

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

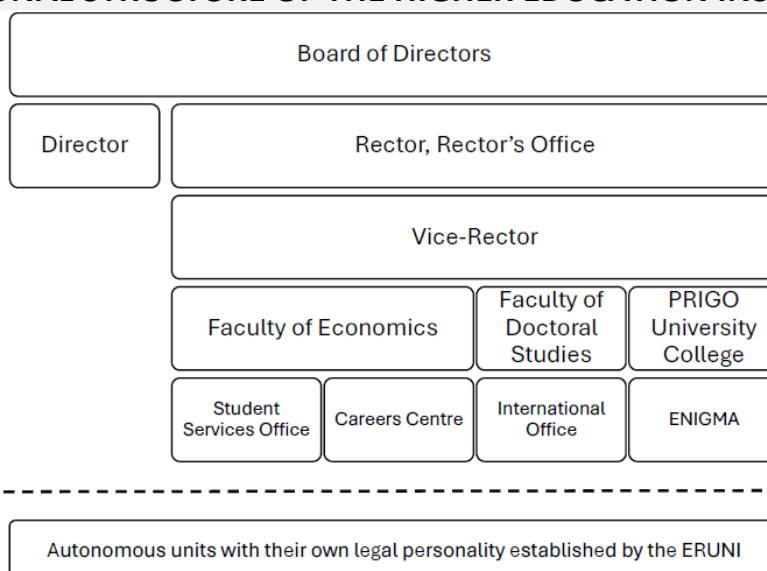
**HIGHER EDUCATION INSTITUTION NAME: European Research University**

**COMPANY REGISTRATION NUMBER (CRN): 25840886**

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

- PRIGO University College
- Faculty of Doctoral Studies
- Faculty of Economics

**ORGANIZATIONAL STRUCTURE OF THE HIGHER EDUCATION INSTITUTION**



**HIGHER EDUCATION INSTITUTION WEBSITE (HTML LINK): [www.eruni.org](http://www.eruni.org)**

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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:**

The European Research University (ERUNI) is a private higher education institution of the university type, officially granted this status in November 2023 following a comprehensive institutional review. With a clear mission to develop high-quality research and to support internationalisation and academic excellence, ERUNI represents one of the few Czech private universities committed to building strong research capacity alongside modern academic education.

The university originally operated under the name PRIGO University and was integrated into the broader PRIGO Group in 2017. At that time, it offered only two bachelor's degree programmes in Czech and had no research infrastructure in place. Since then, it has undergone significant transformation, systematically building its academic portfolio, research activities, international engagement, and internal structures in accordance with its strategic vision. This transformation culminated in the achievement of university status and the adoption of the name European Research University (ERUNI), chosen to reflect the institution's long-term ambition to play a more visible role in the national and international academic landscape.

The research development at ERUNI has been notably rapid. Since being registered as a research organisation in 2019, the university has created multiple research teams, developed international partnerships, and launched its first doctoral programme in Economic Policy and Public Administration in both Czech and English. The programme welcomed its first cohort of students in 2024/2025, with an equal number of domestic and international PhD candidates. This progress reflects ERUNI's determination to grow into its research mission and to position itself as a distinctive and forward-looking institution in Czech and European higher education.

Following its transition to a university, ERUNI introduced an internal faculty structure. It currently consists of three active units: the Faculty of Economics, the Faculty of Doctoral Studies, and PRIGO University College. In line with long-term strategic planning, two additional units – the Faculty of Advanced Studies and Research, and the Prague University College – have also been formally established and will commence operations in the 2025/2026 academic year. Although study programmes remain accredited to the university as a whole and staff are not contractually assigned to specific faculties, this internal reorganisation reflects the university's efforts to structure its academic and research activities for future growth.

At the direct request of the Ministry of Education, Youth and Sports (MŠMT), ERUNI submitted three separate M3 reports, one for each active unit. However, it must be noted that all R&D&I activities during the evaluated period (2019–2023) were carried out within the original structure of PRIGO University, which is now represented by PRIGO University College. The other two units – the Faculty of Economics and the Faculty of Doctoral Studies – either did not yet exist or were only formally established at the end of the evaluated period and therefore report no or minimal data.

## SWOT ANALYSIS

### Strengths

- Clearly defined mission and vision aligned with societal needs and international R&D&I priorities.
- Status of a higher education institution of the university type (since 2023) and recognition as a research organisation (since 2019).
- HR Excellence in Research Award and transparent HR policies.
- Strong internationalisation efforts, including a balanced international research team and doctoral programme in English.
- Low student-to-staff ratio enabling high-quality individualised research mentoring.
- Effective internal incentive schemes and strategic support for early-career researchers.
- Interdisciplinary research focus in economics, public policy, and social sciences.
- Active engagement in public communication of science and policy-relevant research.

### Weaknesses

- ERUNI is in the early stages of building a consistent research track record in prestigious international competitive grant schemes (e.g., Horizon Europe); applications have been submitted, but no funding awarded so far.
- Small size of the institution and limited financial resources compared to public universities.
- Underdeveloped infrastructure and limited in-house technical equipment.
- Emerging formalised systems for research data management, Open Science, and intellectual property transfer.
- Although women are well represented in the institutional leadership, their presence in senior research leadership roles remains limited and is an identified development priority.

### Opportunities

- Strategic development of international research partnerships and consortia.
- Availability of support schemes in the Czech Republic and EU for young and small research institutions.
- Expansion of applied research focused on regional development and public policy.
- Development of new interdisciplinary research topics (e.g., AI in social sciences, economic experiments).
- Strengthening of Open Science infrastructure and data management capacities.

### Threats

- Competitive disadvantage in funding opportunities due to private status and de minimis regime.
- Dependence on tuition-based income with limited public institutional support.
- Risk of talent outflow due to stronger offers from larger institutions.
- The ambitious name of the university may initially require additional communication efforts to demonstrate the alignment between its vision and its current developmental stage.
- Regulatory or legislative changes affecting private HEIs and research organisations.

## Conclusion of the SWOT Analysis

### **S–O Strategy: Building on Strengths to Seize Opportunities**

ERUNI will leverage its compact and flexible institutional structure, international research orientation, and strong internal support for academic staff to expand its research capacity and visibility. Priority will be given to the development of interdisciplinary research teams with high societal relevance and international collaboration potential. The institution will systematically support early-career researchers, including international postdocs, and develop mentoring structures to build sustainable human capital. Strategic focus will also be placed on increasing the representation of women in research leadership, expanding Open Science practices, and investing in systems that support participation in competitive research schemes. Through its strengths, ERUNI aims to maximise opportunities for long-term institutional development and strengthen its position within the Czech and European research ecosystem.

## SELF-EVALUATION REPORT FOR MODULE 3

**THE NAME OF THE UNIT BEING EVALUATED: PRIGO University College**

**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:

PRIGO University College (PUC) is one of the three assessed units of the European Research University (ERUNI, formerly PRIGO University), a private university-type higher education institution that obtained its university status in November 2023. Although these three units (including the Faculty of Doctoral Studies and the Faculty of Economics) were formally established at the end of the evaluated period or shortly thereafter, their inclusion in the evaluation follows a direct request from the Ministry of Education, Youth and Sports. This segmentation does not reflect functional autonomy or distinct research strategies, as ERUNI retains centralised governance, a single accreditation framework, and a unified employment structure. Accordingly, this part of the report presents all relevant data and self-assessment under PRIGO University College, which represents the institutional continuity with PRIGO University, the name under which ERUNI operated until its transition to university status.

Throughout the evaluated period (2019–2023), ERUNI (PRIGO University) developed a clear and consistent mission centred on high-quality academic education combined with research excellence, internationalisation, and personalised student support. These goals have been pursued systematically since 2017, when the institution—at that time offering only two bachelor's degree programmes and no research infrastructure—became part of the PRIGO Group. Since then, ERUNI (PRIGO University) has made rapid progress in building internal capacity, gaining official recognition as a research organisation in 2019, and establishing robust international and research-oriented structures.

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

Despite its small size, ERUNI (PRIGO University) was one of the very few private higher education institutions in the Czech Republic to obtain this status, demonstrating its strong commitment to research development. The institution has cultivated research capacity by integrating research activities into teaching, forming interdisciplinary research teams, and gradually hiring researchers with international backgrounds and publication potential. In the evaluated period, a stable core of academic and research staff was maintained, with gradual strengthening of the research component. During 2023, an internal review of research teams was carried out. In 2024, preparatory steps were taken for the recruitment of a new international research team led by a senior US-based professor, with all members expected to work full-time and exclusively at ERUNI (PRIGO University). This initiative formally began implementation in 2024. These developments are further detailed in the sections pertaining to Modules 4 and 5 and are also reflected in the staffing overview in Tables 3.1.1–3.1.3. When interpreting these tables, it is very important to note that some research staff are included within the broader academic categories (e.g., assistant professor, associate professor, or professor), as their primary focus was research rather than teaching.

As a small research university, ERUNI (PRIGO University) currently concentrates primarily on basic and applied research, with contract research having been more prevalent in the institution's earlier history. The core focus of its research activities lies in economic disciplines, particularly economic policy. Its societal contribution is realised mainly through policy recommendations and expert analyses for economic policymakers and public authorities, focusing on issues of broad social relevance.

The PUC does not have any further internal sub-units and is headed by a dean. It also plays an active role in supporting the university's central student services, most notably through its involvement in the ENIGMA centre, a dedicated support centre for students with special educational needs. This reflects the broader commitment of ERUNI (PRIGO University) to inclusivity and personalised learning.

Although ERUNI (PRIGO University) now comprises multiple faculties and colleges, PRIGO University College remains an essential pillar of its structure. In line with the institution's long-term strategic orientation, the PUC focuses on professionally oriented and lifelong learning programmes. It also collaborates closely with other educational institutions within the PRIGO Group, particularly the colleges (higher professional schools), which are legally autonomous entities established under the Czech Education Act. These institutions do not engage in research activities, nor are they subject to evaluation in this report. However, ERUNI (PRIGO University) is their formal founder and thus plays a coordinating role across this integrated educational ecosystem.

The number of students remained relatively stable over the evaluated period, with an intentional reduction in combined forms of study (see Tables 3.1.4 and 3.1.5), reflecting ERUNI's (PRIGO University) shift towards more intensive academic formats. The number of academic staff did not fluctuate significantly, which resulted in an improved student–teacher ratio and better integration of students into academic life. Lifelong learning programmes were typically delivered by external lecturers and are not included in the staff data presented in this report.

For the sake of simplicity, the institution is hereinafter referred to as PUC (i.e. PRIGO University College, PRIGO University, or ERUNI, depending on the context).

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

Academic/ Professional position	Total / Of which women					
	2019	2020	2021	2022	2023	Total
Professor	3.20/1.00	3.20/1.00	4.52/1.05	5.00/3.00	4.90/2.70	4.16/1.75
Associate Professor	3.05/3.00	3.05/3.00	4.04/3.03	5.00/4.00	4.20/3.20	3.87/3.25
Assistant Professor	6.50/4.00	10.63/5.10	11.64/4.55	12.05/4.45	16.70/4.20	11.50/4.46
Assistant	0	0	0	0	0	0
R&D Personnel <sup>3</sup>	0	0	0	0	0	0
Researchers in other categories <sup>4</sup>	0.50/0.00	0.50/0.25	3.48/1.70	3.85/0.55	1.90/0.00	2.05/0.50
Technical and economic staff <sup>5</sup>	0.75/0.13	1.75/0.75	1.88/1.34	2.00/2.00	2.00/2.00	1.68/1.24
Scientific, research and development staff involved in teaching activities	0	0	0	0	0	0
Early career researchers <sup>6</sup>	0	0	0	0	0	0
Total <sup>7</sup>	14.00/8.13	19.13/10.10	25.56/11.67	27.90/14.00	29.70/12.10	23.26/11.20

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.

<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.

<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.

### 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	2	0	0	0	2	0	1	1
Associate Professor	0	0	2	2	1	0	0	0	1	1	0	0
Assistant Professor	0	0	5	3	4	2	4	2	0	0	0	0
Assistant	0	0	0	0	0	0	0	0	0	0	0	0
R&D Personnel <sup>9</sup>	0	0	0	0	0	0	0	0	0	0	0	0
Researchers in other categories <sup>10</sup>	0	0	1	0	0	0	0	0	0	0	0	0
Technical and economic staff <sup>11</sup>	1	0	1	0	1	1	0	0	0	0	0	0
Scientific, research and development staff involved in teaching activities	0	0	0	0	0	0	0	0	0	0	0	0
Early career researcher <sup>12</sup>	0	0	0	0	0	0	0	0	0	0	0	0
Total <sup>13</sup>	1	0	9	5	8	3	4	2	3	1	1	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.

<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).

<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.

### 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	1	0	0	0	2	1	2	1
Associate Professor	0	0	1	1	0	0	1	0	2	2	0	0
Assistant Professor	0	0	8	3	7	0	3	2	2	0	0	0
Assistant	0	0	0	0	0	0	0	0	0	0	0	0
R&D Personnel <sup>15</sup>	0	0	0	0	0	0	0	0	0	0	0	0
Researchers in other categories <sup>16</sup>	0	0	3	0	0	0	1	0	0	0	0	0
Technical and economic staff <sup>17</sup>	0	0	0	0	2	2	0	0	0	0	0	0
Scientific, research and development staff involved in teaching activities	0	0	0	0	0	0	0	0	0	0	0	0
Early career researcher <sup>18</sup>	0	0	0	0	0	0	0	0	0	0	0	0
Total <sup>19</sup>	0	0	12	4	10	2	5	2	6	3	2	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 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.

<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.

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	246	192	182	132	122	90	66	45	40	29	656	488
Master's <sup>20</sup>	0	0	20	12	18	13	13	9	22	17	73	51
Doctoral	0	0	0	0	0	0	0	0	0	0	0	0
Lifelong Learning Courses	96	76	68	54	84	67	122	101	155	136	525	434
Total	342	268	270	198	224	170	201	155	217	182	1254	973

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	2/0	1/0	2/2	1/1	3/3	2/2	4/4	2/2	4/4	2/2	6/4	3/2
Master's	0/0	0/0	2/1	0/0	2/1	0/0	4/2	0/0	4/2	0/0	4/2	0/0
Doctoral	0/0	0/0	0/0	0/0	0/0	0/0	0/0	0/0	1/1	0/0	1/1	0/0
Lifelong Learning courses	3/0	3/0	10/0	9/0	6/0	5/0	10/0	9/0	10/0	9/0	13/0	12/0
Total	5/0	4/0	14/3	10/1	11/4	7/2	18/6	11/2	19/7	11/2	24/7	15/2

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		Zvolte položku.	2
	1.2 Computer and information sciences	2	Balanced basic and applied research	
	1.3 Physical sciences		Zvolte položku.	
	1.4 Chemical sciences		Zvolte položku.	
	1.5 Earth and related environmental sciences		Zvolte položku.	
	1.6 Biological sciences		Zvolte položku.	
	1.7 Other natural sciences		Zvolte položku.	

<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.

2. Engineering and Technology	2.1 Civil engineering		Zvolte položku.	
	2.2 Electrical engineering, Electronic engineering, Information engineering		Zvolte položku.	
	2.3 Mechanical engineering		Zvolte položku.	
	2.4 Chemical engineering		Zvolte položku.	
	2.5 Materials engineering		Zvolte položku.	
	2.6 Medical engineering		Zvolte položku.	
	2.7 Environmental engineering		Zvolte položku.	
	2.8 Environmental biotechnology		Zvolte položku.	
	2.9 Industrial biotechnology		Zvolte položku.	
	2.10 Nanotechnology		Zvolte položku.	
	2.11 Other engineering and technologies		Zvolte položku.	
3. Medical and Health Sciences	3.1 Basic medicine		Zvolte položku.	
	3.2 Clinical medicine		Zvolte položku.	
	3.3 Health sciences		Zvolte položku.	
4. Agricultural and veterinary sciences	4.1 Agriculture, Forestry, and Fisheries		Zvolte položku.	
	4.2 Animal and Dairy science		Zvolte položku.	
	4.3 Veterinary science		Zvolte položku.	
	4.4 Other agricultural sciences		Zvolte položku.	
5. Social Sciences	5.1 Psychology and cognitive sciences	2	Basic Research	96
		88	Balanced basic and applied research	
	5.2 Economics and Business		Zvolte položku.	
	5.3 Education		Zvolte položku.	
	5.4 Sociology	2	Basic Research	
	5.5 Law	4	Balanced basic and applied research	
	5.6 Political science		Zvolte položku.	
	5.7 Social and economic geography		Zvolte položku.	
	5.8 Media and communications		Zvolte položku.	
5.9 Other social sciences		Zvolte položku.		
6. Humanities and the Arts	6.1 History and Archaeology		Zvolte položku.	2
	6.2 Languages and Literature		Zvolte položku.	
	6.3 Philosophy, Ethics and Religion	2	Basic Research	
	6.4 Arts (arts, history of arts, performing arts, music)		Zvolte položku.	
	6.5 Other Humanities and the Arts		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 previous five-year period 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:**

PUC is a relatively young institution, having actively engaged in research activities over the past six years. During this period, our research staff has begun to gain recognition within the research community. One of our researchers, Dr Chvaja, received an award supporting the emerging recognition of our research potential. Additionally, in table 3.2.1, we have listed other awards received by our staff before joining PUC; these prior accolades significantly influenced our decision to recruit these researchers into post-doctoral positions. These previously awarded individuals are highlighted *in italics* within the table.

PUC places considerable emphasis on the active participation of its academic staff in editorial roles for international scientific journals published within the Czech Republic, regionally, as well as globally recognised outlets (see tab. 3.2.2). Given its relatively small size, a substantial proportion—14% of our academic staff—is involved in editorial board activities, underscoring the strength and expertise of our academic community.

Furthermore, PUC established the "ERUNI Research Talks" platform (former "PRIGO Bar"), designed to facilitate discussion on current research topics among both internal researchers and invited external guests. These monthly sessions have been continuously conducted throughout the past five years, effectively promoting scholarly exchange and dialogue. Our researchers regularly present their findings at these meetings, and notable guest speakers from academia and the professional world are consistently invited to participate. In 2024, already over 80% of speakers at ERUNI Research Talks were international, reflecting the PUC's growing international engagement and its commitment to internationalisation, in full alignment with its mission and vision. This level of international interaction is especially notable given the PUC's compact size and highlights a strategic effort to embed international perspectives across the institution.

PUC also organises an annual international scientific conference on "Economic Policy", featuring eminent speakers and experts in economic disciplines. Beyond prominent academics and researchers from abroad, our conference has historically attracted key figures from Czech economic policy. Distinguished guests have included past and present governors of the Czech National Bank (ČNB) alongside renowned economists - Jiří Rusnok, Aleš Michl or Jan Frait, among others. This notable participation attests to PUC's strong links and relevance to both academic and practical economic policy discourses as the Czech economic policy issues still form the core of our study programmes.

Our academic and research staff are regularly invited to deliver lectures abroad, reflecting the international interest in their research expertise (see tab. 3.2.3).

A significant portion of our academic and research staff (12%) are listed as official evaluators by the National Accreditation Bureau for Higher Education, and the Research, Development and Innovation Council of the Czech Government. In these roles, our staff critically assess the quality of research and academic activities at other universities, participating actively in accreditation and research institution evaluation processes.

Additionally, PUC staff members regularly evaluate research projects, particularly those funded by the Technology Agency of the Czech Republic (see tab. 3.2.5). Notably, Dr Nálepová and Dr Černek are frequently involved in these evaluations, bringing substantial expertise from their past successful leadership of similar research projects.

Finally, PUC contributes to the international research community through its own scientific publication, the international journal "DANUBE," which is indexed in the Scopus citation database. This journal significantly enhances its international visibility and academic reputation.

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
Radim Chvaja, Ph.D.	Vice-Rector's Award for Excellent PhD Students	Masaryk University, 2023
<i>Ketevani Kapandze, MA</i>	<i>Young Economist of the Year (1st place)</i>	<i>Czech Economic Society, 2021</i>
<i>Jaromír Tonner, Ph.D.</i>	<i>Award for the working paper The g3+ Model: An Upgrade of the Czech National Bank's Core Forecasting Framework (CNB WP 7/2020)</i>	<i>Czech National Bank, 2020</i>
<i>Clemente Torremocha, MA</i>	<i>Master's Degree Extraordinary Prize</i>	<i>University of Alicante, 2020</i>

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. Jan Fidrmuc, Ph.D.	Economic Systems, Online ISSN: 1878-5433, Print ISSN: 0939-3625
Prof. Jana Geršlová	Review of Economic Perspectives, eISSN: 1804-1663, ISSN: 1213-2446
Prof. Max Gillman, Ph.D.	Economic Modelling, Print ISSN: 0264-9993, Online ISSN: 1873-6122
Prof. Max Gillman, Ph.D.	Central European Business Review, Online ISSN: 1805-4862
Prof. Max Gillman, Ph.D.	Czech Journal of Economics and Finance, Print ISSN: 0015-1920, Online ISSN: 2464-7683
Prof. Roman Horváth, Ph.D.	Journal of Financial Stability, Print ISSN: 1572-3089, Online ISSN: 1878-0962
Prof. Roman Horváth, Ph.D.	Open Economies Review, Electronic ISSN: 1573-708X, Print ISSN: 0923-7992
Prof. Roman Horváth, Ph.D.	Panoeconomicus, Print ISSN: 1452-595X, Online ISSN: 2217-2386
Prof. Roman Horváth, Ph.D.	Modern Finance, Online ISSN: 2956-7742
Boris Navrátil	Review of Economic Perspectives, eISSN: 1804-1663, ISSN: 1213-2446

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
Martin Černek, Ph.D.	Business Policy and Corporate Social Responsibility in the EU	University of Nantong, China	2019
Assoc. Prof. Tomasz Czaprán, Ph.D.	How to Manage Economic Risk in International Business	The Institute for Cyber Policy Studies, „Coronavirus and the Cyberspace: a Year of Changes and Challenges” Conference, Tel Aviv, Israel	2021
Prof. Jan Fidrmuc, Ph.D.	Structural changes caused by the Covid pandemic in Central Europe	The 3rd NBP-MNB Conference “Structural Changes in Central European Economies During and After the Covid Pandemic”, Narodowy Bank Polski, Warsaw, Poland	2021
Prof. Jan Fidrmuc, Ph.D.	What Has the EU Ever Done for Us? Regional Aid	Hungarian Regional Science Association 18th Annual Meeting, Hungary	2020
Radim Chvaja, Ph.D.	The Effects of Religiosity on Fertility	Lecture series of the Centre for Applied Cross-cultural Research, Victoria University of Wellington, New Zealand	2023
Radim Chvaja, Ph.D.	Costly Signaling Theory of Pilgrimage: The case study of pilgrimage to Santiago de Compostela	Seminar series of Society & Cognition Unit at University of Białystok, Poland	2023
Assoc. Prof. Zuzana Machová, Ph.D.	Economic and Social Policy in the EU	University of Nantong, China	2019

Assoc. Prof. Tomáš Sochor	Security in IT communication	University of Dubrovnik, Croatia	2023
Dmitriy Vorobyev, Ph.D.	Research Seminar	University of Copenhagen, Denmark	2023
Dmitriy Vorobyev, Ph.D.	Research Seminar	ESPOL, Lille Catholic University, France	2022

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
Aleš Michl, Ph.D.	Czech National Bank (then member of the Bank Board, contemporary Governor)	Lessons from the Crisis for the Czech Economy	2019
Pavčina Žáková, Ph.D.	European Commission	The European Recovery Plan – A Revolution in the EU Budget	2020
Jakub Seidler, Ph.D.	Czech Bank Association, Ministry of Finance of the Czech Republic (contemporary member of the Bank Board, Czech National Bank)	The Development of the Czech Economy During the Pandemic	2021
Sławomir Śliwa, Ph.D.	The Academy of Applied Science – Academy of Management and Administration in Opole, Poland	Critical Competencies of Primary School Teachers and Principals: A Cross-Country Analysis of Poland and the Czech Republic	2022
Assoc. Prof. Michal Kejak, Ph.D.	CERGE-EI, Czech Republic (former Director)	Inflation Rate Targeting or Price Level Targeting?	2022
Prof. Tobias Goessling	KEDGE Business School in Marseille, France	Ethics, Capitalism, and Sustainability: How Can a National Economy Thrive in the 21st Century?	2023
Andrea Sáenz de Viteri, Ph.D.	Prague University of Economics and Business, Czech Republic	Populism and Constitutional Reform. Evidence from Latin America and the Caribbean	2023
Jacek Mosakowski, Ph.D.	Wyższa Szkoła Ekonomii i Informatyki w Krakowie, Poland, University of Cambridge PhD Graduate, UK	Doctoral Studies and Research at the University of Cambridge	2023
Prof. Jan Frait, Ph.D.	Czech National Bank, Deputy Governor	Am I a Dove or a Hawk?	2023
Jiří Rusnok	Allianz, Czech Republic (former Governor of the Czech National Bank)	Some Challenges for Economic Policy of the Czech Republic in the Context of Current Global Development	2023

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
Veronika Nálepová, Ph.D.	Empirical evaluation of the effects of legislative changes in the field of employment of persons with disabilities	Technology Agency of the Czech Republic/SIGMA	2023
Veronika Nálepová, Ph.D.	A Tool for Regular Monitoring of Economic Uncertainty in the Czech Republic	Technology Agency of the Czech Republic/SIGMA	2023
Veronika Nálepová, Ph.D.	Determinants of High School Students' Financial Literacy Education in the Hradec Kralove Region	Technology Agency of the Czech Republic/SIGMA	2023
Martin Černek, Ph.D.	Civic and professional ethical tools for actors in the climate transition - promoting a responsible democratic society	Technology Agency of the Czech Republic/SIGMA	2023
Martin Černek, Ph.D.	Mapping the competences of sustainable development managers	Technology Agency of the Czech Republic/SIGMA	2023
Martin Černek, Ph.D.	Indirect Support of Research and Development in Businesses	Technology Agency of the Czech Republic/SIGMA	2023
Martin Černek, Ph.D.	Identification of the level and creation of tax literacy methodology for secondary schools	Technology Agency of the Czech Republic/SIGMA	2023
Martin Černek, Ph.D.	Child-friendly regions - SDGs from a youth perspective	Technology Agency of the Czech Republic/SIGMA	2023
Martin Černek, Ph.D.	National concept of ID documents protection - production technology of innovative optical security features for protection of polycarbonate identification cards (ID cards, passports, driving licenses)	Technology Agency of the Czech Republic/OPSEC	2022
Martin Černek, Ph.D.	Specifics of protection of schools and educational institutions as a soft target	Technology Agency of the Czech Republic/OPSEC	2022

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 evaluation period<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.*

#### Self-assessment:

#### **The Development of Specialised Software for the Tax Burden Measurement and its Application in Business**

This project focused on developing a comprehensive data and information infrastructure to measure and compare tax burdens across OECD countries using a novel multi-criteria index called the World Tax Index (WTI). Its main objective was to create and implement methodologies for evaluating the influence of tax policy on overall economic and social development.

The project's core output was a specialised software tool designed to help users access accurate and comparative tax burden data. This tool allows users to explore complex tax environments through a user-friendly interface, making it a valuable resource for tax advisory firms and small and medium-sized enterprises (SMEs) that lack internal capacity to conduct detailed international tax research. A technical map of tax burdens across OECD countries over time was also developed, enhancing transparency and comparability.

The relevance of this project lies in its practical application potential. It addresses a major gap in the availability of reliable, detailed data on effective tax burdens in advanced economies. By delivering an accessible tool tailored especially to Czech SMEs considering international expansion, the project directly contributes to ERUNI's mission of advancing research with strong societal impact and supporting business competitiveness.

Although the project did not involve collaboration with other units of the higher education institution, it was implemented in cooperation with an application guarantor—Computer & Printing Solutions, an IT company that provided technological and development support. The project demonstrated interdisciplinary qualities by combining economic theory, tax policy analysis, data science, and software development. It embodies the applied nature of ERUNI's research focus, aiming to provide real-world solutions based on robust academic foundations.

#### **Adapt!!! Call for the Service Sector in the Moravian-Silesian Region**

This project addressed the impact of the Covid-19 pandemic on the service sector in the Moravian-Silesian Region, a structurally affected area in the Czech Republic. The aim was to analyse how

<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.

service-sector businesses adapted to the crisis, with a particular focus on the adoption of flexible working methods. The research identified successful adaptive practices and formulated targeted recommendations to strengthen resilience in the event of future crises.

The project's results offer a comprehensive assessment of the service sector's vulnerabilities and capabilities, providing valuable insights for local development, economic competitiveness, and crisis preparedness. Its findings have already informed local stakeholders through the publication of a comprehensive research report, a collection of good practice examples, and a dedicated workshop held in cooperation with the Moravian-Silesian Employment Pact, which also served as the application guarantor.

The project contributed to strengthening the resilience of the regional economy and supporting local entrepreneurs in managing crisis situations, thus fulfilling ERUNI's mission to link research and real-world economic needs.

### **Creating a Model for Evaluating the Impact of Changes in the Tax-Benefit System on Families with Children**

In cooperation with the VSB – Technical University of Ostrava, this project developed a model and software for the Ministry of Labour and Social Affairs to simulate impacts of tax-benefit policy changes on Czech households. The model is based on a detailed analysis of household income, composition, and number of dependent children and allows for the monitoring of legislative shifts in tax and family policy.

The software tool enables empirical modelling and evidence-based policy-making, helping public authorities assess the impact of changes and supporting a more effective allocation of state support. The project's outputs serve as a valuable foundation for future reforms in social and family policy and promote social inclusion and fairness in public decision-making.

### **Lifestyle and Quality of Life in the Czech-Polish Border Region after EU Accession**

This cross-border research initiative explored how life plans, identity, and quality of life have evolved among residents in selected municipalities of the Czech-Polish border area since both countries joined the European Union. The project addressed specific social issues related to living standards, regional disparities, and cross-cultural perceptions in the Euroregion.

Conducted in collaboration with ANS-WSZiA in Opole, the project included joint workshops and community consultations and provided insight into long-term social transformations affecting everyday life in border regions. The results are of direct use for regional policymakers and public institutions and help improve the effectiveness of development strategies tailored to cross-border cooperation.

### **International Analysis of Corporate Social Responsibility (CSR) in the Moravian-Silesian and Opole Regions**

This project analysed how CSR principles are applied by companies in the Moravian-Silesian Region and the Opole Voivodeship. Through empirical research and interviews, it assessed the degree of strategic integration of CSR in selected organisations and explored their understanding and implementation of responsible practices.

Implemented in collaboration with ANS-WSZiA in Opole, the project contributed to the dissemination of ethical business practices and the promotion of sustainable development in the Euroregion. Several public seminars and roundtables were held with company representatives, local authorities, and civil society organisations. The project fostered mutual learning and exchange across the border and enhanced awareness of social responsibility as a business strategy.

### **Key Competences in Education: Critical Thinking in the Czech and Polish School Systems**

This project focused on fostering critical thinking in education systems across the Czech Republic and Poland. It examined how this key competence is promoted at different levels of the school system and to what extent teachers are prepared to incorporate critical thinking into everyday instruction.

In cooperation with ANS-WSZiA in Opole, ERUNI organised several bilateral conferences and teacher workshops aimed at sharing innovative methods, best practices, and curriculum design strategies. The project encouraged cooperation among educators and supported pedagogical reform, while contributing to a stronger, more democratic and reflective educational environment in both countries. The project also reinforced community building in the Czech-Polish border region by linking educational goals to regional development.

### **Impact of the COVID-19 Pandemic on Cultural Institutions and Socio-Cultural Organisations in the Czech-Polish Border Area**

This study investigated the challenges faced by non-profit and cultural institutions during the pandemic, with a focus on adaptation to restrictions, the use of digital tools, and the long-term resilience of the sector. The project gathered data on institutional strategies, innovation in digital communication, and organisational needs in times of crisis.

Conducted in partnership with ANS-WSZiA in Opole, the project facilitated cross-border networking of cultural actors and encouraged the development of hybrid and resilient cultural programming. The project provided specific recommendations to local authorities and helped improve preparedness for future disruptions, making a valuable contribution to cultural policy and regional cohesion.

### **Corporate Social Behaviour and Responses to CSR Policies, Institutions, and Economic Distress**

As a co-research partner alongside Mendel University, ERUNI is participating in this ongoing project which investigates the role of democratic institutions, social trust, and CSR declarations in shaping corporate behaviour, especially during economic crises. It critically examines inconsistencies between declared values and actual practices, with a focus on employment policies and brand activism.

The project helps identify conditions under which CSR is meaningful and credible and provides recommendations to both policymakers and businesses on how to avoid superficial CSR engagement. The results contribute to the debate on ethical governance and the social responsibility of companies in uncertain times.

### **Pilot Setting and Verification of Social Work Models – Ministry of Labour and Social Affairs**

Commissioned as contract research, this project focused on developing and verifying specialised models of social work, both client- and non-client-oriented. It involved the creation of a pilot database of certified social workers, enabling verification of professional qualifications and improving public access to services.

The project's interdisciplinary nature, combining social policy, ICT, and law, supports the strategic development of the social work profession in the Czech Republic. Its outputs help enhance transparency, accessibility, and quality in social services, aligning with ERUNI's broader mission to generate research with high societal impact.

**Analysis of the Current State of Wastewater Treatment Plants, Waste and Secondary Raw Material Management, and Related Infrastructure in the Czech Republic and the EU**

The project is a collaborative research initiative between HEDVIGA GROUP, a.s. and PUC. The cooperation centres on comprehensive economic, legislative, and infrastructural analyses related to wastewater treatment and waste management in the Czech Republic and the EU. It includes mapping key facilities, assessing operational efficiency and costs, and evaluating the socio-economic impact of waste and energy policies. The project also supports student involvement through internships and applied research activities, fostering practical insights into the economic dimensions of environmental and energy management.

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
Technology Agency of the Czech Republic	The Development of Specialized Software for the Tax Burden Measurement and its Application in Business	641/25,286	886/34,951	0	0	0
Technology Agency of the Czech Republic	Adapt!!! Call for the service sector in the Moravian-Silesian Region	0	0	677/26,706	900/35,503	78/3,077
Technology Agency of the Czech Republic	Creating a model for evaluating the impact of changes in the parameters of the tax-benefit system on the socio-economic situation of families with children in the Czech Republic	0	0	1,149/45,325	2,103/82,959	1,929/76,095
Ministry of Regional Development	Lifestyle and Quality of Life in the Context of Life Plans and	0	0	147/5,797	0	0

<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.

	Identity of Residents of the Czech-Polish Borderland After Joining the EU					
Ministry of Regional Development	International Analysis of Corporate Social Responsibility in Selected Districts of the Moravian-Silesian Region and the Opole Voivodeship	0	0	609/24,014	0	0
Ministry of Regional Development	Key competences in education and teaching	0	0	0	149/5,877	0
<b>Total</b>		<b>641/25,286</b>	<b>886/34,951</b>	<b>2,582/101,842</b>	<b>3,152/124,339</b>	<b>2,007/79,172</b>
In the role of another participant						
Provider <sup>27</sup>	Project name	Support (in thousands CZK/EUR)				
		2019	2020	2021	2022	2023
Czech Science Foundation	Corporate social behavior and responses to CSR policies, institutions, and economic distress	0	0	0	0	429/16,923
Ministry of Regional Development	Consequences of the COVID-19 Coronavirus Pandemic for the Functioning of Cultural Institutions and Socio-cultural Organizations in the Czech-Polish Border Area	112,706/4,446	0	0		0
<b>Total</b>		<b>112,706/4,446</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>429/16,923</b>

<sup>27</sup> Ibid.

Table 3.3.2 - Contract research activities

Client <sup>28</sup>	Activity name	Revenue (in thousands CZK/EUR)				
		2019	2020	2021	2022	2023
Ministry of Labor and Social Affairs	Pilot setting and verification of social work models of the project Systemic Support of Professional Performance of Social Work II	0	1,300/51,282	0	0	0
HEDVIGA GROUP, a.s.	Analysis of the Current State of Wastewater Treatment Plants, Waste and Secondary Raw Material Management, and Related Infrastructure in the Czech Republic and the EU	50/1,972	0	0	0	0
Total		50/1,972	1,300/51,282	0	0	0

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 evaluated period, 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:

##### WTI Consulting Software (WTICS)

*Linked project: The Development of Specialised Software for the Tax Burden Measurement and its Application...*

WTICS is an advanced analytical tool visualising tax burdens across OECD countries using the proprietary World Tax Index (WTI). Unlike conventional approaches, the WTI is a multi-layered index that reflects not only tax rates but also administrative complexity, incentives, and effective burden. This tool is currently used by Czech SMEs, consultancy agencies, and business associations to inform strategic investment decisions abroad. Its user-friendly design enhances accessibility for businesses lacking in-house analytical teams. The software's impact includes supporting fair competition, reducing information asymmetries, and increasing international transparency. Although not gender-specific, it contributes to inclusive economic opportunities. Sustainability is addressed through long-term applicability and responsiveness to changing tax policies.

##### Model RP CR Software

*Linked project: Creating a Model for Evaluating the Impact of Changes in the Tax-Benefit System...*

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

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

Developed for the Ministry of Labour and Social Affairs, this tool enables policy simulations to assess the effects of legislative changes on diverse family types. It is used directly by ministerial analysts and policy units to inform reforms aimed at increasing social equity and targeting vulnerable households. The software incorporates gender-sensitive variables by enabling analysis of single-parent households and different household compositions. This allows for better understanding of differential policy impacts on women and men. The tool is designed for long-term institutional use and allows continuous updates using EU-SILC datasets.

### **Summary Research Report**

*Linked project: Adapt!!! Call for the Service Sector in the Moravian-Silesian Region*

This document has been distributed to regional government bodies, chambers of commerce, and sectoral unions. It offers evidence-based recommendations to strengthen crisis resilience and adaptability in service enterprises. The report includes analysis disaggregated by enterprise size and gender composition of staff, which proved crucial in understanding differentiated adaptation strategies. It is already being used as a reference for policy planning at the regional level.

### **Examples of Good Practice**

*Linked project: Adapt!!! Call for the Service Sector in the Moravian-Silesian Region*

These examples are widely used by local business support organisations, educational institutions, and regional advisory services. They provide concrete, scalable solutions particularly useful to micro-enterprises and women-led businesses. The practices highlight successful models of remote work, digital transformation, and workforce flexibility. Gender aspects are reflected in the identification of inclusive workplace strategies.

### **Dissemination Workshop**

*Linked project: Adapt!!! Call for the Service Sector in the Moravian-Silesian Region*

This event enabled knowledge transfer from academia to practice. Attended by representatives of SMEs, municipal authorities, and social partners, it facilitated dialogue on implementing crisis management strategies. Feedback collected at the workshop is now being incorporated into regional development initiatives. Gender balance was ensured among speakers and participants to reflect diverse perspectives.

### **Summary Research Report**

*Linked project: Creating a Model for Evaluating...*

This report supports strategic planning in family policy and is being used by the Ministry of Labour and Social Affairs and selected NGOs advocating for family welfare. The comparative section provides a cross-national lens, while the analytical part ensures evidence-informed policy development. Special attention is paid to lone-parent households and the differential impacts of policy measures on men and women, ensuring a meaningful integration of gender analysis.

### **International Scientific Conference: Economic Policy**

This flagship annual event brings together economists, legal scholars, and policy professionals. It plays a crucial role in translating research into policy-relevant outputs. Participants include governmental experts, NGOs, and researchers from across Europe. Gender balance is a key organising principle, both in speaker selection and thematic sessions, and sustainability issues such as green taxation and inclusive growth are prominently featured.

**Conference: Lifestyle and Quality of Life in the Czech–Polish Border Region**

*Linked project: Lifestyle and Quality of Life...*

Targeting local government officials, educators, and NGO representatives, this conference strengthened the role of empirical research in improving quality of life. It served as a platform for discussing gender roles in regional development and identity formation and supported inclusive planning in underdeveloped border areas. The event generated follow-up collaborations with municipalities and community organisations.

**Conference: Key Competencies in Education and Teaching**

*Linked project: Key Competencies in Education...*

This event was a catalyst for educational innovation in Czech and Polish schools. It directly involved teachers, school administrators, and policymakers. Sessions included best practices for engaging both girls and boys in critical thinking activities and reducing learning disparities. The conference helped lay the groundwork for a binational educational initiative aimed at enhancing equity in classroom learning.

**Conference: Impacts of the COVID-19 Pandemic on Cultural Institutions**

*Linked project: Impacts of the COVID-19 Pandemic...*

This cross-border event supported the cultural sector's recovery by identifying effective adaptation measures. It included stakeholders from cultural organisations, local authorities, and community leaders. Special emphasis was placed on gender equity in cultural employment and the role of women in non-profit leadership. The event contributed to strengthening institutional resilience and promoting sustainability in cultural services.

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

Type of result <sup>30</sup>	Year of application	Name
M - Arranging (organizing) a conference	2019-2023	International scientific conference Economic Policy
R - Software	2023	Model RP CR, project Creating a model for evaluating the impact of changes in the parameters of the tax-benefit system on the socio-economic situation of families with children in the Czech Republic
V - Summary research report	2023	Summary research report, project Adapt!!! Call for the service sector in the Moravian-Silesian Region
V - Summary research report	2023	Summary research report, project Creating a model for evaluating the impact of changes in the parameters of the tax-benefit system on the socio-economic situation of families with children in the Czech Republic
O – Other results	2023	Examples of good practice, project Adapt!!! Call for the service sector in the Moravian-Silesian Region
W - Workshop	2023	Workshop, project Adapt!!! Call for the service sector in the Moravian-Silesian Region
M - Arranging (organizing) a conference	2021	International Scientific Conference, project Key Competencies in Education and Teaching

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

N - Methodics	2020	WTI Consulting Software, project The Development of Specialized Software for the Tax Burden Measurement and its Application in Business
M - Arranging (organizing) a conference	2020	International scientific conference, project Lifestyle and Quality of Life in the Context of Life Plans and Identity of Inhabitants in the Czech–Polish Border Region after EU Accession
M - Arranging (organizing) a conference	2019	International Scientific Conference, project Impacts of the COVID-19 Pandemic on the Functioning of Cultural and Socio-Cultural Institutions in the Czech–Polish Border Region

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 evaluation period 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:

As a young and dynamically developing private university with a compact research profile, ERUNI focuses predominantly on the field of social sciences, where the commercialisation of applied research results is typically less prevalent than in the technical or natural sciences. Accordingly, we place strong emphasis on the societal relevance and direct applicability of our research outputs, particularly in areas such as public policy, education, regional development and socio-economic resilience.

Our approach to transferring R&D&I results into practice is centred around early engagement with end users, close collaboration with application guarantors, and emphasis on accessibility and usability of outputs. Deliverables such as decision-support tools, comparative studies, and good practice guidelines are designed for immediate application by institutions, businesses, and

<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.

community stakeholders. Dissemination takes place through conferences, workshops, stakeholder consultations, and publicly accessible platforms.

We collaborate with a wide range of users, including ministries, regional authorities, non-profit organisations, educational institutions, and SMEs. Notable partners include the Ministry of Labour and Social Affairs, the Moravian-Silesian Employment Pact, and the Regional Chamber of Commerce, which has supported several outreach and knowledge-transfer activities in the field of education and labour market development. These long-term relationships illustrate our commitment to practical impact and relevance.

Although ERUNI does not currently commercialise research results through licensing, spin-offs, or start-ups, we follow a mission-oriented model focused on non-commercial application and public value. Results are offered as open-access tools and resources wherever possible.

During the evaluation period, ERUNI did not receive any financial income that would qualify as non-public, non-grant-based revenue to be reported in Table 3.5.1. This is consistent with our current profile as a socially oriented institution working primarily in the field of social sciences, where transfer of results is typically realised through policy engagement, knowledge sharing and capacity building, rather than through monetised outputs.

**Example 1: WTICS – Tax Software for SMEs and Business Associations**

The World Tax Index Consulting Software (WTICS) is a multi-layered analytical tool for assessing effective tax burdens in OECD countries. After its development, ERUNI promoted the tool to new users in the business community—particularly SMEs, business consultants, and export-oriented firms.

Thanks to its intuitive design and comprehensive methodology, WTICS has become a resource used among businesses lacking internal analytic capacity. It supports informed international planning and contributes to a more level playing field in the global tax environment. Although it is not commercialised, the software represents a successful case of non-market knowledge transfer with tangible impact.

**Example 2: Ministry of Labour and Social Affairs – Socio-Economic Modelling Tool (Model RP CR)**

Developed for and in cooperation with the Ministry of Labour and Social Affairs, this modelling tool allows simulations of household-specific impacts of planned policy changes in the tax-benefit system. The tool is actively used within the Ministry’s analytical units and contributes to data-driven policymaking, especially in the area of family and social policy.

This collaboration illustrates the successful integration of academic research into public administration processes and demonstrates how ERUNI’s applied research contributes to national-level decision-making.

**Example 3: Business Support Organisations – Use of Adapt!!! Good Practice Examples**

After the completion of the Adapt!!! project, ERUNI produced a series of good practice examples in business crisis adaptation. These were shared with SME support centres, chambers of commerce, and business incubators.

Many micro- and small enterprises, including women-led firms, adopted these practices in their operations, especially in areas such as remote working, flexible staffing, and digital adaptation. This

case shows how ERUNI identifies new users and delivers research-based solutions to underserved business communities.

**Example 4: Cross-border Educational Institutions – Critical Thinking in Schools**

Through a Czech–Polish educational project, ERUNI developed teaching methods and practical recommendations to support critical thinking in schools. These were shared during an international conference and implemented in schools previously unconnected to ERUNI, particularly through collaboration with education authorities.

The outputs have since informed teaching practice and teacher training, showing the successful transfer of research into the formal education system with clear, long-term value.

**Example 5: Cultural Sector Organisations – COVID-19 Response Strategies**

Based on research with cultural and non-profit organisations in the Czech–Polish border region, ERUNI produced recommendations to strengthen institutional resilience. These were presented at a cross-border conference and further discussed in follow-up consultations.

As a result, a number of organisations adopted new practices in programming, staffing, and digital outreach. The project helped them sustain cultural services during a critical period and reinforced ERUNI’s role as a provider of socially relevant knowledge.

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 evaluated period and provide up to 10 examples that it considers the most significant.

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

**Self-assessment:**

Despite its relatively small size and young institutional history, ERUNI actively contributes to the popularisation of research, development, and innovation (R&D&I) and to public dialogue on important societal topics. These efforts are fully aligned with the University’s mission to produce socially relevant knowledge, foster public understanding of science, and increase the accessibility of academic discourse across diverse audiences.

Our strategy combines traditional academic dissemination with innovative and accessible forms of public engagement. Activities are carried out in both Czech and English and often include cross-sectoral and international elements. Special emphasis is placed on ensuring that communication is not limited to academic circles, but reaches also professionals, students, practitioners, and the general public.

Key forms of engagement include:

- Hosting public lectures and discussions with leading experts from academia, policy, and business.
- Publishing a scientific journal accessible to both researchers and informed lay audiences.
- Communicating research outputs regularly via social media platforms.
- Creating spaces for interdisciplinary dialogue through regular research talks and international conferences.
- Offering lifelong learning programmes, including courses for active seniors and professional development for teachers, integrating research-based content into practical learning.
- Participating in public cultural events and festivals, presenting academic findings in an engaging and accessible format.
- Engaging with secondary school students to build early awareness of research approaches and evidence-based thinking.
- Involving students in research dissemination, encouraging communication skills and public relevance.
- Contributing to public media, supporting informed public debate through expert commentary.

These activities contribute to ERUNI's visibility in the public space, encourage citizen awareness of economic and social issues, and support evidence-based debate beyond academic boundaries. Below are selected examples of the most significant popularisation and public engagement initiatives realised during the evaluation period.

### **1. Annual International Scientific Conference "Economic Policy"**

ERUNI organises the international scientific conference Economic Policy, a flagship event aimed at both academic and broader professional audiences. The conference includes high-profile speakers such as former governors of the Czech National Bank, national economic policymakers, representatives of international institutions, industrial leaders, and prominent academics. The conference sessions, open to students, media, and the professional public, are regularly covered by national economic platforms. The event plays a major role in translating cutting-edge academic research into a form relevant for policy and practice. Its open-access format and hybrid delivery model help make expert knowledge widely accessible and widely shared.

### **2. Peer-Reviewed Journal "DANUBE"**

ERUNI is the publisher of DANUBE: Law and Economics Review, a peer-reviewed international journal indexed in the Scopus database. The journal is published in English and covers interdisciplinary themes at the intersection of economics, law, and public policy. Although academically rigorous, the journal promotes contributions with practical relevance and societal impact. Several articles are written in a format accessible to a non-specialist audience, and

selected issues are featured on ERUNI's public communication channels to reach readers outside traditional academia.

### **3. ERUNI Research Talks**

Since 2019, ERUNI has hosted a monthly research discussion series titled ERUNI Research Talks. These informal yet academically rich events provide a platform for internal and external researchers to present current findings and explore their societal relevance and pedagogical implications. Talks are open to students and the public, held in English, and feature guests from Czech and international academic institutions, as well as public and private sectors. The format encourages interactive discussion, critical thinking, and the translation of research into real-world questions.

### **4. Membership in the Czech Economic Society (CES)**

As a recognised regional branch of the Czech Economic Society, ERUNI regularly hosts public lectures under the CES umbrella, contributing to public economic literacy and encouraging evidence-based policy discussion. Events are targeted at both experts and the general public and frequently cover pressing national and global topics in macroeconomics, fiscal policy, and economic governance. This affiliation strengthens ERUNI's position in the national research communication ecosystem and ensures broad dissemination of economic knowledge. As part of the activities of our regional branch of the Czech Economic Society, ERUNI also participates in the national project Experts to Schools, through which professional economists deliver lectures on current economic topics to secondary school students, helping to raise awareness of and interest in the field of economics.

### **5. Public Engagement via Social Media**

ERUNI systematically communicates its R&D&I outputs via social media platforms including X (formerly Twitter), Instagram, and Facebook. These platforms are used not only for event promotion but also for sharing research results, short explainer videos, behind-the-scenes content, and media appearances of our researchers.

Social media has proven to be an effective tool for engaging students, young professionals, and international audiences. It also increases accessibility to content published in English and helps maintain active dialogue with the public.

### **6. Professional Lifelong Learning for Educators**

One of the core channels through which ERUNI promotes the practical dissemination of R&D&I outcomes is its portfolio of accredited lifelong learning programmes for teachers. These courses not only support formal qualification upgrades, but also serve as an avenue for transferring current academic knowledge—particularly from social sciences and pedagogy—into school environments. Several of the programmes are directly informed by ERUNI's own pedagogical research, helping participating educators integrate research-based practices into their teaching. This approach strengthens the research–practice link and multiplies the societal impact of ERUNI's scholarly activities. The courses also include workshops and seminars on topics such as inclusive education, digital tools in the classroom, and critical thinking development, all of which are grounded in recent empirical findings and aim to build long-term capacity in the education sector.

### **7. University of the Third Age (U3V)**

The University of the Third Age at ERUNI serves as a valuable platform for bringing academic knowledge and research findings to senior learners in an accessible and socially engaging manner. The programme offers structured courses and thematic lectures in areas such as economics, public

policy, health, and civic engagement. These sessions are often informed by ERUNI’s own applied research and allow participants to engage with complex societal topics in a dialogue-driven format. U3V not only promotes scientific literacy and lifelong intellectual growth among older adults, but also helps reduce social isolation and support intergenerational understanding. As such, it represents a meaningful form of science communication and public engagement, fully aligned with the university’s broader R&D&I mission.

### **8. Educational Outreach to Secondary Schools**

As part of its public engagement strategy, ERUNI academic staff regularly visit secondary schools to meet students and introduce them to the fundamentals of economic research. Although these visits also serve as part of student recruitment efforts, they include elements of research-based outreach, especially through the use of simple behavioural and economic experiments.

These demonstrations offer students a first-hand experience of how economic theories are tested in practice. They help demystify the idea of research and make abstract concepts more tangible and relevant. In this way, ERUNI contributes to early science communication and promotes interest in economic thinking among the next generation of learners.

### **9. Media Engagement and Expert Commentary**

ERUNI researchers regularly contribute to public media as commentators on economic, social, and educational issues. Staff members are invited to provide expert opinions in national and regional newspapers, radio and television broadcasts, podcasts, and online platforms.

Topics reflect ERUNI’s research focus—such as tax reform, social policy, labour markets, and education systems. These media engagements help bridge the gap between academic research and public discourse and support the development of an informed and engaged society.

### **10. Student Involvement in Research Communication**

ERUNI actively involves its students in research-related communication. Undergraduate and master’s students regularly participate in the organisation of public academic events, help prepare supporting materials for conferences, and are encouraged to summarise their research work for wider audiences.

In selected cases, students have also presented their research in public sessions or contributed to blog posts and internal newsletters. This involvement promotes the development of communication and critical thinking skills and fosters a deeper understanding of the social relevance of research.

## **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:**

NOT APPLICABLE

Unit not yet evaluated - new research organisation.

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

Document name	No. criteria	Location (link in HTML)
ERUNI's Research Projects	3.3, 3.4	<a href="https://eruni.org/research/our-projects">https://eruni.org/research/our-projects</a>
ERUNI's Publications	3.3, 3.4	<a href="https://eruni.org/research/our-publications">https://eruni.org/research/our-publications</a>
ERUNI Research Talks, HR Award, research activities in general	3.2, 3.4	<a href="https://eruni.org/research">https://eruni.org/research</a>
DANUBE Journal – Indexing and Editorial Details	3.2, 3.4, 3.6	<a href="https://sciendo.com/journal/DANB">https://sciendo.com/journal/DANB</a>
ERUNI International Scientific Conference on Economic Policy	3.2, 3.4, 3.6	<a href="https://sciendo.com/book/9788367405737">https://sciendo.com/book/9788367405737</a> <a href="https://www.narodacek.cz/en/">https://www.narodacek.cz/en/</a>
Czech Economic Society – ERUNI Regional Branch	3.2, 3.4, 3.6	<a href="https://www.cse.cz/en/page/regional-branches">https://www.cse.cz/en/page/regional-branches</a>

## SELF-EVALUATION REPORT FOR MODULE 3

**THE NAME OF THE UNIT BEING EVALUATED: Faculty of Doctoral Studies**

**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 Faculty of Doctoral Studies (FDS) was formally established in November 2023 as part of the university's structural development following its transition to a university-type higher education institution. Its primary purpose is to support the growth of doctoral education and to develop advanced research capacity in key areas such as economic policy, public administration, and interdisciplinary socio-economic topics.

As the faculty was created at the very end of the evaluated period (2019–2023), it did not formally engage in any R&D&I activities within this timeframe. No staff members or study programmes were assigned to the faculty during the evaluated period, and for this reason, all indicators in following tables are shown as zero. Although the Dean was appointed in late 2023, their employment remains under the central structure of the university rather than at the faculty level. Due to the university's centralised staffing model, it was not possible to determine a specific FTE related to the faculty during this period.

It is also important to note that, in accordance with Czech higher education legislation, the accreditation of all study programmes, including doctoral programmes, is held by the university itself. As such, the newly accredited doctoral programme in Economic Policy and Public Administration is formally registered under the university, and for the purposes of the data in this report, remains associated with PRIGO University College.

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

Despite the absence of measurable activity during the evaluation period, the establishment of FDS represents a strategic milestone in the long-term development of the university's research and doctoral education infrastructure.

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

Academic/ Professional position	Total / Of which women					
	2019	2020	2021	2022	2023	Total
Professor	0	0	0	0	0	0
Associate Professor	0	0	0	0	0	0
Assistant Professor	0	0	0	0	0	0
Assistant	0	0	0	0	0	0
R&D Personnel <sup>3</sup>	0	0	0	0	0	0
Researchers in other categories <sup>4</sup>	0	0	0	0	0	0
Technical and economic staff <sup>5</sup>	0	0	0	0	0	0
Scientific, research and development staff involved in teaching activities	0	0	0	0	0	0
Early career researchers <sup>6</sup>	0	0	0	0	0	0
Total <sup>7</sup>	0	0	0	0	0	0

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.

<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.

<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.

### 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	0	0	0	0	0	0	0	0
Associate Professor	0	0	0	0	0	0	0	0	0	0	0	0
Assistant Professor	0	0	0	0	0	0	0	0	0	0	0	0
Assistant	0	0	0	0	0	0	0	0	0	0	0	0
R&D Personnel <sup>9</sup>	0	0	0	0	0	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
Technical and economic staff <sup>11</sup>	0	0	0	0	0	0	0	0	0	0	0	0
Scientific, research and development staff involved in teaching activities	0	0	0	0	0	0	0	0	0	0	0	0
Early career researcher <sup>12</sup>	0	0	0	0	0	0	0	0	0	0	0	0
Total <sup>13</sup>	0	0	0	0	0	0	0	0	0	0	0	0

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.

<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).

<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.

### 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	0	0	0	0	0	0	0	0
Associate Professor	0	0	0	0	0	0	0	0	0	0	0	0
Assistant Professor	0	0	0	0	0	0	0	0	0	0	0	0
Assistant	0	0	0	0	0	0	0	0	0	0	0	0
R&D Personnel <sup>15</sup>	0	0	0	0	0	0	0	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>	0	0	0	0	0	0	0	0	0	0	0	0
Scientific, research and development staff involved in teaching activities	0	0	0	0	0	0	0	0	0	0	0	0
Early career researcher <sup>18</sup>	0	0	0	0	0	0	0	0	0	0	0	0
Total <sup>19</sup>	0	0	0	0	0	0	0	0	0	0	0	0

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.

<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.

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	0	0	0	0	0	0	0	0	0	0	0	0
Master's <sup>20</sup>	0	0	0	0	0	0	0	0	0	0	0	0
Doctoral	0	0	0	0	0	0	0	0	0	0	0	0
Lifelong Learning Courses	0	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0	0

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	0	0	0	0	0	0	0	0	0	0	0	0
Master's	0	0	0	0	0	0	0	0	0	0	0	0
Doctoral	0	0	0	0	0	0	0	0	0	0	0	0
Lifelong Learning courses	0	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0	0

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		Zvolte položku.	
	1.2 Computer and information sciences		Zvolte položku.	
	1.3 Physical sciences		Zvolte položku.	
	1.4 Chemical sciences		Zvolte položku.	
	1.5 Earth and related environmental sciences		Zvolte položku.	
	1.6 Biological sciences		Zvolte položku.	
	1.7 Other natural sciences		Zvolte položku.	
2. Engineering and	2.1 Civil engineering		Zvolte položku.	

<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.

Technology	2.2 Electrical engineering, Electronic engineering, Information engineering		Zvolte položku.	
	2.3 Mechanical engineering		Zvolte položku.	
	2.4 Chemical engineering		Zvolte položku.	
	2.5 Materials engineering		Zvolte položku.	
	2.6 Medical engineering		Zvolte položku.	
	2.7 Environmental engineering		Zvolte položku.	
	2.8 Environmental biotechnology		Zvolte položku.	
		2.9 Industrial biotechnology		
2.10 Nanotechnology			Zvolte položku.	
2.11 Other engineering and technologies			Zvolte položku.	
3. Medical and Health Sciences	3.1 Basic medicine		Zvolte položku.	
	3.2 Clinical medicine		Zvolte položku.	
	3.3 Health sciences		Zvolte položku.	
4. Agricultural and veterinary sciences	4.1 Agriculture, Forestry, and Fisheries		Zvolte položku.	
	4.2 Animal and Dairy science		Zvolte položku.	
	4.3 Veterinary science		Zvolte položku.	
	4.4 Other agricultural sciences		Zvolte položku.	
5. Social Sciences	5.1 Psychology and cognitive sciences		Zvolte položku.	
	5.2 Economics and Business		Zvolte položku.	
	5.3 Education		Zvolte položku.	
	5.4 Sociology		Zvolte položku.	
	5.5 Law		Zvolte položku.	
	5.6 Political science		Zvolte položku.	
	5.7 Social and economic geography		Zvolte položku.	
	5.8 Media and communications		Zvolte položku.	
	5.9 Other social sciences		Zvolte položku.	
6. Humanities and the Arts	6.1 History and Archaeology		Zvolte položku.	
	6.2 Languages and Literature		Zvolte položku.	
	6.3 Philosophy, Ethics and Religion		Zvolte položku.	
	6.4 Arts (arts, history of arts, performing arts, music)		Zvolte položku.	
	6.5 Other Humanities and the Arts		Zvolte položku.	
Total		100 %	-	100 %

## 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:

NOT APPLICABLE

The evaluated unit was established after the evaluation period and did not carry out any independent activities during the years under review.

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
-		

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
-	

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
-			

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
-			

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
-			

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.*

#### Self-assessment:

NOT APPLICABLE

The evaluated unit was established after the evaluation period and did not carry out any independent activities during the years under review.

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
-						
Total						
In the role of another participant						

<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.

<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.

Provider <sup>27</sup>	Project name	Support (in thousands CZK/EUR)				
		2019	2020	2021	2022	2023
-						
Total						

Table 3.3.2 - Contract research activities

Client <sup>28</sup>	Activity name	Revenue (in thousands CZK/EUR)				
		2019	2020	2021	2022	2023
-						
Total						

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:

NOT APPLICABLE

The evaluated unit was established after the evaluation period and did not carry out any independent activities during the years under review.

<sup>27</sup> Ibid.

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

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

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

Type of result <sup>30</sup>	Year of application	Name
-		

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:

NOT APPLICABLE

The evaluated unit was established after the evaluation period and did not carry out any independent activities during the years under review.

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.

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

<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.

## 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:

NOT APPLICABLE

The evaluated unit was established after the evaluation period and did not carry out any independent activities during the years under review.

## 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:

NOT APPLICABLE

The evaluated unit was established after the evaluation period and did not carry out any independent activities during the years under review.

Not evaluated yet; new research organisation.

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

Document name	No. criteria	Location (link in HTML)
-		

## SELF-EVALUATION REPORT FOR MODULE 3

**THE NAME OF THE UNIT BEING EVALUATED: Faculty of Economics**

**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 Faculty of Economics (FE) was formally established with effect from 1 January 2025 and thus did not exist during the evaluated period (2019–2023). Consequently, it did not contribute any activities to the indicators covered in Module 3, and all data in following tables remain empty or zero.

The faculty was created to support the strategic development of research and teaching in economic disciplines at the university, reflecting its growing research ambitions and increasing specialisation. The faculty's vision centres on the integration of high-level academic education with internationally visible research, particularly in the areas of economic theory, economic policy, and applied economics. While the faculty had no assigned staff, students, or study programmes during the evaluated period, it is expected to play a key role in shaping the university's research profile moving forward.

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

Academic/ Professional position	Total / Of which women					
	2019	2020	2021	2022	2023	Total
Professor	0	0	0	0	0	0

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

<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.

Associate Professor	0	0	0	0	0	0
Assistant Professor	0	0	0	0	0	0
Assistant	0	0	0	0	0	0
R&D Personnel <sup>3</sup>	0	0	0	0	0	0
Researchers in other categories <sup>4</sup>	0	0	0	0	0	0
Technical and economic staff <sup>5</sup>	0	0	0	0	0	0
Scientific, research and development staff involved in teaching activities	0	0	0	0	0	0
Early career researchers <sup>6</sup>	0	0	0	0	0	0
Total <sup>7</sup>	0	0	0	0	0	0

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	0	0	0	0	0	0	0	0
Associate Professor	0	0	0	0	0	0	0	0	0	0	0	0
Assistant Professor	0	0	0	0	0	0	0	0	0	0	0	0
Assistant	0	0	0	0	0	0	0	0	0	0	0	0
R&D Personnel <sup>9</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).

Researchers in other categories <sup>10</sup>	0	0	0	0	0	0	0	0	0	0	0	0	0
Technical and economic staff <sup>11</sup>	0	0	0	0	0	0	0	0	0	0	0	0	0
Scientific, research and development staff involved in teaching activities	0	0	0	0	0	0	0	0	0	0	0	0	0
Early career researcher <sup>12</sup>	0	0	0	0	0	0	0	0	0	0	0	0	0
Total <sup>13</sup>	0	0	0	0	0	0	0	0	0	0	0	0	0

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	0	0	0	0	0	0	0	0
Associate Professor	0	0	0	0	0	0	0	0	0	0	0	0
Assistant Professor	0	0	0	0	0	0	0	0	0	0	0	0
Assistant	0	0	0	0	0	0	0	0	0	0	0	0
R&D Personnel <sup>15</sup>	0	0	0	0	0	0	0	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>	0	0	0	0	0	0	0	0	0	0	0	0
Scientific, research and development staff involved in teaching activities	0	0	0	0	0	0	0	0	0	0	0	0

<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).

<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.

Early career researcher <sup>18</sup>	0	0	0	0	0	0	0	0	0	0	0	0
Total <sup>19</sup>	0	0	0	0	0	0	0	0	0	0	0	0

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	0	0	0	0	0	0	0	0	0	0	0	0
Master's <sup>20</sup>	0	0	0	0	0	0	0	0	0	0	0	0
Doctoral	0	0	0	0	0	0	0	0	0	0	0	0
Lifelong Learning Courses	0	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0	0

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	0	0	0	0	0	0	0	0	0	0	0	0
Master's	0	0	0	0	0	0	0	0	0	0	0	0
Doctoral	0	0	0	0	0	0	0	0	0	0	0	0
Lifelong Learning courses	0	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0	0

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).

<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.

<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.

### 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		Zvolte položku.	
	1.2 Computer and information sciences		Zvolte položku.	
	1.3 Physical sciences		Zvolte položku.	
	1.4 Chemical sciences		Zvolte položku.	
	1.5 Earth and related environmental sciences		Zvolte položku.	
	1.6 Biological sciences		Zvolte položku.	
	1.7 Other natural sciences		Zvolte položku.	
2. Engineering and Technology	2.1 Civil engineering		Zvolte položku.	
	2.2 Electrical engineering, Electronic engineering, Information engineering		Zvolte položku.	
	2.3 Mechanical engineering		Zvolte položku.	
	2.4 Chemical engineering		Zvolte položku.	
	2.5 Materials engineering		Zvolte položku.	
	2.6 Medical engineering		Zvolte položku.	
	2.7 Environmental engineering		Zvolte položku.	
	2.8 Environmental biotechnology		Zvolte položku.	
	2.9 Industrial biotechnology		Zvolte položku.	
	2.10 Nanotechnology		Zvolte položku.	
	2.11 Other engineering and technologies		Zvolte položku.	
3. Medical and Health Sciences	3.1 Basic medicine		Zvolte položku.	
	3.2 Clinical medicine		Zvolte položku.	
	3.3 Health sciences		Zvolte položku.	
4. Agricultural and veterinary sciences	4.1 Agriculture, Forestry, and Fisheries		Zvolte položku.	
	4.2 Animal and Dairy science		Zvolte položku.	
	4.3 Veterinary science		Zvolte položku.	
	4.4 Other agricultural sciences		Zvolte položku.	
5. Social Sciences	5.1 Psychology and cognitive sciences		Zvolte položku.	
	5.2 Economics and Business		Zvolte položku.	
	5.3 Education		Zvolte položku.	
	5.4 Sociology		Zvolte položku.	
	5.5 Law		Zvolte položku.	
	5.6 Political science		Zvolte položku.	
	5.7 Social and economic geography		Zvolte položku.	
	5.8 Media and communications		Zvolte položku.	
	5.9 Other social sciences		Zvolte položku.	
6. Humanities and the Arts	6.1 History and Archaeology		Zvolte položku.	
	6.2 Languages and Literature		Zvolte položku.	
	6.3 Philosophy, Ethics and Religion		Zvolte položku.	

	6.4 Arts (arts, history of arts, performing arts, music)		Zvolte položku.	
	6.5 Other Humanities and the Arts		Zvolte položku.	
	Total	100 %	-	100 %

## 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:

NOT APPLICABLE

The evaluated unit was established after the evaluation period and did not carry out any independent activities during the years under review.

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
-		

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
-	

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
-			

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
-			

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
-			

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.*

#### Self-assessment:

NOT APPLICABLE

The evaluated unit was established after the evaluation period and did not carry out any independent activities during the years under review.

<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.

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
-						
Total						
In the role of another participant						
Provider <sup>27</sup>	Project name	Support (in thousands CZK/EUR)				
		2019	2020	2021	2022	2023
-						
Total						

Table 3.3.2 - Contract research activities

Client <sup>28</sup>	Activity name	Revenue (in thousands CZK/EUR)				
		2019	2020	2021	2022	2023
-						
Total						

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.*

<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.

<sup>27</sup> Ibid.

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

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

**Self-assessment:**

NOT APPLICABLE

The evaluated unit was established after the evaluation period and did not carry out any independent activities during the years under review.

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

Type of result <sup>30</sup>	Year of application	Name
-		

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:**

NOT APPLICABLE

The evaluated unit was established after the evaluation period and did not carry out any independent activities during the years under review.

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

<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.

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:

NOT APPLICABLE

The evaluated unit was established after the evaluation period and did not carry out any independent activities during the years under review.

## 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:

NOT APPLICABLE

The evaluated unit was established after the evaluation period and did not carry out any independent activities during the years under review.

Not yet evaluated; new research organisation.

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

Document name	No. criteria	Location (link in HTML)
-		

## SELF-EVALUATION REPORT FOR MODULES 4 AND 5

**HIGHER EDUCATION INSTITUTION NAME: European Research University**

**COMPANY REGISTRATION NUMBER (CRN): 25840886**

### 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:

##### Organisational Structure and R&D&I Management System

The European Research University (ERUNI) operates as a compact, mission-driven higher education institution, reflecting the specific needs of a research-oriented university in the field of social sciences. Its organisational structure is designed to ensure both strategic cohesion and operational autonomy, while remaining flexible and scalable to support future institutional development.

At the central level, the University is led by the Rector, who is responsible for fulfilling the mission and vision of ERUNI and ensuring academic and research excellence across all university units. The Rector is supported by a Vice-Rector, whose role primarily involves acting as a senior academic advisor and representative, rather than overseeing a separate administrative domain.

ERUNI currently comprises three active constituent parts:

- Faculty of Economics – focused on undergraduate and postgraduate academic programmes in economics and related disciplines, as well as economic research;
- Faculty of Doctoral Studies (FDS) – a research-intensive faculty managing doctoral education and coordinating university-wide research strategy;
- PRIGO University College – oriented towards professional education, lifelong learning, and continuing professional development.

The heads of these units are Deans, supported by Vice-Deans who assist with academic and administrative duties. Two additional organisational units have already been formally established, but they are not yet operational and will begin functioning in the 2025/26 academic year; they are therefore not included in this evaluation. A graphical representation of the organisational structure is included within the Title page.

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

### **Management of R&D&I Activities**

The R&D&I management model at ERUNI reflects its size, focus, and interdisciplinary orientation. The Rector holds overall responsibility for the institutional research agenda and strategic direction, while the day-to-day organisation and development of research activities is primarily delegated to the Dean of the Faculty of Doctoral Studies, given the central role of this faculty in ERUNI's research mission.

Each faculty has autonomy in managing its own academic and research priorities in alignment with the university's strategic goals. Within this framework, research activities are coordinated across the institution through a network of established research teams, each led by a senior researcher. These teams reflect ERUNI's core research domains:

- Economic Policy and Public Finance,
- Management and Business Innovation,
- Socio-Economic and Interdisciplinary Studies.

In addition to the structured research teams, ERUNI also benefits from the work of individual research fellows, often affiliated with international research networks. These scholars collaborate intensively with foreign institutions and research groups, thereby enriching ERUNI's international research profile and fostering knowledge transfer across borders.

Research leadership at the team level ensures methodological rigour and alignment with international academic standards. Close cooperation between faculties, research teams, and individual researchers allows for the flexible development of interdisciplinary projects, as well as responsiveness to societal and policy challenges.

The University also operates a Student Grant Competition, which supports student-led research and enables integration of early-career researchers into academic projects under expert supervision.

### **Technical and Economic Support Infrastructure**

ERUNI's R&D&I activities are supported by a lean and efficient technical-administrative structure, proportional to the institution's current size and scope. Project management, financial administration, and reporting are integrated into the central university office and are carried out by a small team of experienced staff who provide support to researchers in all phases of the project cycle—from proposal development and budget preparation to implementation and post-project reporting.

While there is no separate Research Office, the Faculty of Doctoral Studies acts as a de facto coordination hub for research support, providing guidance on internal quality procedures, publication strategies, international networking, and compliance with ethical and legal frameworks.

To ensure academic integrity and ethical conduct, ERUNI has adopted a comprehensive Code of Ethics, which defines the values and responsibilities of all members of the academic community. The university operates a standing Ethics Committee, as well as a dedicated Ethics Committee for Research, which evaluates all research projects involving human participants or sensitive data. The work of the committee is governed by a formal statute, ensuring procedural transparency and alignment with international standards.

The University has also adopted several internal regulations that support the governance and sustainability of R&D&I, including:

- Rector’s Decree No. 69/2025 on the Management of Research and Development Results, which governs intellectual property and procedures related to the application of research outputs;
- Rector’s Decree No. 59/2024 on the Rules of the Student Grant Competition at the European Research University for the Year 2025, which enables student participation in structured research activities under expert supervision;
- and Rector’s Decree No. 33/2022 on the Method of Determining Variable Components of Salary and Extraordinary Remuneration of Academic and Scientific Staff, which defines transparent criteria for research performance, publication activity, and project engagement.

This institutional framework promotes excellence, transparency, and responsibility, and allows ERUNI to respond effectively to new challenges and opportunities in the research environment. The current system is scalable and growth-oriented, with plans to gradually expand support functions in line with the development of externally funded research activities.

## 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:

#### System of Support for Attracting National and International Projects

ERUNI has implemented a clear and performance-based system to encourage its staff to engage in national and international research projects. The cornerstone of this system is Rector’s Decree

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

No. 33/2022, which establishes transparent criteria for research performance and links them to financial rewards, including significant variable salary components. This model serves as a strong motivation, particularly for early-career researchers and postdoctoral fellows.

The university has also created the status of "research-only staff", whose contractual duties are fully devoted to research without teaching obligations. This model is highly appreciated by postdoctoral researchers, who benefit from the opportunity to focus exclusively on publication and project work. Several of these staff members have successfully secured external funding or established international collaborations.

Consultation and mentoring are provided by senior researchers with international experience, ensuring that new applicants are supported in project preparation. ERUNI also draws on external experts, including members of its Scientific Board, many of whom are affiliated with established universities and offer valuable strategic and methodological guidance.

### **Project Consultancy and Administrative Support**

Despite its compact size, ERUNI ensures appropriate administrative support for research projects. The project support team includes:

- a project-focused economist, responsible for budgets, eligibility, financial flows and reporting;
- a scientific secretary, assisting with documentation, internal coordination and timelines;
- and an executive assistant, supporting day-to-day operations and project-related logistics.

This team ensures that all funded projects are implemented in accordance with applicable rules and that researchers are not overburdened by administrative tasks. Researchers report high satisfaction with the level of responsiveness and clarity in project management support.

### **Science Management Capacity**

Science management at ERUNI is effectively embedded in the institution's organisational culture and is proportionate to its current scope of research activities. The three-member administrative support team dedicated to research (see above) ensures coverage of the full project cycle, including pre-award and post-award services.

Although ERUNI does not currently employ dedicated roles such as innovation advisors or data analysts, the current model is functional and scalable. Individual researchers often take initiative in identifying international trends, and advisory support is complemented by external collaboration.

The university continuously monitors its internal capacities and is ready to expand its science management infrastructure in response to increasing research activity and future growth in external funding.

### **Internal Funding Schemes**

ERUNI operates an internal Student Grant Competition, formalised by Rector's Decree No. 59/2024 on the Rules of the Student Grant Competition at the European Research University for the Respective Year. This mechanism allows students—especially at the Master's and doctoral levels—to submit their own research proposals and receive targeted institutional support.

The competition encourages early involvement in research and fosters skills in project formulation and implementation. Supported students present their results publicly and are often integrated into ongoing research teams, ensuring vertical knowledge transfer and mentoring.

The university considers the student competition a key investment in its long-term research capacity, as many of the students involved later continue in research careers or PhD studies. Further internal funding is provided through variable salary components for academic and research staff, linked to research activity and output.

### **Strategy for Establishing New Research Teams**

At ERUNI, the formation of new research teams is encouraged through open academic dialogue and internal networking, primarily via the platform ERUNI Research Talks. This monthly discussion forum allows researchers—especially new staff—to present their projects, find interdisciplinary collaborators, and identify opportunities for joint grant applications.

One of the university's most active and productive research teams was established in the past year following a major restructuring of research activities and team leadership. This process was initiated through internal dialogue and coordination, illustrating the flexibility and responsiveness of ERUNI's research environment.

While there is no stand-alone internal grant scheme for new teams, the University maintains a flexible budgetary framework that enables the immediate recruitment of qualified research staff who meet clearly defined excellence criteria. New teams or research directions can thus be launched dynamically, in accordance with institutional needs and opportunities identified by the academic community.

### **Support System for Students and Early Career Researchers**

One of ERUNI's defining characteristics is the early and individualised involvement of students in research activities. This approach is enabled by deliberately limited enrolment numbers and a strong pedagogical culture, resulting in a highly favourable student-to-staff ratio.

Students are systematically encouraged to participate in research from the bachelor's level onwards. They are invited to contribute to existing projects, supported in the preparation of grant applications, and guided toward academic publishing and conference participation.

Supervisors provide tailored mentoring and integrate students into ongoing research teams, facilitating skills development and long-term research interest. The university sees this student-centred model not only as a teaching philosophy, but also as a strategy for cultivating future academic talent.

### **System to Support Excellent Science**

ERUNI supports scientific excellence through differentiated employment structures and performance-based incentives. Researchers employed under the "research-only" contract model are selected with the expectation of producing excellent results and are evaluated and remunerated accordingly, in line with Rector's Decree No. 33/2022.

This model creates space for researchers to focus fully on high-quality outputs, project leadership and international collaboration. Their performance is regularly reviewed based on publication quality, project activity, and international engagement.

In addition, the university provides full financial support for international scientific conferences and academic events. Academic and research staff may attend such events without any internal cap, provided that the event is demonstrably of high academic quality and internationally recognised, and that the staff member is participating actively—ideally through presentation, panel contribution, or expert role. A publication output is not a prerequisite for funding. This policy reflects ERUNI’s strategic commitment to researcher development, international networking, and academic visibility.

The university also supports PhD students through structured supervision, opportunities to join international networks, and access to internal research events. These conditions foster excellence both at the individual and team levels.

### **Support for Interdisciplinary Research and Internal Collaboration**

Interdisciplinary collaboration is fostered primarily through the ERUNI Research Talks platform, which enables cross-faculty and cross-disciplinary dialogue. Academics working in law, sociology, psychology and education often collaborate with researchers in economics and management, sharing data, methods, and perspectives.

These synergies are particularly visible in applied projects dealing with public policy, social innovation, and labour market issues. Recent examples include interdisciplinary studies on regional development and social resilience, involving both economists and experts in social sciences and education.

The compact organisational structure facilitates informal cooperation, while the institution encourages interdisciplinary output through its internal communication culture and team-based approach to research.

### **Concept for Supporting New Research Directions with Application Potential**

As a university, ERUNI ensures that all research activity is meaningfully linked to accredited study programmes and integrated into teaching. Within this framework, researchers are given freedom and encouragement to pursue new and innovative research topics, provided they are relevant to the institution’s academic focus.

New directions are often initiated bottom-up, with researchers identifying emerging trends and opportunities. Current areas of strategic interest include the application of AI in social sciences and the development of experimental methods in economics, both of which are expected to have strong application potential and societal relevance.

ERUNI sees innovation as a natural extension of its research activity, particularly when aligned with real-world challenges and policy needs. Internal structures allow for the flexible allocation of research time and collaboration support, fostering an environment where new topics can emerge organically and be further developed through institutional support.

### 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:

##### Internal Evaluation of R&D&I Quality

ERUNI applies a structured and transparent internal system for evaluating the research performance of its academic and research staff. Evaluations are conducted biannually and are directly linked to the university's human resources policy, specifically through the application of individual development plans and the adjustment of variable salary components, as defined in Rector's Decree No. 33/2022. Employment terms for academic staff are issued on a semi-annual basis, based on the results of these evaluations.

Assessment criteria include the scientific quality of outputs (e.g. impact factor and Article Influence Score), but also their societal relevance, alignment with accredited study programmes, and the extent to which findings are transferred into teaching.

To be formally recognised, each output must be presented at the university's ERUNI Research Talks, a regular institutional platform that ensures transparency, feedback, and peer interaction. Evaluations are carried out jointly by the Rector and the relevant Dean, and more flexible criteria are applied to university college staff, whose roles are oriented more toward professional education.

##### External Evaluation of R&D&I Quality

External quality assurance is supported through the university's Scientific Board, which meets twice a year and provides independent expert recommendations on the strategic direction and quality of R&D&I. Additionally, the Doctoral Board plays a key role in maintaining academic standards at the doctoral level, ensuring that research activities meet disciplinary and methodological criteria.

While formal review of internal research outputs is conducted internally, senior researchers with experience in international publishing are regularly involved in informal peer review of draft publications, proposals, and project designs. This approach provides a second layer of quality control and encourages the sharing of best practices among staff.

ERUNI is also a holder of the HR Excellence in Research Award, which reflects its commitment to international standards of research integrity, quality culture, and the support of research careers.

### **Ethical Aspects of Research**

ERUNI applies a robust ethical framework, grounded in its Code of Ethics and a two-tier system of ethical governance. The Ethics Committee oversees general ethical issues and compliance within the university community, while the Ethics Committee for Research specifically evaluates projects involving human participants or sensitive data.

In the last period, the Ethics Committee for Research reviewed two R&D&I projects:

- An economic experiment proposed by a Master's student as part of her thesis. The committee recommended enhanced communication strategies with research subjects. The student incorporated the advice, carried out the research successfully, and is now finalising the thesis.
- A research project supported by the Czech Science Foundation (GAČR), beginning in 2025, which underwent full ethical review prior to launch. The committee confirmed that the design met all applicable ethical standards and authorised the project without reservations.

In cases outside the scope of the Research Ethics Committee, ethical issues are handled by the main Ethics Committee, in accordance with its formal rules of procedure. The university also allows for anonymous submissions and internal reporting of ethical concerns.

Although ERUNI is a young research university, with a focused R&D&I strategy implemented over the past few years, the examples provided above already demonstrate that its quality assurance and ethical oversight systems are operational and actively applied. Given the institution's compact size and recent transformation, the number of formalised evaluations and ethical reviews remains limited, but the systems are fully functional and scalable, ready to support a growing volume and diversity of research activity.

#### 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:

##### 1. Sustainable Development Concept

While ERUNI does not yet have a standalone institutional sustainability strategy, its commitment to sustainable development is firmly embedded in its Strategic Plan for Educational and Creative Activities. The university's core values—openness, inclusivity, equality, and respect for individual needs—guide academic, research, and operational decisions. These principles naturally support social, economic, and environmental sustainability.

The university engages in ecologically responsible practices, reflects sustainability-related themes in its applied research, and promotes social responsibility through its internal culture and external collaboration. ERUNI is also a member of the Czech Association of Social Responsibility, further reinforcing its engagement with the sustainable development agenda.

##### 2. Social Responsibility Strategy

Although not formally codified in a dedicated document, ERUNI's approach to social responsibility is visible in its activities and partnerships. The university regularly participates in charitable initiatives and cooperates with local and regional stakeholders, particularly in structurally affected regions such as the Moravian-Silesian Region.

Research projects focus on policy-relevant social and economic themes, with results targeted at improving the quality of public decision-making and regional competitiveness. Social responsibility

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

is also embedded in lifelong learning programmes, support for small and medium-sized enterprises, and the active promotion of inclusivity in teaching and research.

### **3. Knowledge Transfer System**

ERUNI currently does not operate a centralised knowledge transfer office. However, knowledge transfer takes place through decentralised structures and project-level cooperation, particularly in applied research projects with public sector bodies, businesses, and NGOs.

Findings are disseminated through conferences, workshops, policy briefs, and expert consultations, with a strong emphasis on real-world application, particularly in the fields of economics, education, and public policy. As institutional research capacity continues to grow, ERUNI plans to formalise knowledge transfer procedures and structures, building on existing good practices.

### **4. Third Role and Societal Engagement**

ERUNI actively fulfils its third role by engaging with both the public and local professional communities. As an official branch of the Czech Economic Society, the university organises public lectures and debates on current economic issues, accessible to both the academic community and the wider public.

The university also hosts the annual international conference Economic Policy, which brings together researchers, policymakers, and practitioners. In addition, ERUNI contributes to public outreach through activities at high schools, and participation in major public events such as the Meltingpot programme at the Colours of Ostrava Festival.

### **5. Research Data Management**

Although ERUNI does not yet have a formalised research data management policy, researchers follow good data practices in line with project and ethical requirements. Data from research projects are securely stored on institutional infrastructure, with appropriate levels of access control and backup.

Research involving human subjects undergoes ethical review by the Ethics Committee for Research, which assesses data collection, processing, and anonymisation procedures. The university is preparing a standard policy for research data governance in accordance with national and international guidelines.

### **6. Ethics and Personal Data Protection**

Ethical and personal data protection at ERUNI is regulated through a combination of policies and institutional structures. The university operates under a Code of Ethics, a general Ethics Committee, and a specialised Ethics Committee for Research, which oversees ethical review of R&D&I projects.

ERUNI also applies a formal Data Protection Policy and complies with GDPR regulations. A Data Protection Officer (DPO) is appointed, and academic and administrative staff are regularly briefed on data handling practices. Training is provided via pedagogical meetings and project-specific briefings.

## 7. Intellectual Property Protection

The university's internal regulation, Rector's Decree No. 69/2025 on the Management of Research and Development Results, outlines rules for handling intellectual property arising from institutional research. It defines authorship rights, obligations of employees, and terms for use and dissemination.

This framework supports responsible research conduct and ensures legal clarity for cooperation with third parties, while allowing space for future commercialisation of R&D&I results where appropriate.

## 8. Institutional Resilience

ERUNI ensures institutional resilience through ethical safeguards, digital infrastructure, and internal procedures. The university applies strict rules for cyber security, controls access to sensitive data, and regularly backs up digital resources.

All research is ethically reviewed to prevent misuse or harm to individuals or communities, especially in socially sensitive areas. Institutional agility is supported by a flat governance structure and strong personal engagement of academic leadership.

In support of broader institutional resilience, ERUNI has adopted a comprehensive set of internal policies, including, above all:

- Gender Equality Plan
- Academic Staff Evaluation and Recruitment
- Data Protection Policy and GDPR Compliance
- Disability Access Policy
- Good Academic Practice
- Health and Safety Policy and Regulations
- Child Safeguarding Policy
- Preventing Staff Malpractice
- Refund Policy
- Staff Professional Development
- Student Attendance, Complaints, and Records Procedures

These policies together form a robust foundation for ethical conduct, legal compliance, and institutional sustainability.

## 9. Digitisation and Smart Technologies

ERUNI integrates digital tools into all aspects of academic life. The university uses an internal information system for study management, the Moodle e-learning platform, and MS Teams for communication and hybrid learning.

Academic staff and students access a range of tools including Thesis (plagiarism control), Anlupa, JSTOR, Scopus, Web of Science, Stata, and Office 365. The institution also addresses AI-related opportunities and risks as part of pedagogical training sessions, supporting responsible use of smart technologies in both teaching and research.

### 10. Open Science and Open Access

While a formal Open Science policy has not yet been adopted, ERUNI supports open access publishing and the dissemination of results through conferences and academic journals. The university's own journal DANUBE, indexed in Scopus, is a concrete example of this commitment.

Research presented at ERUNI events is often made publicly available, and the university intends to develop an institutional repository to systematically support Open Science 2.0 principles in the near future.

### 11. Training in Intellectual Property and Knowledge Transfer

Training related to intellectual property, good research practices, and regulatory compliance is provided through internal pedagogical meetings held twice per semester. These cover topics such as copyright, authorship, data protection, and the ethical use of AI tools.

Students are also introduced to these topics through research methodology courses, thesis supervision and seminars. Although no centralised technology transfer training exists yet, ERUNI fosters a culture of responsible research and plans to expand these activities in step with its growing research infrastructure.

## 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 evaluated period 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:

Over the last six years, ERUNI has undergone a profound shift in its academic mission and internal culture. Since obtaining the legal status of a research organisation in 2019, the university has been actively building a research community from the ground up—first using its existing staff resources, and later through targeted and quality-driven recruitment.

At the beginning of this transformation, research activities were carried out primarily by academic staff already affiliated with ERUNI, with varying degrees of previous research experience. As the institution began to publish more systematically and gain visibility, it became possible to raise expectations and begin recruiting with strategic intent, particularly on the international labour market.

Since 2023, the university has focused on attracting early-career researchers from abroad with a demonstrable potential for high-quality academic publishing. The logic behind this is clear: as a small and young institution, ERUNI cannot rely on established research traditions or long-standing faculty reputations. Instead, we aim to create compact, focused research teams built on professional commitment and individual excellence.

To ensure that incoming researchers are fully integrated into our academic culture, we have set strict conditions: they must be employed full-time, their primary and only affiliation must be with ERUNI, and their first-year contract is conditional, based on clear performance expectations. These

include research output, engagement with the institutional research community, and contribution to the university's teaching-research nexus.

In return, these researchers benefit from a supportive and transparent environment, as well as competitive salaries within the Czech context. Our evaluation system (linked to semi-annual employment cycles and variable salary components) ensures accountability, but also enables us to reward progress and commitment. As of the final year of the evaluation period, ERUNI employs several such international postdoctoral researchers on full-time basis, all of whom are deeply embedded in our academic life.

### **Staff Structure and Distribution**

ERUNI's research staff is organised into three core teams focused on economics, management and business, and broader socio-economic themes. These teams are led by senior researchers, and complemented by a group of independent researchers who collaborate internationally, often on specific project-based agendas.

Based on annex tables 4.5.1–4.5.3, the total number of R&D&I staff has increased from 19.13 FTE to 31.20 FTE over the evaluation period. This growth is largely attributed to the arrival of new researchers in the categories of assistant professors and researchers without teaching obligations.

Importantly, the share of professors and associate professors has remained stable, currently making up 28% of total FTE, ensuring the continuity of academic leadership. The presence of non-teaching researchers—now accounting for 11% of R&D&I staff—is also significant, especially in the Czech private university context, where such roles are still relatively rare.

The academic structure is intentionally lean, allowing for close mentoring relationships, efficient decision-making, and the rapid integration of new staff into ongoing research agendas.

### **Age Structure and Generational Diversity**

The age profile of ERUNI's R&D&I staff is one of its strengths. While the institution maintains a core of experienced senior academics (especially in supervisory roles and professorial functions), the majority of growth has come from younger age cohorts, particularly 30–39 years.

This reflects the university's effort to build its future on a new generation of scholars, many of whom are recruited internationally and represent a dynamic, forward-looking academic culture. The age balance is therefore not accidental, but deliberately cultivated: we consider it essential to combine academic maturity with intellectual energy and innovation capacity.

### **Gender Composition**

Gender balance has fluctuated slightly over the evaluation period, but remains generally healthy. At the start of the period, women represented just over half of the total research staff; by the final year, the share was around 38%, primarily due to the nature of recent hiring waves (more male applicants in economics and management postdoc positions).

Nonetheless, the university remains committed to supporting equality and career development opportunities for all staff, regardless of gender. This is anchored in our Gender Equality Plan, and monitored through staff evaluation and development processes.

### **Internationalisation of Research Staff**

One of the most visible and important trends in ERUNI's development is the internationalisation of its R&D&I personnel. This is reflected both in the nationality of staff and the language and networks in which they operate.

As of the final year, 20% of R&D&I personnel are foreign nationals, most of whom were hired during the last two years. These individuals are not marginal contributors, but core members of research teams, involved in publications, conferences, and student supervision. They publish in international journals, often collaborate across borders, and raise the visibility of ERUNI as an emerging research institution.

The working language for many research meetings, seminars, and presentations (including the ERUNI Research Talks) is English, which also supports the integration of international colleagues and enhances the research environment overall.

### **Support Roles and Infrastructure**

Although ERUNI is a small institution, the number of technical and administrative staff involved in supporting R&D&I has increased in parallel with research growth—from 1.75 to 2.20 FTE. These roles are concentrated in project support, research administration, and IT, and are distributed efficiently across the central structure.

We believe this lean model provides sufficient capacity for the current volume of research while allowing for flexibility and personal communication between academic and administrative staff—a benefit often lost in larger systems.

In summary, the current structure and evolution of ERUNI's research staff reflect a targeted, consistent, and realistic strategy: one that builds from a small base, focuses on quality rather than quantity, and maintains a clear vision of what kind of academic community we wish to become.

We do not aim for mass recruitment or short-term output spikes. Instead, we are investing in people with long-term potential, supporting them with clear expectations, fair conditions, and an academic culture that values transparency, cooperation, and growth.

We recognise that we are still in an early phase of institutional development—but the trendlines are positive, the community is committed, and the structures are in place to ensure that ERUNI's research personnel continue to grow in size, quality, and international engagement.

#### 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	3.20	33	16	4.00	50	0
Associate Professor	3.05	98	0	4.50	67	22
Assistant Professor	10.63	48	19	17.10	23	6
Assistant	0	0	0	0	0	0
R&D Personnel <sup>5</sup>	0	0	0	0	0	0
Researchers in other categories <sup>6</sup>	0.50	50	50	3.40	17	87
Technical and economic staff <sup>7</sup>	1.75	43	0	2.20	100	0
Early career researcher <sup>8</sup>	0.25	100	0	1.17	50	100
Scientific, research and development staff involved in teaching activities	0	0	0	0	0	0
Total number of foreign nationals	2.50	0	-	6.90	8	-

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	0.00	0.00	0.00	0.00	40.00	0.00	0.00	0.00	40.00	0.00	20.00	100.00
Associate Professor	0.00	0.00	25.00	100.00	50.00	50.00	0.00	0.00	25.00	100.00	0.00	0.00
Assistant Professor	0.00	0.00	33.33	60.00	33.33	0.00	20.00	100.00	13.33	0.00	0.00	0.00
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
Early career researcher <sup>9</sup>	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
R&D Personnel <sup>10</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
Researchers in other categories <sup>11</sup>	50.00	100.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Technical and economic staff <sup>12</sup>	0.00	0.00	0.00	0.00	100.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00
Scientific, research and development staff involved in teaching activities	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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>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.

#### 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	0.00	0.00	0.00	0.00	16.67	0.00	16.67	0.00	33.33	50.00	33.33	50.00
Associate Professor	0.00	0.00	0.00	0.00	40.00	50.00	0.00	0.00	60.00	66.67	0.00	0.00
Assistant Professor	6.25	0.00	37.50	50.00	31.25	0.00	6.25	100.00	18.75	33.33	0.00	0.00
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
Early career researcher <sup>13</sup>	0.00	0.00	100.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
R&D personnel <sup>14</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
Researchers in other categories <sup>15</sup>	0.00	0.00	66.67	25.00	16.67	0.00	16.67	0.00	0.00	0.00	0.00	0.00
Technical and economic staff <sup>16</sup>	0.00	0.00	0.00	0.00	66.67	100.00	33.33	100.00	0.00	0.00	0.00	0.00
Scientific, research and development staff involved in teaching activities	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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:**

Although ERUNI does not yet operate under a formalised Career Code, the recruitment and career development of research staff is governed directly by the Rector, who is responsible for this agenda toward the university's Board of Directors. The institution holds the HR Excellence in Research Award, and its internal practices are aligned with the OTMR principles (Open, Transparent and Merit-Based Recruitment), especially in international hiring and long-term staff development.

#### **Recruitment – Focus on Quality and Internationalisation**

Over the past years, ERUNI has prioritised the recruitment of early-career researchers from abroad with high publication potential. A structured hiring process includes multi-round interviews, often preceded by visibility activities at international academic job fairs. New hires are typically offered full-time contracts, with the first year being fixed-term and goal-oriented. These goals include both research output and active engagement in institutional life.

This model is applied especially to non-academic research staff (postdoctoral researchers without teaching duties), who began joining ERUNI in larger numbers from September/October 2024. The impact of their work will become more measurable in the upcoming evaluation period.

#### **Adaptation and Support**

All new staff—particularly international researchers—receive support via an informal buddy system and mentoring by senior academics. In addition, ERUNI maintains a strong International

Office under the Faculty of Doctoral Studies, which supports new employees not only in their professional integration, but also with practical matters such as visas, accommodation, healthcare, and relocation logistics.

Regular fortnightly academic meetings ensure inclusion and consistent orientation across research teams. Institutional improvement of staff onboarding has been identified as a strategic objective in the Strategic Plan for 2025.

### **Contracts, Career Stability and Promotion**

Academic staff involved in both teaching and research are offered permanent employment contracts from the outset. In contrast, research-only positions begin with a one-year contract with performance targets; if these are met, the employment is typically converted to permanent. ERUNI does not apply contract chaining or time-limited appointments as a long-term strategy.

Senior positions (e.g. Associate Professor, Professor) are usually filled through external recruitment based on academic credentials and research achievements, although internal promotion is also possible in accordance with national academic rules.

### **Sabbaticals and Career Breaks**

Although no formal sabbatical system is in place, ERUNI is open to sabbatical arrangements and has already made individual adjustments upon request. Return from maternity/parental leave or other career breaks is handled on a case-by-case basis, with emphasis on flexibility and long-term career continuity.

Staff returning from parental leave are offered reduced workloads, individual teaching arrangements, and access to support services. Thanks to ERUNI's affiliation with the PRIGO educational group, employees can benefit from in-house kindergarten access, day camps for children, and other family-friendly services. The Czech legal framework also allows academic staff to manage their working hours flexibly, which supports work-life balance.

### **Example of a Career Path**

An illustrative example is Dr. Nálepová, who originally graduated from a vocational secondary school in hotel management and later completed her university and doctoral studies while working in the PRIGO school network. After her maternity leave, she joined ERUNI (then PRIGO University) and developed her research portfolio rapidly.

She was appointed Vice-Rector for Research, secured ERUNI's status as a recognised research organisation under Czech law, and led the process resulting in the HR Excellence in Research Award. After her term, she refocused on research, securing two Technology Agency of the Czech Republic projects and one EU-funded policy research contract. She is currently preparing her habilitation and is expected to take over as programme guarantor in the field of Economic Policy.

This example illustrates ERUNI's ability to support long-term academic careers, accommodate non-traditional trajectories, and provide space for growth after maternity leave or sectoral transitions.

#### 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:

##### 1. Gender Equality in Recruitment and Career Development

ERUNI applies a merit-based and inclusive approach to recruitment and career development. Gender is neither a selection criterion nor a barrier—staff are evaluated and selected based solely on their qualifications, potential, and professional integrity.

Historically, ERUNI had a majority of female academic staff, particularly during its early, teaching-oriented phase. However, as the university has gradually transitioned towards a more research-intensive model, especially in economics and related disciplines, the proportion of male researchers has increased. This shift reflects broader field-specific trends and the specific focus of recent international recruitment efforts.

Recognising this development, ERUNI has identified the active support of women researchers as one of its strategic priorities for the coming years. Planned measures include targeted recruitment communication, mentoring and networking opportunities, and greater visibility for female research role models, especially in disciplines where women remain underrepresented.

##### 2. Strategic Documents and Frameworks

ERUNI has adopted a formal Gender Equality Plan (GEP), which reinforces the university's broader institutional values—openness, inclusivity, equality, and respect for individual needs—as stated in its Strategic Plan for Educational and Creative Activities. The GEP complements existing internal policies related to staff evaluation, research integrity, HR development, and is fully aligned with the institution's HR Excellence in Research Award.

The plan is not perceived as a procedural obligation, but as a living document that strengthens the university's inclusive academic culture, with clear commitments and a framework for future action.

### **3. Leadership and Representation**

Gender equality is also reflected in leadership. ERUNI is headed by a female Rector, and among the Deans of its three currently active academic units, two are women. In the Scientific Council, the current composition includes 11 women and 24 men, which, although not strictly balanced, reflects natural academic representation based on merit and institutional involvement.

Appointments to leadership and expert bodies are made based on academic excellence, leadership capacity, and institutional needs, with equal opportunity ensured for all candidates.

### **4. Evaluation and Remuneration**

The university's staff evaluation system, which determines the allocation of variable salary components, is fully gender-neutral. Staff are assessed based on publication output, research relevance, teaching excellence, and engagement with the academic community.

Importantly, individual circumstances such as maternity or parental leave are considered when evaluating cumulative research performance. ERUNI recognises that career breaks may affect short-term metrics and therefore emphasises development trajectory and contextual performance over rigid benchmarking.

### **5. Work-Life Balance and Family Support**

ERUNI actively supports a healthy work-life balance, particularly for employees with caregiving responsibilities. Staff returning from maternity or parental leave can benefit from individualised workloads, flexible teaching schedules, and part-time arrangements if needed.

As part of the PRIGO educational group, ERUNI employees have access to an in-house kindergarten, day camps for children, and other family-friendly services. These are available to all staff regardless of gender. Additionally, Czech legislation grants academic staff flexibility in managing their work hours, further supporting work-life integration.

### **6. Protection Against Negative Workplace Behaviour**

The university's Code of Ethics includes explicit provisions addressing harassment, discrimination, mobbing, and other inappropriate workplace behaviours. These matters fall under the remit of the Ethics Committee, which operates with full independence and discretion.

To date, no cases of harassment or discrimination have been reported. Nonetheless, ERUNI remains committed to maintaining a safe and respectful working environment and to addressing any concerns promptly and transparently.

#### 4.7.1 Gender balance in management positions

Senior staff	2020		2024	
	Men	Women	Men	Women
Rector	0	1	0	1
Vice-Rector	0	4	1	1
Dean <sup>17</sup>	0	0	1	2
Academic Senate	0	0	0	0
Scientific/Academic Council	23	11	24	11
Quaestor	0	0	0	0
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.

#### 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 under evaluation.

*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:

International mobility is a key strategic tool at ERUNI. As a small and research-oriented institution, we view both outgoing and incoming mobility as essential for building scientific excellence, strengthening academic partnerships, and supporting interdisciplinarity in research and education. We focus not only on international exposure but also on facilitating knowledge transfer, the development of new collaborations, and professional growth across all levels of academic seniority.

The university supports a broad spectrum of mobility opportunities—both short- and long-term, focused on teaching, research, or training—within the framework of European and institutional programmes. Mobility is actively promoted among academic and research staff as well as PhD students, and is explicitly recognised in the university's strategic documents as a fundamental mechanism for internationalisation and academic advancement.

<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.

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

### **Institutional Support and Equal Access**

Mobility is coordinated by the International Office, which provides applicants with comprehensive support—from funding advice and application preparation to practical matters such as travel, accommodation, and visa arrangements. The university ensures equal access to mobility programmes, in line with the principles of its Gender Equality Plan and Code of Ethics.

While gender or nationality are not tracked as selection criteria, ERUNI recognises that certain barriers may limit the participation of some groups, especially early-career researchers with family obligations. To address these, the university offers flexible working hours, individualised planning, and family-friendly services provided by the PRIGO educational group, including access to an in-house kindergarten and children’s day camps.

### **Outgoing Mobility during the Evaluation Period**

Between 2022 and 2025, ERUNI researchers and academic staff completed over 30 mobility stays in more than 15 countries, including the Netherlands, Germany, Cyprus, Portugal, Italy, the UK, Poland, and Malta. These mobilities took various forms:

- Teaching mobilities under Erasmus+, such as Prof. Fojtíková at the University of Insubria (Italy), Assoc. Prof. Sochor in Cyprus, and Dr. Nálepová in Portugal.
- Research-focused stays, including Dr. Murín’s participation in a Summer School on Statistical Programming in “R” at Utrecht University.
- Job shadowing and professional training, such as Dr. Vorobyev’s research stay at the University of Torino.
- Conference participation, including international presentations by Dr. Radim Chvaja (e.g. at CES and IACSR).
- Staff training and development mobilities, e.g. administrative and academic development visits by Assoc. Prof. Klabusayová, Assist. Blašíková, and others.

All outgoing mobility is fully compatible with researchers’ workload, and the institution supports travel costs where external funding is not available.

### **Incoming Mobility and Collaboration**

Incoming mobility has also played an important role at ERUNI. The university regularly welcomes visiting lecturers and researchers from partner institutions, contributing to joint research initiatives, curriculum enrichment, and the development of international academic networks.

Notable examples include:

- PhD student Artyom Jelnov (CERGE-EI), who completed an extended stay at ERUNI, during which he conducted research and delivered seminars to students.
- International lecturers participating in ERUNI’s teaching and research seminars, providing exposure to diverse perspectives and current topics.

### **PhD Student Mobility**

For doctoral students, international mobility is considered a key element of academic training. Participation in international conferences, research visits or project-based stays is strongly encouraged and, in some cases, mandatory. This policy ensures that early-stage researchers develop international experience, build professional networks, and gain exposure to a variety of research environments.

### Strategic Objectives

Looking ahead, ERUNI aims to further develop its mobility agenda, focusing particularly on:

- Strengthening mobility linked to collaborative research and grant projects,
- Encouraging more female researchers to take part in international stays, through mentoring and flexible planning,
- Expanding mobility opportunities for PhD students, including co-tutelle arrangements and project-based exchanges,
- Hosting more international academics for long-term collaboration, co-supervision, and guest lecturing.

Mobility is not an isolated objective but part of a broader institutional effort to create an internationally connected, interdisciplinary academic community.

## 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:

Given its focus on the social sciences and applied economic research, ERUNI does not operate or host any large-scale research infrastructure projects. However, the university is committed to building a modern, digitally oriented and efficiently managed research environment, equipped with tools and technologies essential to both academic and applied research.

The internal organisation of research infrastructure at ERUNI is coordinated at faculty level, primarily by the Faculty of Doctoral Studies, which oversees strategic planning and utilisation of research tools and related services. Coordination and technical support are provided by designated academic staff with expertise in data analytics, software implementation, and digital systems used across economics, management, policy research and social inquiry.

<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 Regulation (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.

### **Acquisition and Optimisation Strategy**

ERUNI's acquisition strategy focuses on small-scale, high-utility tools and software solutions, particularly those relevant to economic modelling, legal and institutional analysis, data visualisation, and statistical processing. Tools are selected based on their relevance to ongoing research projects and doctoral training needs.

During the evaluated period, ERUNI invested approximately 2 million CZK (81,000 EUR) annually on average in small fixed assets, including research-related software, workstations, databases, and licensed digital platforms. Notably, the annual investment grew steadily, reflecting the institution's dynamic development and transition to a university-type institution in 2023.

In addition to acquisition, ERUNI has allocated more than 3 million CZK (122,000 EUR) for repairs and maintenance, primarily related to the upgrade and long-term operability of essential digital infrastructure.

No investments were made into large tangible or intangible assets, such as laboratory equipment or physical infrastructure, which is consistent with the nature of ERUNI's research profile.

### **Access, Sharing and Use**

The university does not maintain standalone 'core facilities' or heavy laboratory infrastructure. Instead, research infrastructure at ERUNI is defined by its digital and collaborative nature. Shared tools include:

- Institutional access to Scopus, Web of Science, JSTOR, Anlupa and STATISTA,
- Workstations with advanced analytical software (e.g. Stata, R, Python, MATLAB licences),
- Legal databases and tools used for regulatory research and impact assessments,
- University-wide licences for Office 365 and collaborative platforms (Teams, Moodle).

These tools are fully shared across research teams, and internal users are encouraged to access resources flexibly and remotely. No commercial cost-sharing model is used; infrastructure is financed centrally and made available to all staff and PhD students.

### **Effectiveness and Future Direction**

The effectiveness of this model is reflected in the rapid development of digital literacy, enhanced collaboration across teams, and the ability of ERUNI researchers to engage in data-intensive and internationally visible research without the need for physical laboratories.

Moving forward, ERUNI plans to expand its infrastructure in areas such as AI-assisted data processing, economic experiments, and simulation tools relevant to applied economic policy research. The system will continue to favour mobility, accessibility, and cost-effectiveness, consistent with the university's profile and strategic goals.

#### 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	872/ 34,398	1,229/ 48,481	2,105/ 83,037	2,131/ 84,063	3,826/ 150,927	2,032/ 80,158
Cost of repairs and maintenance of equipment	34/1,341	34/1,341	2,859/ 112,781	93/3,669	41/1,617	3,061/ 120,749
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 evaluated, 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 evaluated period (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:

Over the past five years, ERUNI has experienced significant institutional growth, with its overall annual budget more than tripling. This development reflects the university's increasing orientation towards research and its long-term commitment to creating a high-quality research environment. A substantial portion of the university's budget is dedicated to supporting research staff—both academic and non-teaching researchers—and to maintaining and upgrading the digital infrastructure and services necessary for data-intensive research in the social sciences.

<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.

Although ERUNI operates within a restrictive funding environment for private higher education institutions, it has made steady progress in accessing competitive research funding. During the evaluation period, ERUNI successfully implemented three projects funded by the Technology Agency of the Czech Republic (TA ČR), all focused on applied research with direct societal impact. The projects addressed tax policy modelling, adaptation strategies in the post-COVID economy, and labour market vulnerabilities in the service sector.

ERUNI also participated as a co-investigator in a Czech Science Foundation (GA ČR)-funded project in cooperation with Mendel University, exploring corporate social responsibility and policy effectiveness during economic downturns.

In 2024, two new projects funded by the GA ČR were awarded, with ERUNI acting as the principal investigator. Although these fall outside the evaluated period, they clearly reflect the increasing competitiveness and maturity of the university's research teams. Both projects focus on economic behaviour and public policy evaluation and represent an important step in ERUNI's progress towards high-quality, basic research.

### **Funding Composition and Challenges**

As presented in Table 4.10.2, basic research accounts for 85% of ERUNI's R&D&I activities, while applied research accounts for 15%, mainly through TA ČR support. The share of public funding remains limited due to the structural constraints associated with private institutions, including restricted access to European structural funds and exclusion from the National Recovery Plan (NPO).

Nonetheless, the university continues to explore available options. In 2024, ERUNI expects to draw funding from the OP JAK programme, within the de minimis framework, to support the expansion of its research infrastructure. These steps form part of a broader institutional plan to increase the share of public and international funding in the years ahead.

### **Strategic Outlook and Ambitions**

A major strategic goal for the upcoming period is to strengthen ERUNI's participation in international research consortia and to systematically build the institutional capacity for success in highly competitive schemes, including Horizon Europe and ERC grants. A small number of applications submitted to Horizon Europe calls during the evaluation period received positive reviews, but were not funded due to oversubscription of the programmes.

While the university has not yet obtained ERC or MSCA funding, one of its early-career researchers is currently working towards submitting an ERC Starting Grant application, supported by mentoring and internal evaluation mechanisms. ERUNI recognises that building a track record for such schemes requires time, and continues to invest in long-term researcher development and international visibility.

The university's approach is deliberate and quality-focused. By maintaining a stable core of researchers and gradually expanding its portfolio of competitive projects, ERUNI is positioning itself as an emerging actor in the international research landscape, with a clear commitment to excellence and societal relevance.

#### 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
ERUNI	51,738/2,041	0.7	0.3	99

#### 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	67	69	94	97	100	85
Applied Research	33	31	6	3	0	15
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
-							
-							
Total							
In the role of another participant							
Provider / Investor	Programme/Grant Scheme	Project name	Support (in thousands CZK/EUR)				
			2020	2021	2022	2023	2024
-							
-							
Total							

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
Technology Agency of the Czech Republic	ÉTA	The Development of Specialized Software for the Tax Burden Measurement and its Application in Business	641/ 25,286	886/ 34,951	0	0	0
Technology Agency of the Czech Republic	ÉTA	Adapt!!! Call for the service sector in the Moravian-Silesian Region	0	0	677/ 26,706	900/ 35,503	78/ 3,077
Technology Agency of the Czech Republic	ÉTA	Creating a model for evaluating the impact of changes in the parameters of the tax-benefit system on the socio-economic situation of families with children in the Czech Republic	0	0	1,149/ 45,325	2,103/ 82,959	1,929/ 76,095
Total			641/ 25,286	886/ 34,951	1,826/ 72,031	3,003/ 118,462	2,007/ 79,172

In the role of another participant							
Provider / Investor	Programme/Grant Scheme	Project name	Support (in thousands CZK/EUR)				
			2020	2021	2022	2023	2024
Czech Science Foundation	Standard Projects	Corporate social behavior and responses to CSR policies, institutions, and economic distress	0	0	0	429/ 16,923	380/ 14,990
Total			0	0	0	429/ 16,923	380/ 14,990

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
-						
-						
Total						

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 under review. 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 evaluation period 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:

As a recently designated university-type higher education institution and a registered research organisation since 2019, ERUNI has not yet received institutional support under the LCDRO scheme. However, its internal systems for research management and strategic planning are already designed to accommodate such funding once it becomes available.

The university has developed a clear structure for the prioritisation and evaluation of research, which would serve as the foundation for the distribution and effective use of LCDRO support in the future. Current institutional tools that simulate the function of LCDRO include:

- An internal performance-based evaluation system, conducted biannually, that links individual research performance to salary bonuses (based on Rector's Decree No. 33/2022).

- A student grant competition, governed by Rector’s Decree No. 59/2024, which supports early-stage research aligned with ERUNI’s academic focus.
- A salary model allowing full-time, research-only positions, which provides strong institutional support for excellent scientists with high publication potential.
- Targeted investments in research teams and digital infrastructure, particularly in areas such as economic policy, applied economics, and social impact.

Once LCDRO funding is available, ERUNI intends to follow a transparent, performance-oriented distribution model, including:

- Allocation based on research quality and relevance, using established indicators such as AIS, impact factors, and societal benefit,
- Faculty-level management under the supervision of the Rectorate,
- Strategic development of emerging research teams and support for high-potential junior researchers,
- Built-in evaluation and feedback mechanisms that reflect current internal practices.

This structure demonstrates ERUNI’s readiness to manage institutional support responsibly and effectively, ensuring that public investment in research directly contributes to advancing scientific quality and impact.

## 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.

*Maximum 300 words per example.*

#### Self-assessment:

##### **National Collaboration Example 1: Mendel University in Brno – GA ČR Project on CSR and Crisis Response**

ERUNI collaborated as a co-investigator with Mendel University on a Czech Science Foundation project focused on corporate social responsibility (CSR) practices during economic crises. ERUNI researchers contributed expertise in economic policy analysis and co-authored publications. The collaboration expanded ERUNI’s research capacity and access to national academic networks.

##### **National Collaboration Example 2: Moravian-Silesian Employment Pact – Adapt!!! Project**

As the application guarantor in the TA ČR-funded project Adapt!!!, the Moravian-Silesian Employment Pact facilitated access to regional stakeholders and data. Outputs of the project, including examples of good practice, were discussed at a regional workshop and used for policy planning. This cooperation continues to generate follow-up initiatives.

##### **National Collaboration Example 3: Ministry of Labour and Social Affairs – Contract Research and Policy Tool Development**

ERUNI conducted two applied research projects for the Ministry. The first focused on modelling the impact of tax-benefit policies on households, resulting in a policy simulation tool now in use by

ministerial analysts. The second developed a pilot model for a national social worker database. The cooperation enhanced ERUNI's visibility and application potential in public policy.

#### **National Collaboration Example 4: Czech Economic Society – Regional Chapter Hosting**

As a regional branch of the Czech Economic Society, ERUNI regularly organises lectures and discussions with academic and professional economists. These events strengthen national networking, support science communication, and promote economic literacy.

#### **National Collaboration Example 5: CERGE-EI – Doctoral Researcher Hosting**

PhD student Artyom Jelnov from CERGE-EI joined ERUNI as a visiting researcher. He contributed to both research and teaching, shared methodological approaches in economic modelling, and enhanced doctoral student collaboration. This cooperation set a precedent for structured doctoral exchange.

#### **International Collaboration Example 1: ANS-WSZiA in Opole – Cross-border Projects**

ERUNI partnered with ANS-WSZiA in Opole on four EU-funded Interreg projects, covering topics such as CSR, education, and quality of life in border regions. Outputs included empirical fieldwork, co-authored studies, and joint conferences. The partnership expanded ERUNI's international engagement and research impact in Central Europe.

#### **International Collaboration Example 2: University of Insubria, Italy – Mobility and Research Exchange**

Prof. Lenka Fojtíková's teaching visit to the University of Insubria facilitated knowledge exchange in European integration and macroeconomic policy. The collaboration laid the foundation for future joint research, co-supervision of doctoral students, and potential Horizon Europe project proposals.

#### **International Collaboration Example 3: Utrecht University – Capacity Building through Summer School**

Dr. Murín's participation in a summer school on statistical programming at Utrecht University led to methodological improvements in ERUNI research projects. The experience enhanced his competencies, and follow-up workshops were held for colleagues and students.

#### **International Collaboration Example 4: Participation in Horizon Europe Consortia**

ERUNI has actively joined international consortia applying for Horizon Europe funding. While projects were not yet selected due to oversubscription, ERUNI received positive evaluation results. The experience provided strategic insights and established long-term relationships with European research partners.

### International Collaboration Example 5: Hosting of Foreign Lecturers and Researchers

ERUNI regularly invites academics from partner institutions abroad for lectures and research discussions. These visits enrich the curriculum, introduce new perspectives, and create pathways for joint projects. They are also central to the internationalisation of both research and teaching.

## DOCTORAL 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:

ERUNI became a university-type higher education institution in 2023 and launched its first doctoral study programme Economic Policy and Public Administration in both Czech and English. The first cohort of students was admitted in the academic year 2023/2024, with the programme formally commencing in 2024/2025. Although the doctoral programme is at an early stage, its design and implementation reflect ERUNI's strong research focus and commitment to high academic standards.

#### Structure and Organisation of Studies

The programme follows a standard three-year full-time structure, combining compulsory theoretical training, elective courses, and individual research. Each student works under an individual study plan (ISP) and is guided by an approved supervisor. The programme is managed by the Doctoral Board, which oversees the quality and development of doctoral education. The structure and rules of the programme are governed by the ERUNI Study and Examination Rules, which include a dedicated section on doctoral studies, and by Rector's Decree No. 53/2023 on the Conditions of Study in Doctoral Study Programmes.

<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.

Supervisors are selected from among associate and full professors included in the official list of supervisors and dissertation topics, appointed by the Rector on the recommendation of the Chair of the Doctoral Board. In exceptional cases, a researcher with excellent results but without habilitation may act as supervisor subject to approval by the ERUNI Scientific Board. Each doctoral student is also assigned a mentor—often a senior researcher or international academic—who provides methodological guidance and research development support.

### **Cooperation Between PhD Students and Supervisors**

This dual system of supervision ensures both academic accountability and individualised methodological support. Supervisors are responsible for ensuring the quality and feasibility of dissertation work, while mentors offer specialised input in the student’s research field. Regular consultations and progress reviews are embedded in the academic calendar. A notable case involves an international student whose dissertation on public policy modelling is supervised by a Czech professor and mentored by a foreign expert in econometrics.

### **Statistics and Student Profile**

The first cohort includes six students—three Czech and three international. Given ERUNI’s small student body, this represents a significant proportion and highlights the university’s strategic orientation towards early-stage researcher development and internationalisation. As the programme only recently commenced, dropout and graduation statistics are not yet available.

### **Recruitment and Promotion**

Admission is conducted via a multi-stage competitive process, including assessment of research proposals and interviews. Calls are published in both Czech and English, and recruitment takes place through international academic fairs, internal networks, and cooperation with academic partners.

### **International Cooperation and Networks**

Three of the six current doctoral students are international, and the programme was designed from the outset to support joint supervision, cotutelle agreements, and collaboration with foreign institutions. International mentors contribute directly to academic development and are involved in ERUNI Research Talks and doctoral seminars.

### **Student Support System**

PhD students benefit from close academic and administrative support, including regular meetings with their supervisors and mentors, peer consultation opportunities, and access to the university’s International Office, which provides visa assistance, accommodation help, and cultural orientation. Academic counselling and informal career guidance are provided by senior staff members. In addition, ERUNI offers a wide range of student and graduate support services, including psychological support, mentoring, wellbeing consultations, and assistance in returning to studies after career breaks. These services are described in detail on the university’s support page. Plans for structured soft-skills workshops and research ethics training are currently under development.

### Tracking Graduate Careers

As the programme is in its first year of implementation, no graduates are available for formal career tracking. The university is preparing a graduate career monitoring system to be embedded into its quality assurance and alumni engagement strategies.

### Additional Features

Although a formal doctoral school does not exist, the programme is administered by the Faculty of Doctoral Studies, which ensures consistent academic oversight. Doctoral students regularly participate in the ERUNI Research Talks, providing early opportunities to present their work and receive feedback in a structured academic environment.

## 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:

NOT APPLICABLE

Unit not yet evaluated - new research organisation.

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

Document name	No. criteria	Location (link in HTML)
Strategic Plan of Educational and Creative Activities for the Period 2024-2030	4.1, 4.5, 4.6, 5.1	<a href="https://eruni.org/sites/default/files/docs/2024/12/strategic_plan_2024-2030.pdf">https://eruni.org/sites/default/files/docs/2024/12/strategic_plan_2024-2030.pdf</a>
Rector's Decree No. 69/2025 (Research Results Management)	4.1, 4.3, 5.3	<a href="https://eruni.org/sites/default/files/docs/2025/02/rector-s-decree-no-69-2025-management-of-research-and-development-results-transl.pdf">https://eruni.org/sites/default/files/docs/2025/02/rector-s-decree-no-69-2025-management-of-research-and-development-results-transl.pdf</a>
Rector's Decree No. 59/2024 (Student Grant Scheme)	4.1, 4.2	<a href="https://eruni.org/sites/default/files/docs/2025/03/rector-s-decree-no-59-2024-transl.pdf">https://eruni.org/sites/default/files/docs/2025/03/rector-s-decree-no-59-2024-transl.pdf</a>
Rector's Decree No. 33/2022 (Salary Determinants)	4.1, 4.5	<a href="https://eruni.org/sites/default/files/docs/2025/03/rector-s-decree-no-33-2022-transl.pdf">https://eruni.org/sites/default/files/docs/2025/03/rector-s-decree-no-33-2022-transl.pdf</a>
Rector's Decree No. 53/2023 (Doctoral Study Conditions)	4.8	<a href="https://eruni.org/sites/default/files/docs/2024/12/rectors-decree-no-53-2023-on-the-conditions-of-the-study-of-phd-programmes-1.pdf">https://eruni.org/sites/default/files/docs/2024/12/rectors-decree-no-53-2023-on-the-conditions-of-the-study-of-phd-programmes-1.pdf</a> <a href="https://eruni.org/sites/default/files/docs/2024/12/rector-s-decree-no-65-2024-on-the-rules-of-the-admission-procedure-for-the-study-of-phd-programmes-realized-in-english-for-the-academic-year-2025-2026.pdf">https://eruni.org/sites/default/files/docs/2024/12/rector-s-decree-no-65-2024-on-the-rules-of-the-admission-procedure-for-the-study-of-phd-programmes-realized-in-english-for-the-academic-year-2025-2026.pdf</a>
Code of Ethics, Committees	4.1, 4.3, 4.4	<a href="https://eruni.org/sites/default/files/docs/2025/01/rector-s-decree-no-68-2025-code-of-ethics-of-the-eruni-transl.pdf">https://eruni.org/sites/default/files/docs/2025/01/rector-s-decree-no-68-2025-code-of-ethics-of-the-eruni-transl.pdf</a>

HR Excellence in Research Award	4.5, 4.6	<a href="https://eruni.org/research/hr-award">https://eruni.org/research/hr-award</a>
Gender Equality Plan	4.6, 5.3	<a href="https://eruni.org/sites/default/files/docs/2025/01/gender_equality_plan.pdf">https://eruni.org/sites/default/files/docs/2025/01/gender_equality_plan.pdf</a>
Doctoral Programme Documentation (admissions, list of supervisors)	4.8	<a href="https://eruni.org/admissions">https://eruni.org/admissions</a>
Association of Social Responsibility - ERUNI membership	4.4	<a href="https://www.spolecenskaodpovednost.cz/en/our-members/?sektor=educational-sector">https://www.spolecenskaodpovednost.cz/en/our-members/?sektor=educational-sector</a> <a href="https://www.spolecenskaodpovednost.cz/en/about/">https://www.spolecenskaodpovednost.cz/en/about/</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 evaluation period.

*Maximum 2000 words.*

#### Self-assessment:

##### Mission and Vision

The European Research University (ERUNI) is a small, non-profit and internationally-oriented institution committed to providing inclusive, high-quality education and to producing research with tangible societal relevance. Its mission rests on four core values – openness, inclusivity, equality and respect for individual needs – and is implemented through research-driven teaching, individualised student support, and a growing portfolio of R&D&I activities. Since obtaining university-type status in 2023 and being recognised as a research organisation under Czech law in 2019, ERUNI has actively pursued the development of a competitive research environment. The vision for the next five years (2024–2029) builds on the foundations laid in recent years. ERUNI aims to strengthen its position as a small research university in the field of social sciences, with growing internationalisation of staff and activities. It aspires to make its research increasingly impactful for economic and public policy-making at both national and international levels. In parallel, it continues to integrate R&D&I into education, particularly by involving students in research early on and developing its doctoral school.

##### Implemented R&D&I Fields and Capacities

Based on Table 5.1.1, ERUNI's research capacity in the evaluated period was almost exclusively in the field of social sciences, especially Economics and Business (90%), complemented by Law (4%), Sociology (2%) and other related areas. Research was predominantly a balanced mix of basic and applied research, responding to the needs of public institutions, SMEs and the academic community.

According to Table 5.1.2, the next five-year period will see a moderate expansion of capacities, maintaining the social sciences as the dominant field (92%) but including also new areas such as Psychology, or Education while maintaining fields of Law, and Computer and Information Sciences which reflects ERUNI's intention to strengthen interdisciplinary research, particularly at the intersection of economics, public policy, and digitalisation.

##### Strategic Alignment with National and International Policy Documents

ERUNI's R&D&I strategy is directly aligned with key national and EU-level policy documents, as detailed in Table 5.1.3. In particular:

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

- In line with the National Policy of R&D&I of the Czech Republic 2021+, ERUNI has built stable research teams, supports early-career researchers (often recruited from abroad), and contributes to socially relevant themes in economic and public policy.
- The Strategic Plan for Higher Education Institutions 2021+ is fully reflected in ERUNI's own Strategic Plan 2024–2030, with priorities including research quality, internationalisation, and doctoral education.
- In line with the Gender Equality Strategy 2021–2030, ERUNI implements a Gender Equality Plan, promotes equal opportunities and representation in leadership, and integrates gender dimension into research evaluation and ethics frameworks.
- The university supports Horizon Europe priorities, particularly in Pillar II and the Widening agenda. ERUNI is already participating in international consortia and applying for Horizon calls. While no ERC or MSCA projects have been funded yet, this is a stated strategic objective and key researchers are being supported accordingly.
- Though ineligible for direct support from the National Recovery Plan (NPO), ERUNI draws on de minimis support through OP JAK for infrastructure and research development. The university also highlights systemic inequalities in access to EU funds for private institutions and advocates for better integration mechanisms.

#### Implementation of Mission and Vision in the Evaluated Period

In the last six years, ERUNI has transformed from a teaching-oriented private HEI into a research-oriented university. Key steps in this transformation include:

- Official recognition as a research organisation (2019),
- Introduction of systematic research evaluation and performance-based contracts,
- Recruitment of international researchers in full-time positions,
- Participation in national grant schemes (TAČR, GAČR) and international cross-border projects,
- Launch of a PhD programme in Economic Policy and Public Administration (2023),
- Public dissemination of research through ERUNI Research Talks, the DANUBE journal, and the Economic Policy Conference,
- Accreditation of study programmes closely aligned with research areas,
- Ongoing efforts to support ethical, open and inclusive research environments, certified by the HR Excellence in Research Award.

All of these efforts are supported by ERUNI's Strategic Plan 2024–2030, which operationalises the mission and vision into measurable objectives and actions, and is available online. The plan specifically supports growth in international project activity, strengthening of research infrastructure, and long-term development of research careers at the university.

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

Field of Research	FORD	FORD share [%]	Predominant type of research	Total share of field of reaserch [%]
1. Natural Sciences	1.1 Mathematics		Zvolte položku.	2
	1.2 Computer and information sciences	2	Balanced basic and applied research	
	1.3 Physical sciences		Zvolte položku.	

	1.4 Chemical sciences		Zvolte položku.	
	1.5 Earth and related environmental sciences		Zvolte položku.	
	1.6 Biological sciences		Zvolte položku.	
	1.7 Other natural sciences		Zvolte položku.	
2. Engineering and Technology	2.1 Civil engineering		Zvolte položku.	
	2.2 Electrical engineering, Electronic engineering, Information engineering		Zvolte položku.	
	2.3 Mechanical engineering		Zvolte položku.	
	2.4 Chemical engineering		Zvolte položku.	
	2.5 Materials engineering		Zvolte položku.	
	2.6 Medical engineering		Zvolte položku.	
	2.7 Environmental engineering		Zvolte položku.	
	2.8 Environmental biotechnology		Zvolte položku.	
	2.9 Industrial biotechnology		Zvolte položku.	
	2.10 Nanotechnology		Zvolte položku.	
	2.11 Other engineering and technologies		Zvolte položku.	
3. Medical and Health Sciences	3.1 Basic medicine		Zvolte položku.	
	3.2 Clinical medicine		Zvolte položku.	
	3.3 Health sciences		Zvolte položku.	
4. Agricultural and veterinary sciences	4.1 Agriculture, Forestry, and Fisheries		Zvolte položku.	
	4.2 Animal and Dairy science		Zvolte položku.	
	4.3 Veterinary science		Zvolte položku.	
	4.4 Other agricultural sciences		Zvolte položku.	
5. Social Sciences	5.1 Psychology and cognitive sciences	2	Basic research	96
		88	Balanced basic and applied research	
	5.2 Economics and Business			
	5.3 Education		Zvolte položku.	
	5.4 Sociology	2	Basic research	
		4	Balanced basic and applied research	
	5.5 Law			
	5.6 Political science		Zvolte položku.	
	5.7 Social and economic geography		Zvolte položku.	
5.8 Media and communications		Zvolte položku.		
5.9 Other social sciences		Zvolte položku.		
6. Humanities and the Arts	6.1 History and Archaeology		Zvolte položku.	2
	6.2 Languages and Literature		Zvolte položku.	
	6.3 Philosophy, Ethics and Religion	2	Basic research	
	6.4 Arts (arts, history of arts, performing arts, music)		Zvolte položku.	
	6.5 Other Humanities and the Arts		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	4	Zvolte položku.	4
	1.2 Computer and information sciences		Balanced basic and applied research	
	1.3 Physical sciences		Zvolte položku.	
	1.4 Chemical sciences		Zvolte položku.	
	1.5 Earth and related environmental sciences		Zvolte položku.	
	1.6 Biological sciences		Zvolte položku.	
	1.7 Other natural sciences		Zvolte položku.	
2. Engineering and Technology	2.1 Civil engineering		Zvolte položku.	
	2.2 Electrical engineering, Electronic engineering, Information engineering		Zvolte položku.	
	2.3 Mechanical engineering		Zvolte položku.	
	2.4 Chemical engineering		Zvolte položku.	
	2.5 Materials engineering		Zvolte položku.	
	2.6 Medical engineering		Zvolte položku.	
	2.7 Environmental engineering		Zvolte položku.	
	2.8 Environmental biotechnology		Zvolte položku.	
	2.9 Industrial biotechnology		Zvolte položku.	
	2.10 Nanotechnology		Zvolte položku.	
	2.11 Other engineering and technologies		Zvolte položku.	
3. Medical and Health Sciences	3.1 Basic medicine		Zvolte položku.	
	3.2 Clinical medicine		Zvolte položku.	
	3.3 Health sciences		Zvolte položku.	
4. Agricultural and veterinary sciences	4.1 Agriculture, Forestry, and Fisheries		Zvolte položku.	
	4.2 Animal and Dairy science		Zvolte položku.	
	4.3 Veterinary science		Zvolte položku.	
	4.4 Other agricultural sciences		Zvolte položku.	
5. Social Sciences	5.1 Psychology and cognitive sciences	2	Balanced basic and applied research	92
	5.2 Economics and Business	76	Balanced basic and applied research	
	5.3 Education	2	Balanced basic and applied research	
	5.4 Sociology	2	Balanced basic and applied research	
	5.5 Law	8	Balanced basic and applied research	
	5.6 Political science	2	Balanced basic and applied research	
	5.7 Social and economic geography		Zvolte položku.	
	5.8 Media and communications		Zvolte položku.	

	5.9 Other social sciences		Zvolte položku.	
6. Humanities and the Arts	6.1 History and Archaeology		Zvolte položku.	4
	6.2 Languages and Literature		Zvolte položku.	
	6.3 Philosophy, Ethics and Religion	4	Balanced basic and applied research	
	6.4 Arts (arts, history of arts, performing arts, music)		Zvolte položku.	
	6.5 Other Humanities and the Arts		Zvolte položku.	
	Total	100	-	100

### 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
National Policy of Research, Development and Innovation of the Czech Republic 2021+	ERUNI focuses on socially relevant research in economic and public policy; has built stable research teams; supports early-career researchers and internationalisation of research staff.
Strategic Plan of the Ministry of Education for Higher Education Institutions 2021+	Reflected in ERUNI's own Strategic Plan of Educational and Creative Activities for the Period 2024-2030, with emphasis on research quality, doctoral training, international cooperation, and student involvement in R&D&I.
Gender Equality Strategy of the Czech Republic 2021–2030	Implementation of ERUNI Gender Equality Plan; women represented in leadership; focus on balanced recruitment and support for women researchers; ethical framework includes gender dimension.
Horizon Europe Priorities (especially Pillar II and Widening)	ERUNI joins international consortia, applies for Horizon calls, focuses on global challenges in economics, digitalisation, and public policy; builds international research networks.
National Plan for Recovery and Resilience (NPO)	Although not eligible for full participation, ERUNI utilises de minimis support under OP JAK for infrastructure development in 2024. Strategic goal is full integration into EU schemes.
Strategy for Education Policy of the Czech Republic 2030+	ERUNI integrates R&D&I with teaching; supports critical thinking; doctoral students are involved in active research and international cooperation from the start of their studies.

## 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:**

In the period 2025–2029, the European Research University (ERUNI) intends to build on its recent transformation into a research-oriented institution and further develop its role as a small, internationally active university in the field of social sciences. All objectives set for this period are in direct continuity with ERUNI’s mission and vision, its existing disciplinary capacities (see Table 5.1.2), and its internal Strategic Plan for 2024–2030.

### **Development of Research and Innovation**

ERUNI’s primary objective is to expand its R&D&I activities within existing research fields while strategically broadening its scope into emerging interdisciplinary areas. Key research directions for 2025–2029 include:

- Economic policy and public finance,
- Labour markets and social protection systems,
- Education systems and lifelong learning,
- Corporate responsibility and sustainability,
- Digitalisation and data science in economics and public decision-making,
- Emerging interest in the use of AI in social sciences and experimental economics.

The university will continue supporting high-quality basic and applied research. The recruitment and support of international early-career researchers will remain a priority, as well as the consolidation of existing research teams and the expansion of participation in national and international research funding programmes.

### **Knowledge Transfer and Societal Engagement**

In line with its mission as a socially responsive institution, ERUNI aims to improve its capacities for translating research findings into practice. In 2025–2029, the university plans to:

- Create a more formalised knowledge transfer platform for cooperation with public authorities, SMEs, and NGOs,
- Enhance dissemination activities, including policy briefs and public lectures,
- Expand the international Economic Policy Conference and the public discussion forum ERUNI Research Talks,
- Increase participation in expert and advisory bodies at national and regional levels.

These steps aim to strengthen ERUNI’s third mission and increase the visibility and utility of research outputs beyond the academic environment.

### **Development of Human Capital**

A key element of ERUNI’s strategy is the targeted development of its academic and research human resources. Goals for 2025–2029 include:

- Recruiting high-potential researchers (especially postdocs) from abroad with full-time contracts,
- Launching an internal mentoring and professional development programme for junior researchers and PhD students,
- Continuing to build a supportive and high-quality doctoral environment,
- Supporting researchers’ participation in international networks, conferences, and training.

The career development model will remain based on transparent criteria, regular evaluation, and incentives tied to performance and societal relevance.

### **Institutional Resilience and Environment**

ERUNI is committed to strengthening its internal infrastructure and resilience in response to growing demands on research quality and compliance. Key initiatives include:

- Further professionalisation of project administration and internal support services,
- Strengthening digital systems and data security,
- Maintaining sufficient institutional flexibility to respond to external risks and funding fluctuations,
- Developing long-term strategic partnerships with domestic and international research entities.

Despite limitations in access to some public funding schemes (due to its private status), ERUNI will continue pursuing opportunities under OP JAK, Horizon Europe, and other available frameworks.

### **Open Science, Ethics, and Research Culture**

Between 2025 and 2029, ERUNI will implement a formal Open Science strategy aligned with national and EU-level expectations. Core components will include:

- Open access publishing of research outputs,
- Open data principles and internal data management guidelines,
- Expansion of ethical awareness through the Ethics Committee for Research, training events, and integration into staff development,
- Further use of narrative CVs and broader recognition of interdisciplinary, applied, and policy-relevant research outputs.

These measures are designed to ensure that ERUNI's R&D&I environment is not only productive and internationally competitive, but also aligned with the values of transparency, responsibility, and social impact.

### 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:

The European Research University (ERUNI) has developed a set of institutional instruments that directly support the implementation of its research strategy for the 2025–2029 period. These measures form a coherent framework for enhancing research quality, international competitiveness, scientific integrity, and institutional resilience. They are aligned with national policies, European standards (e.g. ERA), and the university's own Strategic Plan for 2024–2030.

#### Supporting Quality R&D&I and Scientific Excellence

The incentive system defined in Rector's Decree No. 33/2022 ensures that academic and research staff are rewarded transparently based on their research output and contribution to the university's mission. This system motivates both productivity and relevance, combining standard metrics (e.g. IF, AIS) with teaching impact and knowledge transfer.

To promote early research engagement, Rector's Decree No. 59/2024 introduced a competitive internal grant scheme for students. This strengthens the link between study programmes and research activities and fosters intergenerational knowledge development.

The university further cultivates internal academic discourse through the ERUNI Research Talks platform. These monthly meetings encourage sharing of results, critical reflection, and collaboration across disciplines and experience levels.

#### Innovative Environment and International Competitiveness

ERUNI's long-term goals are articulated in its Strategic Plan 2024–2030, which emphasises the growth of international partnerships, interdisciplinary research, doctoral education, and open science.

The HR Excellence in Research Award confirms that ERUNI adheres to the principles of the European Charter for Researchers and promotes transparent and competitive working conditions. This reinforces the university's credibility in international consortia and research calls.

The Rector's Decree No. 69/2025 will further regulate research output management, including Open Access, ethics, and internal classification of results. It also introduces mechanisms for aligning results with strategic societal impact.

### Development of Human Potential

Doctoral education at ERUNI is governed by Rector’s Decree No. 53/2023, which ensures the quality of individual study plans, mentoring, and international networking. Internal mentoring structures and regular evaluation support researchers’ development at all stages of their career.

In 2025, the university will also implement an Internal Action Plan for the Support of Women in Research as a follow-up to its Gender Equality Plan. This measure addresses the gap in output performance and aims to promote greater visibility, leadership and publishing success among female researchers through mentoring, training and targeted consultations.

### Institutional Resilience and Strategic Governance

The university’s internal management is designed to respond flexibly to funding structures and the needs of emerging research fields. The governance model—based on the rector and deans supported by senior researchers—enables focused development without unnecessary bureaucracy.

The Ethics Committee for Research ensures that all projects meet high standards of integrity and human subject protection. Its work complements broader institutional ethics and is integrated into internal evaluations.

### Ethics, Integrity and Open Science

ERUNI is implementing a structured approach to Open Science, supported by internal practice and regulation. Research outputs are increasingly published in Open Access formats (e.g. journal DANUBE), and open data principles are gradually introduced. The Decree No. 69/2025 will form the formal backbone of this process, supported by evolving internal guidance and digital infrastructure.

These strategic tools, whether already implemented or in preparation, demonstrate ERUNI’s readiness to meet the demands of a modern, open, and socially relevant research university.

#### 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
ERUNI Research Talks (then as the PRIGO Bar)	Internal platform for interdisciplinary academic exchange, presentation of results, mentoring, and networking. Supports open research culture.	Implemented	2019
Rector’s Decree No. 33/2022 on Variable Salary Components	Establishes a transparent, performance-based system for evaluating and rewarding academic and research staff based on scientific excellence, societal impact, and contribution to study programmes.	Implemented	2022
HR Excellence in Research Award	Confirms the institution’s commitment to quality HR management in research, including transparent recruitment, equal opportunities, and career support.	Implemented	2022

Rector's Decree No. 53/2023 on the Conditions of Study in Doctoral Study Programmes	Provides a structured and quality-assured framework for doctoral education, aligned with international standards and research mentoring practices.	Implemented	2023
Ethics Committee for Research	Specialised institutional body for evaluating the ethical and integrity dimensions of research projects; required for project approval.	Implemented	2023
Gender Equality Plan (GEP)	Ensures equal opportunities in recruitment, leadership, evaluation, and work-life balance. Includes data monitoring and gender mainstreaming.	Implemented	2023
Strategic Plan of Educational and Creative Activities for the Period 2024-2030	Sets the university's vision and priorities for R&D&I, including capacity building, interdisciplinarity, and internationalisation.	Implemented	2024
Rector's Decree No. 59/2024 on the Rules of the Student Grant Competition	Introduces internal funding scheme for student research, aligned with the strategic research areas.	Implemented	2024
Open Science Implementation Framework (within Decree No. 69/2025 and practice)	Consolidates Open Access principles, data sharing and internal research result management. Part of emerging Open Science strategy.	Not-implemented	2025
Internal Action Plan for the Support of Women in Research (under GEP)	Provides mentoring, targeted consultations, and visibility support to increase research performance and leadership of women.	Implemented partially	2025
Rector's Decree No. 69/2025 on the Management of Research and Development Results	Regulates research output classification, data handling, Open Access, and ethics. Forms basis for knowledge transfer.	Not-implemented	2025

#### 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:

NOT APPLICABLE

Unit not yet evaluated - new research organisation.

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

Document name	No. criteria	Location (link in HTML)
Strategic Plan of Educational and Creative Activities for the Period 2024-2030	5.1, 5.2	<a href="https://eruni.org/sites/default/files/docs/2024/12/strategic_plan_2024-2030.pdf">https://eruni.org/sites/default/files/docs/2024/12/strategic_plan_2024-2030.pdf</a>
Internal Policy Documents (Academic Staff Eval., Data Protection, Disability etc.)	5.3	<a href="https://eruni.org/official-notice-board#other">https://eruni.org/official-notice-board#other</a>
Official Notice Board in English and Czech for full lists of ERUNI documents	5.1, 5.2, 5.3	<a href="https://eruni.org/official-notice-board">https://eruni.org/official-notice-board</a> <a href="https://eruni.org/cs/uredni-deska">https://eruni.org/cs/uredni-deska</a>