjwDVVs6fWd4-lhmTIN/view">https://drive.google.com/file/d/1Wdb5AJR6V8oQMWjwDVVs6fWd4-lhmTIN/view</a>
VP-PR-06 Contract Research and Cooperation with Practice	5.3, 5.3.1	<a href="https://drive.google.com/file/d/1qNMfbhHWfS3zocKfIXTDKbzA-xkC4fr/view?usp=sharing">https://drive.google.com/file/d/1qNMfbhHWfS3zocKfIXTDKbzA-xkC4fr/view?usp=sharing</a>
VP-PR-09 Principles of the Student Grant Competition within Specific University Research According to Act No. 130/2002 Coll.	5.3, 5.3.1	<a href="https://drive.google.com/file/d/1hy8QbVLxcTCIRsALTvp0H5jNmZKUQVzh/view?usp=sharing">https://drive.google.com/file/d/1hy8QbVLxcTCIRsALTvp0H5jNmZKUQVzh/view?usp=sharing</a>
VP-R-07 Rector’s Directive No. 7/2022 Erasmus	5.3.1	<a href="https://drive.google.com/file/d/1C3MRcC_RGzQ0aaNt3JVnEkyn7zP9J8ak/view?usp=sharing">https://drive.google.com/file/d/1C3MRcC_RGzQ0aaNt3JVnEkyn7zP9J8ak/view?usp=sharing</a>
VP-R-13 Statute and Rules of Procedure of the Council for Collaboration with Internship AMBIS University	5.3.1	<a href="https://drive.google.com/file/d/1xF6wlhwZElqV1zc_sxp-KexRGiTRYPhx/view?usp=sharing">https://drive.google.com/file/d/1xF6wlhwZElqV1zc_sxp-KexRGiTRYPhx/view?usp=sharing</a>

VP-R-15 Statutes and Procedural Rules of the Ethics Committee for Research	5.3, 5.3.1	<a href="https://drive.google.com/file/d/1h6PAoghyAkII42sldfXmJUiltP9V1was/view?usp=sharing">https://drive.google.com/file/d/1h6PAoghyAkII42sldfXmJUiltP9V1was/view?usp=sharing</a>
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