

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

HIGHER EDUCATION INSTITUTION NAME:

University of Finance and Administration

COMPANY REGISTRATION NUMBER (CRN): 04274644

THE LIST OF EVALUATION UNITS IN MODULE 3:

- 1) Faculty of Economics
- 2) Faculty of Law and Public Administration

ORGANIZATIONAL STRUCTURE OF THE HIGHER EDUCATION INSTITUTION

Rector

Vice Rector for Research and Development

- Department of Research and Development
- The Library Services Centre – prof. Mojmir Helisek Specialized Library
- VSFS Publishing
- University Research Centre
 - Laboratory of Criminalistics and Forensic Disciplines
 - Laboratory of Empiric Studies
 - Laboratory of Neuromarketing and Marketing Analyses
 - Laboratory of Interdisciplinary Projects and Strategic Grants

Vice Rector for International Relations and Lifelong Learning

- Department of International Relations
- Confucius Institute
- Institute of Lifelong Learning

Vice Rector for Legislation and Study Programmes

- Department for Pedagogical Affairs
- Department of Student Affairs

Faculties

- **Faculty of Economics**
 - Department of Finance
 - Department of Economics and Management
 - Department of Computer Science and Mathematics
 - Department of Social Sciences
- **Faculty of Law and Public Administration**
 - Department of Law
 - Department of Criminalistics and Forensic Science
 - Department of Security and Public Order

HIGHER EDUCATION INSTITUTION WEBSITE (HTML LINK): <https://www.vsfs.cz/en/>

THE HIGHER EDUCATION INSTITUTION CONTACT PERSON

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Signature (Rector), stamp

Introductory information about the evaluated higher education institution

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

Maximum 500 words.

Description:

University of Finance and Administration (hereinafter "VSFS") is a private college of the university type. It carries out educational activities in accredited bachelors, masters, and doctoral study programs. In association therewith it cultivates research, development, and innovation activities, as well as other creative activities. It is internally comprised of two faculties, the Faculty of Economics and the Faculty of Law and Public Administration. VSFS is a research organization according to Act No. 130/2002 Coll. on support of research, experimental development, and innovation.

The statutory governing body of VSFS is the Board of Directors. The educational and R&D activities of VSFS are managed by the Rector. Three Vice Rectors are responsible for key segments of the activities of the university; the Vice Rector for Legislation and Study Programmes is responsible for accreditation and education in accredited degree programs; the Vice Rector for Research and Development is responsible for research activities, including research aspects of doctoral study programs; the Vice Rector for International Relations and Lifelong Learning is responsible for the internationalization of the university and education outside accredited degree programs. Other governing bodies of the university include the Scientific Board, which discusses key issues concerning educational and creative activities, and the Internal Assessment Board, responsible for internal quality assessment.

In terms of size, VSFS ranks among smaller schools, if we take into account public and state colleges and universities, which predominate in the Czech Republic. Among private universities in the Czech Republic, however, VSFS is one of the largest in terms of the number of students (about 3,000).

The mission of VSFS is to become a respected and sought-after academic and research institution that creates the prerequisites for its graduates to achieve sustained career growth and full-fledged personal development. The vision of VSFS is to build and develop a full-fledged university-type facility, preferentially focusing on business management, marketing communication, finance, regional development and public administration, informatics, applied law, security, and criminalistics, being a respected institution in R&D, and contributing to global challenges such as financial stability, digital economy and industry 4.0, and security including cybersecurity.

The aforementioned activities are provided through the two faculties. However, these are not faculties as defined by the Higher Education Act comparable to the faculties of public universities. The faculties of VSFS do not independently operate any study program or independently handle research projects, and they do not have an academic tribunal, an academic council, or a disciplinary committee. However, they play an important role in providing the degree programs for which VSFS has obtained accreditation, as well as related research activities. For this purpose, they have established governing bodies in the form of a dean and vice deans, similar to public universities. The faculties are organized into departments composed in particular of academic staff who carry out educational, research, and other creative activities. The Faculty of Economics focuses on economics,

finance, management, applied informatics, and media and communications, while the Faculty of Law and Public Administration focuses on security, law, criminalistics, and forensic disciplines.

SWOT ANALYSIS

Strengths

- elaborated system of internal projects
- motivating system of compensation for research activities
- contacts in the application sphere (financial institutions, public administration, professional associations)
- financial situation allows for investment of own funds into R&D
- issues on which academic staff focuses facilitate collaboration on projects
- low costs for implementation of own research (social science research predominates)
- established tradition of conferences with a range of interested parties (fields of financial markets, criminalistics, doctoral conferences)

Weaknesses

- human resources in terms of age structure
- lack of prestigious research projects in some study programs
- lack of involvement in international research projects in the field of Finance
- lower student involvement in R&D
- academic staff do not seek opportunities for research with reach beyond their main field (lack of effort to address issues in wider contexts)
- in certain fields it is difficult to produce quality publication results (international journals in the Web of Science or Scopus databases)
- academic staff potential insufficiently realized (more time is devoted to pedagogical or managerial work)

Opportunities

- greater involvement in the preparation of external projects, particularly in applied research
- greater collaboration with practical sphere in R&D activities (contract or collaborative research)
- opportunity for role in projects where own funds are essential (co-financing is required)
- a larger degree of contract research can be a competitive advantage given low costs, of course it is necessary to focus more on practical implementation of results
- greater collaboration of individual departments in addressing common activities/projects
- achieve inclusion of university journals in prestigious databases

Threats

- small number of future implementers of external projects with regard to age (departure to retirement) and lack of experience with implementing projects
- lack of societal demand for results from the fields on which VSFS focuses
- low production of quality globally comparable results, VSFS decline in rankings of national research organizations as a result
- future non-fulfillment of conditions for research organizations in association with commercial activities (including tuition at private universities) or in association with low R&D performance
- future loss of capability to submit successful projects to traditional providers (CZSF, TA CR, Ministry of Interior, etc.) due to growing demands of these providers

SELF-EVALUATION REPORT FOR MODULE 3

THE NAME OF THE UNIT BEING EVALUATED: FACULTY OF ECONOMICS (FES)

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.¹ 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:

In keeping with the Strategic Plan of the University, the vision of the FES is to be a dynamic and innovative research institute focused on economic R&D that integrates academic knowledge with practice and supports international collaboration. The FES will strengthen the research capacity of the school by creating strategic partnerships and will be a recognized institution supporting open access to academic knowledge and ethical standards of academic work in fundamental, applied, and contract research. As part of its mission, the FES is committed to developing and supporting high quality and internationally recognized research in the fields of economics, management, finance, marketing, informatics, and related disciplines. R&D in these areas will be a key factor for the development of society, the business environment, and public administration. Through research and the application of modern knowledge, the FES will contribute to solving current economic and social challenges and supporting sustainable development and innovation in the commercial and public spheres. Research activities will contribute to the development of a knowledge-oriented economy that supports social responsibility and competition. Cooperation between the academic and commercial spheres and public administration will enable the application of research knowledge to practice and will provide long-term benefits for all of society.

Research activities at the FES are thematically linked to accredited degree programs:

- Economics and Management (Bachelor's, Master's, in Czech and English)
- Finance (Bachelor's, Master's, in Czech and English, Doctoral also in English)
- Applied informatics (Bachelor's, in Czech)
- Financial Informatics and Blockchain (Master's, in Czech)

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

- Marketing Communication (Bachelor's, Master's, in Czech and English)
- New Media and Communication (Master's in Czech and English)

Organizational structure of the Faculty:

Dean – responsible for the overall strategic management of the faculty, the coordination of its activities, and its representation within and beyond the university.

Vice Dean for Pedagogical Affairs – responsible for the conceptual development of teaching, the quality of the educational process, accreditation of degree programs, and teaching innovation.

Vice Dean for Research and Publishing – responsible for the management of R&D activities, the development of the faculty's publishing strategy, collaboration with research institutions, and support for grant projects.

Guarantors of Degree Programs – responsible for the quality and content of the degree program, they coordinate instructors involved in the program, obtain accreditation and innovation of teaching content, and collaborate with specialist partners from practice and research.

academic departments – provide an overarching structure for teaching and research activities in their respective fields.

- Department of Economics and Management
- Department of Social Sciences
- Department of Finance
- Department of Computer Science and Mathematics

In 2023, there were approximately 42 faculty members (calculated in terms of FTE), almost all of whom contributed to teaching. The number of staff has dropped to this figure from the original approximately 59 FTE in 2019.

The faculty provided instruction for approximately 1,400 students in 2023 (almost 1,000 of whom are undergraduate students and approximately 330 are graduate students). There was a noticeable decline in student numbers which was halted in 2022 and has been followed by a gradual increase.

As regards disciplinary capacity, in accordance with the degree programs provided, academics in the social sciences dominated (82%, with 58% of which in Economics and Business), supplemented by those in the natural sciences (17%) and the humanities (1%).

The FES carries out both basic research and applied research, with a predominance of applied research, especially in recent years. Research is carried out in the form of research projects with external financial support and in the form of internal research projects. There are also contract research projects carried out for clients from the public and private spheres.

The long-term objectives of the FES research are focused, in line with our degree programs, on the following areas:

Finance – regulation of financial markets, combating financial crime, sustainability of public finances, stability of the financial system and more effective regulatory mechanisms, including compliance and risk management in financial institutions, development of fintech innovation and ESG standards and the optimization of social services financing in the context of an aging population.

Business and Management – identifying factors that affect the resilience of businesses to crises, achieving effective strategic management, developing a circular economy, the competitiveness of SMEs with an emphasis on family businesses through innovative management strategies, adaptability to turbulent market environments, and implementation of sustainable business models, transfer of knowledge into practice through collaboration with the commercial sector, public administration, and professional organizations, the application of scientific findings to the real business environment, and the development of policies at the national and international level.

Marketing Communication and New Media – digital marketing dynamics, personalization of content and consumer culture (including consumer behavior, consumer decision making), analysis of algorithmic processes, the spread of misinformation, and the impact of social networks on public discourse, applications in optimizing marketing strategies, improving the effectiveness of corporate communication, developing media policies, and supporting ethical and sustainable approaches to digital communication in a rapidly changing technological environment.

Economics – analyses of key macroeconomic and microeconomic factors affecting economic growth, financial stability and sustainability of public finances, effectiveness of monetary and fiscal policy, pension system reform and the impact of inflation and interest rates on investment decisions and the real estate market, economic readiness of the Czech Republic to join the Eurozone, recommendations for the design of economic policies supporting long-term economic stability and competitiveness.

Applied Informatics – development and implementation of innovative technologies in the field of cybersecurity, blockchain, artificial intelligence, and optimization of business processes through ICT, development of advanced algorithms for analysis of big data, increasing the security of digital transactions, and effective use of the Internet of Things in industry and smart cities. The key objective is to apply the acquired knowledge in practice with an emphasis on sustainability, effectiveness, and increasing the competitiveness of organizations in the digital economy.

The Faculty also provides editorial activities for the open access scientific journal *Acta VSFS*, Economic Studies and Analyses. The editors of the journal are seeking its inclusion in the Web of Science database.

Table 3.1.1 - Staffing per FTE²

Academic/ Professional position	Total / Of which women					
	2019	2020	2021	2022	2023	Total
Professor	3,3/0	4,3/0	3,52/0	2,6/0	2,56/0	9/0
Associate Professor	11,73/1,5	10,71/1,5	12,02/2,29	11,43/2	11,98/2,72	16/4
Assistant Professor	43,97/21,35	37,3/18,66	30,99/17,0	27,58/15,53	27,54/15,39	65/37
Assistant	0/0	0/0	0/0	0/0	0/0	0/0
R&D Personnel ³	0/0	0/0	0/0	0/0	0/0	0/0
Researchers in other categories ⁴	0,10/0,10	0,10/0,10	0,10/0,10	0,10/0,10	0/0	1/1
Technical and economic staff ⁵	0,35/0,35	0,30/0,30	0,30/0,30	0,29/0,29	0,24/0,24	7/7
Scientific, research and development staff involved in teaching activities	59/22,85	52,31/20,16	46,03/19,31	41,11/17,53	41,58/18,11	90/41
Early career researchers ⁶	8,24/6,12	9,60/6,10	7,02/4,52	5,38/3,87	7,64/4,85	18/12
Total ⁷	59,45/23,3	52,71/20,56	46,93/19,71	42/17,92	42,32/18,35	243,41/99,84

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.

² 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.

³ 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).

⁴ 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).

⁵ Who participates in the management and support of R&D&I in the institution.

⁶ See Definition of Terms in Methodology HEI2025+.

⁷ 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)⁸

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	2	0	2	0	1	0
Associate Professor	0	0	0	0	1	0	8	1	4	1	1	0
Assistant Professor	1	1	9	4	17	7	12	10	12	5	1	0
Assistant	0	0	0	0	0	0	0	0	0	0	0	0
R&D Personnel ⁹	0	0	0	0	0	0	0	0	0	0	0	0
Researchers in other categories ¹⁰	0	0	0	0	1	1	0	0	0	0	0	0
Technical and economic staff ¹¹	1	1	0	0	0	0	1	1	1	1	0	0
Scientific, research and development staff involved in teaching activities	1	1	9	4	18	7	22	11	18	6	3	0
Early career researcher ¹²	0	0	2	1	2	1	4	3	1	1	0	0
Total ¹³	2	2	9	4	19	8	23	12	19	7	3	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.

⁸ The total number of employees/workers as of 31st 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.

⁹ 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).

¹⁰ 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).

¹¹ Who participates in the management and support of R&D&I in the institution.

¹² See Definition of Terms in Methodology HEI2025+.

¹³ 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)¹⁴

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	3	0	0	0	2	0
Associate Professor	0	0	0	0	3	0	2	1	7	3	1	0
Assistant Professor	0	0	6	2	12	7	9	5	6	5	1	1
Assistant	0	0	0	0	0	0	0	0	0	0	0	0
R&D Personnel ¹⁵	0	0	0	0	0	0	0	0	0	0	0	0
Researchers in other categories ¹⁶	0	0	0	0	0	0	0	0	0	0	0	0
Technical and economic staff ¹⁷	1	1	0	0	0	0	1	1	1	1	0	0
Scientific, research and development staff involved in teaching activities	0	0	6	2	15	7	14	6	13	8	2	0
Early career researcher ¹⁸	0	0	4	1	1	1	2	0	3	3	0	0
Total ¹⁹	1	1	6	2	15	7	15	6	14	9	4	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.

¹⁴ 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.

¹⁵ 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).

¹⁶ 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).

¹⁷ Who participates in the management and support of R&D&I in the institution.

¹⁸ See Definition of Terms in Methodology HEI2025+.

¹⁹ 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	1296	649	1126	545	872	401	904	378	987	432	3017	1407
Master's ²⁰	844	477	680	359	568	297	420	215	337	190	1662	914
Doctoral	14	5	28	7	39	8	48	9	42	9	76	17
Lifelong Learning Courses	1440	1019	583	360	1021	776	1045	790	1010	792	5099	3737
Total	3594	2150	2417	1271	2500	1482	2417	1392	2376	1423	13304	7718

Table 3.1.5 - Study programmes in Czech/English

Type of study programme	Total ²¹ / Of which professional study programmes											
	2019		2020		2021		2022		2023		Total	
Undergraduate	4/2	0/0	4/2	0/0	4/2	0/0	4/2	0/0	4/2	0/0	4/2	0/0
Master's	4/2	0/0	4/2	0/0	4/2	0/0	4/2	0/0	4/2	0/0	4/2	0/0
Doctoral	1/1	0/0	1/1	0/0	1/1	0/0	1/1	0/0	1/1	0/0	1/1	0/0
Lifelong Learning courses	89/1	0/1	47/1	0/1	67/1	0/1	61/1	0/1	58/1	0/1	118/1	0/1
Total	98/6	0/1	56/6	0/1	76/6	0/1	70/6	0/1	67/6	0/1	367/30	0/5

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).

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

²¹ 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	3	Applied Research	17
	1.2 Computer and information sciences	14	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	4	Applied Research	82
	5.2 Economics and Business	58	Balanced basic and applied research	
	5.3 Education		Zvolte položku.	
	5.4 Sociology	12	Applied Research	
	5.5 Law		Zvolte položku.	
	5.6 Political science		Zvolte položku.	
	5.7 Social and economic geography		Zvolte položku.	
	5.8 Media and communications	8	Applied Research	
	5.9 Other social sciences		Zvolte položku.	

6. Humanities and the Arts	6.1 History and Archaeology		Zvolte položku.	1
	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)	1	Applied Research	
	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:

Academics at the Faculty of Economics were active in most of the areas assessed. They are members of the editorial boards of international academic journals focusing on economics and media. Selected academics serve as members of professional societies and are invited to travel abroad to present the results of their research. They are involved in the assessment of project proposals in project requests.

Prestigious R&D&I awards

FES academic staff receive awards for research and publishing activities that confirm their expert contributions on a national and international scale. The most important awards include recognition for the best scholarly papers at international conferences, awards for contributions to the development of academic journals, and prestigious publishing awards for publications with international scholarly publishers. These recognitions not only strengthen the reputation of the faculty, but also confirm the importance of its research and its practical impact in the fields of economics, management, marketing, finance, and applied informatics.

Editorial boards of international scientific journals

Selected teachers are members of the editorial boards or advisory boards of various international academic journals, a list of which is provided in Table 3.2.2. Five of these journals are listed in the international databases Web of Science and Scopus. Two of the journals listed in the table are published in the United States of America and two in Poland. Romania, Ukraine, and Slovakia are represented by one journal each. Three journal titles are published in the Czech Republic, but these are journals indexed in both the Web of Science and Scopus databases (Q3-Q4).

Membership in professional societies

FES academic staff are active in a number of prestigious scholarly societies, academic councils, and advisory bodies at the national and international level. Membership in these institutions reflects the

high professional standard of the faculty and its involvement in shaping academic, economic, and legislative policy.

The FES had representation on key government advisory bodies, including the Council for Research, Development, and Innovation, which serves as an expert and advisory body to the Czech government on research management. Academics also participate in the work of specialist committees under the Ministry of Finance, Ministry of Industry and Trade, and Ministry of Labour and Social Affairs. Also important for research activities is the representation of the FES on the Bank Board of the Czech National Bank (the position of Deputy Governor).

The FES has a strong presence in economic, sociological, and legal associations such as Czech Economic Society, Czech Sociological Association, Economists for Peace and Security, American Economic Association, and International Society for Ethnology and Folklore.

Cooperation with the business sector is also important, as demonstrated by the active participation of academics in the Association of Small and Medium-Sized Enterprises and Crafts of the Czech Republic, and Council of the Association of Family Businesses.

FES staff are also involved in international professional societies such as International Atlantic Economic Society, System Dynamics Society, and European Congress of Ethnic Religions.

Membership in these organizations allows the faculty not only to expand its international collaboration, but also to transfer the latest scientific knowledge into practice and to influence strategic decisions in the areas of economics, finance, management, and information technology.

Most important invited lectures

During the period under review, academic staff of the faculty were invited to give lectures at foreign institutions. A list of the most important ones is given in Table 3.2.3. These were mainly lectures at a variety of European universities, but also outside of Europe, e.g. in India. Among the European institutions, institutions from EU15 countries are also represented.

Examples of the most important lectures by foreign scientists and other distinguished guests relevant to R&D&I at the FES are listed in Table 3.2.4. In the period under review, these consisted mainly of experts from European universities and from Africa.

Involvement in the evaluation of national/European research project/programme calls

Academics from the FES were involved in the assessment of projects as part of national program calls of the Technology Agency of the Czech Republic and international calls of the Scientific Grant Agency of the Ministry of Education and Science of the Slovak Republic and the Slovak Academy of Sciences, and Cultural and Educational Grant Agency Ministry of Education, Science, Research and Sport of the Slovak Republic. More detailed information is provided in Table 3.2.5.

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
Ondřej Roubal, doc. Mgr., Ph.D.	Best speaker of the Session 2: Consumer Behaviour, <i>Marketing Identity Conference 2019</i>	University of Ss. Cyril and Methodius in Trnava, Slovakia
Hana Lipovská, Ing., Ph.D.	Top rated proceeding of the 27 th Annual International Conference on Economics and Security entitled „ <i>Extended Grossman-Kim Predator</i> “	Center for Conflict and Humanitarian Studies

	<i>Model: The Case of the Russian-Ukraine Conflict“</i>	
Stanislava Mildeová, doc., Ing., CSc.	Award for contribution as Editor-in-Chief of <i>Acta Informatica Pragensia</i> journal (2012-2021)	Prague University of Economics and Business
Hana Březinová, doc. Ing. CSc.	Best author of a professional book (monograph) of the international publishing house Wolters Kluwer for the year 2023	Wolters Kluwer

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
Diana Bílková, doc., Ing., Dr.	Management Studies. ISSN 2328-2185
Diana Bílková, doc., Ing., Dr.	SCIREA Journal of Mathematics. ISSN 2995-5823
Luboš Komárek, prof., Ing., Ph.D., M.Sc., MBA	Czech Journal of Economics and Finance. ISSN 0015-1920
Eva Kostikov, Ing., Ph.D.	Journal of Governance and Regulation. ISSN 2220-9352
Jan Mertl, doc. Ing., Ph.D. Petr Wawrosz, doc., Mgr., Ing., CSc.	Journal of Accounting and Management. ISSN 2284-9459
Stanislava Mildeová, doc., Ing., CSc.	Journal on Efficiency and Responsibility in Education and Science. ISSN 1803-1617
Stanislava Mildeová, doc., Ing., CSc. Václav Řezníček, Ing., Ph.D. Jan Lánský, doc. RNDr., Ph.D.	Acta Informatica Pragensia. ISSN 1805-4951
Ondřej Roubal, doc., Mgr., Ph.D.	Communication Today. ISSN 1338-130X
Ondřej Roubal, doc., Mgr., Ph.D.	Social Communication. ISSN 2450-7563
Otakar Schlossberger, doc., JUDr., Ing., Ph.D.	Financial Internet Quarterly. ISSN 2719-3454

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
Giuseppe Maiello, doc., Ph.D.	From secondary orality to digital auralty: successes, failures and prospects of voice only social networks [in Italian]	University of Salerno, Italy	2023
Eva Kostikov, Ing., Ph.D.	Comparing the circular economy: exploring the progress and challenges of Poland and the Czech Republic	Opole University of Technology, Faculty of Economics and Management, Poland	2023
Renata Majovská, PaedDr., Ph.D.	Multicriteria Models in Revenue Management	University of Cordoba, Faculty of Law and Business and Economics, Spain	2022

Roman Mentlík, Ing., Ph.D.	Euro and Corporate Management	Inholland University of Applied Sciences, Faculty of Business, Finance and Law, Netherlands	2022
Andrea Tomášková, Ing., Ph.D.	Heritage and Craft Activities as an Important Regions Element – Case Studies from the Czech Republic and Hungary	University of Ss. Cyril and Methodius in Trnava. Faculty of Social Sciences, Slovakia	2021
Giuseppe Maiello, doc. Ph.D.	Media and Literature	Diamond Harbor Women's University, India	2021
Václav Kupec, doc., PhDr., Ing., Ph.D.	Innovative controlling and audit – opportunities for SMEs	University of Piraeus, Greece	2020
Miroslav Pavlák, Ing., Ph.D.	Innovation activities at start-ups as an instrument of their competitiveness	EPHEC University College, Department of Accounting Studies, France	2019
Jana Kotěšovcová, Ing., Ph.D.	The relationship between sovereign credit rating and trends of macroeconomic indicators	University of Zaragoza, Faculty of Economy, Spain	2019
Jitka Cirklová, Mgr., M.A., Ph.D.	Tracing trust and distrust leviticus reinterpreted in the frame of the contemporary consumer culture	University of Savonia, Finland	2019

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
Anthony Giddens, prof.	London School of Economics, UK	Rethinking social theories and methods in a digital society	2023
Alain Aimé Ndedi, prof. Dr.	College of Entrepreneurship and Small Business Management, Cameroon	Framework in dealing with high inflation in Africa	2023
Knut Erik Bonnier, Ph.D.	University of Agder, Norway	Waste in Design and Engineering	2022
Giuseppe Masullo, prof.	University of Salerno, Italy	The use of web resources for affective -sexual purposes between self-determination and the production of homonormativity	2022
Angela Delli Paoli, Dr.	University of Salerno, Italy	The potential of digital ethnography for sensitive topics and hidden population	2022
Slavomír Gálik, prof., PhDr., Ph.D.	University of Ss. Cyril and Methodius (UCM) in Trnava, Slovakia	Communication in Times of Global Crises	2020
Otmar Issing, prof. Dr. Dr. hc.	Friedrich-Alexander University of Erlangen – Nuremberg. Center for Financial Studies, Germany	20 years of the euro	2019
Hillary Bishop, Dr., Ph.D.	Liverpool John Moores University, UK	Keeping the Faith. The role of the Irish house during the Penal era and beyond	2019
Wolfgang Disch, prof. Dr.	Duale Hochschule Baden-Württemberg, Villingen-Schwenningen, Germany	Fundamentals of Finance	2019
Maria Jesus Arroy Fernandez, prof.	CEU San Pablo, Spain	Trends in Applied Economics: How to Turn Independent Study into a Model for Teamwork	2019

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
Jan Lánský, doc., RNDr., Ph.D.	EPSILON TREND	Technology Agency of the Czech Republic	2021-2023
Stanislava Mildeová, doc., Ing., CSc.	EPSILON TREND DOPRAVA 2020+	Technology Agency of the Czech Republic	2021-2023
Otakar Schlossberger, doc. JUDr., Ing., Ph.D.	TREND	Technology Agency of the Czech Republic	2021-2023
Jaromír Tichý, Mgr., Ing., Ph.D.	ÉTA, THÉTA	Technology Agency of the Czech Republic	2021-2023
Naděžda Petrů, doc., Ing., Ph.D.	ÉTA 3	Technology Agency of the Czech Republic	2022-2023
Ondřej Roubal, doc. Mgr., Ph.D.	VEGA	Scientific Grant Agency of the Ministry of Education and Science of the Slovak Republic and the Slovak Academy of Sciences	2022-2023
Ondřej Roubal, doc. Mgr., Ph.D.	KEGA	Cultural and Educational Grant Agency Ministry of Education, Science, Research and Sport of the Slovak Republic	2022-2023

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 research²²) that it has implemented or participated in during the period of 2019–2023²³. This should be done from the full list in annex tables (Table 3.3.1-3.3.2)²⁴, 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:

In the period under review, 2019-2023, the Faculty of Economics was involved in the following projects:

- 1) International Visegrad Fund Research Project no. 22210127 **“Business Problems Interactive Web Portal”**, in the role of beneficiary: VSFS, principal Investigator of the project E. Kostikov, in the role of another participant: East European University (GEO), Georgian Small and Medium Enterprises (GEO), University of Zilina (SVK), University of Lodz (POL), and Budapest Enterprise Agency (HUN). Implementation period 10/2022-03/2024. The project led to the creation of original tools (namely an innovative interactive web portal with chatbot functionality, a marketing strategy, and more) to support sustainable entrepreneurship, collaboration between the spheres of business and research, and introducing innovations. The tools developed in the project have been successfully implemented in Georgia, but are also used in other countries, primarily the V4 countries, which confirms their international viability and transferability to a variety of economic environments. The projects implemented also included workshops with experts on issues in entrepreneurialism. The project directly supports the FES strategic objective of incorporating academic research into practice and strengthening the innovation potential of entrepreneurship. The outputs of the project contribute to the development of the knowledge economy, support of SMEs, and the transfer of scientific findings to the business environment, thus reflecting the social responsibility of the faculty and its international orientation. The project combines approaches from economics, management, marketing, and information technology, which has enabled the creation of digital tools with practical application for entrepreneurs. As the primary implementer, the FES coordinated research activities, the methodology used, and the development of the tools, thereby contributing substantially to project objectives and strengthening knowledge transfer between academia and the business sector.
- 2) Project of the Technology Agency of the Czech Republic ÉTA no. TL03000527 **„Internal and external peripheries in the regional development of the Czech Republic – from genetic determination to territorial cohesion”**, beneficiary: VSFS, principal Investigator: R. Wokoun,

²² 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.

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

²⁴ The evaluated unit shall only fill tables that are relevant to it.

co-participants: Masaryk University, Palacky University Olomouc, University of West Bohemia in Pilsen. Implementation period 05/2020-04/2023. Both VSFS faculties participated in the project. The project analyzed the socioeconomic situation in communities at the peripheries at the regional borders and national borders of the Czech Republic. The economic parameters were used to construct an indicator of peripherality. The results of the analyses are contained in a synthetic form, namely in a scholarly book, and in the methodology approved by the Ministry of the Interior for use in practice. The key application guarantor of the project was the Ministry for Regional Development, which is making use of the results of the project, in particular the specialized maps of internal peripheries and external peripheries classifying peripherality according to the original synthetic indicator, the above methodology, and also proposed legislation for an amendment to the Act on Support for Regional Development. The project also included a socioeconomic survey at the national border between the Czech Republic and model territories, where comparative studies with border regions in Germany, Poland, Austria and Slovakia were carried out. One of the application guarantors of the project is an international organization Association of European Border Regions (based in Gronau, GER), which is using the results of the project for its member regions in different countries. The FES contributed to the design of the methodology, the processing of economic and socio-demographic data, and the generation of analytical outputs. The project thereby significantly contributed to the FES strategic objective of incorporating academic research into decision-making practices in public administration.

- 3) Project of the Technology Agency of the Czech Republic ÉTA no. TL03000271 „**How to achieve good governance by the provision of social, cultural and educational services of copyright and related rights collective management organizations**”, beneficiary: VSFS, principal Investigator: R. Leska, implementation period 04/2020-03/2022. Both VSFS faculties participated in the project. The aim was to map the current situation in the area of social, cultural and educational services provided by collective management organizations (CMOs), evaluation of interests and needs of beneficiaries of these services and legal and tax context of providing such services with subsequent processing of best practices for good governance. These should help the regulatory authority (Ministry of Culture) and CMOs in setting up such internal processes and distribution plans, which will lead to the most effective provision of such services while complying with rules resulting from the reciprocal agreements, EU law and the Copyright Act and while maintaining a fair balance between the represented right holders, users of works and beneficiaries of such services. The outputs include, among others, copyright and tax-law recommendations for increasing effectiveness and thus creating conditions for the long-term sustainability of the cultural and creative industries as an important part of the national economy. The application guarantor of the project was the Ministry of Culture and selected copyright collectives. These bodies make use of the results of the project in their administrative activities. As part of the implementation, collaboration is ongoing with the Ministry of Culture over legislation regulating the provision of social, cultural, and educational services by copyright collectives. The project supports the FES long-term strategy in the area of copyright law and economics by incorporating academic research into practical regulation of the cultural sector. The FES has been involved in the development of methodology, data collection, processing, and interpretation, as well as the formulation of recommendations.
- 4) Project of the Ministry of Culture of the Czech Republic no. DH23P030VV029 „**Opportunities and barriers of cross-border distribution of Czech music production**“, in the role of beneficiary: Palacky University Olomouc, in the role of another participant: VSFS (M. Tomcik – FES, R. Leska – FPSS), implementation period 03/2023-12/2027. Both faculties of VSFS

participated in the project. The research integrates cultural economics, marketing, digital distribution, and copyright. The aim of the project is to identify obstacles and opportunities for cross-border distribution of Czech music production and the proposal for their removal or use. The project consists in analyzing the availability of domestic repertoire in selected catalogues of online services, analysis of concert performances of Czech musicians abroad, evaluating the distribution strategies and intermediaries, describing examples of best practices, identifying cultural and market barriers to cross-border content distribution and proposing solutions (new markets, new distribution strategies, online services and intermediaries for each type of content). The results of the project will help the application guarantors (SoundCzech, MMF and SAI) to implement export support measures and acquaint musicians with the most efficient distribution strategies. As part of the mission of the FES, the project contributes to incorporating research into the cultural and creative sector and supports the international engagement of Czech musicians. The FES contributes to economic and marketing analysis of distribution and the development of recommendations for sustainable distribution models. It conducts economic and market analyses to help identify key factors influencing the successful expansion of Czech music into foreign markets. Collaboration with expert partners in the cultural sector will ensure practical application of outputs and strengthen strategic management of cultural policies in the music industry.

- 5) Project of the Technology Agency of the Czech Republic SIGMA No. TQ01000226 **„Establishing and operating a re-use centre/re-use point in the social, legal and economic conditions of the Czech Republic “**, beneficiary: Czech University of Life Sciences Prague, co-participant: VSFS (A. Hes), implementation period 09/2023-08/2026. The project responds to the societal challenge of a circular economy for the purpose of improving the environment and increasing the resilience of society. It incorporates economic, legal, and sociological aspects of the circular economy. The objective is to develop a methodology to support the cost-effective establishment and operation of re-use centers or re-use points. These centers enable the re-use of products and contribute to waste reduction and environmental protection and reinforce social responsibility. Socioeconomic and legal research is being performed to achieve these objectives. The key planned output is a comprehensive methodology for the effective operation of re-use centers from an economic, legal, and social perspective. The application guarantor is the Ministry of the Environment, so the project has the potential for intensive use in practice. The results can then be applied in other areas of sustainable business. The project also includes workshops with representatives of local government, state administration, business entities, and the non-profit sector, where examples of good practice in operating re-use centers are shared. Analyses are also targeted abroad in an effort to make use of foreign examples of good practice upon their adaptation to the Czech economic and legal setting. The project corresponds to the long-term strategy of the FES in the area of incorporating economic research into sustainable innovation and has the ambition to provide practical solutions for public administration and the business sector, as it is helping to create a functioning model for operating re-use centers. The FES contributes primarily to economic analysis of re-use centers, evaluating financial effectiveness and formulating recommendations as part of the methodology under development.
- 6) Project of the Technology Agency of the Czech Republic ÉTA No. TL02000434 **„Family businesses: Value drivers and value determination in the process of succession“**. In the role of beneficiary: Brno University of Technology, in the role of another participant: VSFS (P. Breckova, N. Petru) and Association of Small and Medium-Sized Enterprises and Crafts of the Czech Republic (AMSP). Implementation period 01/2019-12/2022. The project has incorporated research in the areas of enterprise management, financial management, and

family business. It has focused on identifying the key factors affecting the value of family businesses and on the design of tools for its effective management during the succession process. Its primary objective was to analyze the value generators of family small and medium-sized enterprises (SMEs), practices for accelerating innovation, and methodologies for sustainable SME management. The key outputs of the project are the Methodology for Determining the Value of Family Businesses and an Online Calculator for calculating the value of a family business. These outputs are applied in practice through the AMSP. The methodology enables accurate quantification of the value of family businesses and provides assistance to entrepreneurs in succession planning, setting investment strategies, and ensuring the long-term stability of family businesses. The project reinforces the FES strategy in the area of business economics and management with an emphasis on supporting SMEs and transferring research findings into practice. The FES has contributed to the development of methodology, analysis of innovative practices, and proposing strategies for value management of family businesses. The collaboration between the FES and AMSP has ensured the immediate applicability of research results in business practice.

- 7) Contract research project **“Development of an information system focused on management and support of the business process”**. Contracting authority S.M.A., a.s., VSFS is a supplier of research services (N. Petru). Implementation period: 06/2020-09/2020, 12/2020-05/2021. The project was focused on developing and implementing an information system to support efficient management of business and administrative processes in the client's business group. The result is a comprehensive software solution enabling automation and integration of key company processes, particularly in the areas of: Accounting and circulation of accounting documents, personnel and human resources management, management and updating of internal regulations and processes. The system allows for the processing of integrated data within a large number of companies of the business group, thereby contributing to increased management efficiency, better control over company operations, and optimization of internal processes. The project is in line with the strategy of FES in the area of applied research and the transfer of knowledge to practice, especially in the area of enterprise management, digital transformation, and business process management. The project required that knowledge be combined from the areas of business management, information technology and accounting. Through this project, the FES demonstrated its ability to incorporate scientific research into real business needs, reinforcing its position in applied research leading to innovations.
- 8) Contract research project **“Assessment of the impact of instore activities”**. Contracting authority: Idealisti, s.r.o, VSFS is a supplier of research services (O. Roubal). Implementation period: 04/2021-07/2021. Based on applied research in marketing and behavioral economics, tools were developed to measure the effectiveness of promotional campaigns right at the point of sale. The research was conducted through modelling in shopping malls and focused on: analyzing the effectiveness of in-store campaigns in real sales environments, evaluating the financial effectiveness of promotional activities, and optimizing marketing strategies based on the data obtained. The project enabled the client to quantify the impact of different forms of advertising at the point of sale and thereby to plan and allocate marketing budgets more effectively. The outputs also contribute to a better understanding of consumer behavior. The project is in line with the FES strategy of achieving collaboration with commercial entities in applications directly applicable in practice. With this project, the FES enhanced its expertise in marketing research and confirmed its ability to develop practical solutions with a direct impact on company strategy and decision-making in the areas of advertising and commerce.

- 9) Contract research project “**System for assessing the phases of the life cycle of protective equipment**”. Contracting authority: KOMORA, s.r.o., VSFS is a supplier of research services (P. Stuchlik). Implementation period: 12/2020-03/2021. The project was a response to the urgent need for effective assessment and certification of personal protective equipment during the COVID-19 pandemic. The goal was to create a system for assessing compliance and certification to enable the rapid and cost-effective placement of these products on the market. Main outputs of the project: A system for assessing the life cycle of protective equipment, a methodology for declaring conformity of medical devices, and a certification model for accelerated approval of protective equipment. The project has enabled manufacturers and distributors to bring certified products to market faster, contributed to the availability of quality protective equipment in crisis situations. The project is an example of applied research in the fields of market regulation, certification, and crisis management, which is in line with the focus of the FES. This resulted in an academic facility getting involved in the current needs of industry and public health. Collaboration with a specific company enabled rapid implementation of the results into practice at a time when societal need was at its highest. With this project, the FES confirmed its ability to contribute to the rapid application of scientific knowledge in practice.
- 10) Contract research project “**Boss 4.0, media data processing module**”. Contracting authority: 2C analytics, s.r.o., VSFS is a supplier of research services (M. Svecova). Implementation period: 04/2021-07/2021. The objective of the project was to streamline services provided through the use of a dedicated software module enabling the processing of data and the outputs of specialized software processing data on individual storage media, taking into account all the specific features of the different types of data, and their use in providing business models, even in real time and via smart technologies (phones). The software module was set up to be connected to the BOSS 4.0 central information system. This significantly streamlines the analysis and interpretation of media data, which helps the client adapt business strategies based on accurate and up-to-date information. The project demonstrates the successful involvement of the FES in research in the fields of data analytics, big data, and information technology. It is an example of the successful integration of academic knowledge with the practical needs of the media and commercial sectors. With this project, the FES confirmed its expertise in the field of applied informatics and data analytics, and reinforced its role in the area of research into digital technologies and its application to modern business.

Table 3.3.1 Projects supported by public funds

In the role of beneficiary						
Provider ²⁵	Project name	Support (in thousands CZK/EUR) ²⁶				
		2019	2020	2021	2022	2023
International Visegrad Fund (Slovakia)	Business Problems Interactive Web Portal	0/0	0/0	0/0	0/0	80/3156
Technology Agency of the Czech Republic	Internal and external peripheries in the regional development of the Czech Republic - from genetic determination to territorial cohesion	0/0	605/23866	1170/46154	1302/51361	541/21341
Technology Agency of the Czech Republic	How to achieve good governance by the provision of social, cultural and educational services of copyright and related rights collective management organizations	993/39172	1425/56213	492/19408	0/0	0/0
Total		993/39172	2030/80079	1662/65562	1302/51361	621/24497
In the role of another participant						
Provider ²⁷	Project name	Support (in thousands CZK/EUR)				
		2019	2020	2021	2022	2023
Ministry of Culture Czech Republic	Opportunities and barriers of cross-border distribution of Czech music production	0/0	0/0	0/0	0/0	992/39132
Technology Agency of the Czech Republic	Establishing and operating a re-use centre/re-use point in the social, legal and	0/0	0/0	0/0	0/0	99/3905

²⁵ 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.

²⁶ Indicate the total amount expressed in thousands of CZK and the conversion of the total amount into Euro.

²⁷ Ibid.

	economic conditions of the Czech Republic					
Technology Agency of the Czech Republic	Family businesses: Value drivers and value determination in the process of succession	176/6943	210/8284	219/8639	240/9467	0/0
Total		176/6943	210/8284	219/8639	240/9467	1091/43037

Table 3.3.2 - Contract research activities

Client ²⁸	Activity name	Revenue (in thousands CZK/EUR)				
		2019	2020	2021	2022	2023
2C analytics, s.r.o.	BOSS 4.0, media data processing module	0/0	0/0	497/19606	0/0	0/0
Idealisti, s.r.o.	Assessment of the impact of instore activities	0/0	0/0	3893/153570	0/0	0/0
S.M.A., a.s.	Development of and information system focused on management and support of the business process	0/0	0/0	498/19645	0/0	0/0
J&T Banka, a.s.	Analysis of security risks in the handling with storage media in the field of banking and proposal of measures to minimize them	0/0	50/1972	50/1972	0/0	0/0
KOMORA, s.r.o.	System for assessing the phases of the life cycle of protective equipment	0/0	0/0	485/19132	0/0	0/0
S.M.A., a.s.	Development of and information system focused on management and support of the business process	0/0	496/19566	0/0	0/0	0/0
Czech Telecommunication Office	Preparation of an expert opinion assessing whether or not criterion 1 of the three-criteria test for relevant market No 3 - the wholesale market for access to mobile services is met	0/0	0/0	0/0	683/26943	0/0
Total		0/0	546/21538	5423/213925	683/26943	0/0

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

²⁸ If the client is from abroad, indicate in brackets the country of origin of the client.

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 impacts²⁹, 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:

- 1) Software application “*Determination the value of family businesses in the succession process*”. The result of the project TL02000434 (Section 3.3 Research projects, point 6).

This application provides business owners and other interested parties with a tool for making simplified estimates of the value of their business and strategic management with a focus on growth and long-term sustainability. The tool is based on standard valuation methods expanded through insights specific to the field of family businesses that have been identified through research. The application is publicly available to owners of family businesses, financial advisors, and experts in business succession and enterprise value management.

This result has the following positive impacts on society:

Support of the business environment: The application helps family businesses in the Czech Republic better understand the value of their business and manage the succession process more effectively, which contributes to the long-term sustainability of these businesses.

Economic benefits: A more efficient succession process and strategic management of the value of an enterprise can contribute to the increased competitiveness of family businesses and their long-term prosperity.

Social and community impacts: Family businesses play a key role in local economies. Their stability and growth can have a direct effect on employment and development of the region. The gender dimension was also reflected in the development of the application. Because succession in family businesses can be influenced by traditional gender roles, the software solution does not make assumptions on the basis of gender bias, but supports equal opportunity for successors regardless of gender.

The application also supports the sustainability of family businesses through longer-term financial and strategic planning, helping businesses avoid crisis situations and ensure their continuity for future generations.

- 2) MALOVANÁ, S., J. FRAIT and M. HODULA. What Does Really Drive Consumer Confidence? *Social Indicators Research*. Netherlands: Springer, 2021, vol. 155, issue 3, s. 885-913. ISSN 0303-8300.

Increased household indebtedness has become a significant risk for economic and financial developments with profound social and political implications. The objective of this study is to identify what drives consumer confidence that subsequently motivates them to take on more debt. To capture households’ perception of their underlying economic situation, we constructed a novel index of households’ macroeconomic environment (HOME) based on the data from 22 high-income European countries. The novel contribution comes also from the

²⁹ See Terms definition.

construction of the HOME index in a way that is also reflects the importance of asset prices and lending conditions for households' behavior. We also provide empirical evidence that links the proposed HOME index to new credit extended to households. The evidence suggests that households need a longer period of good macroeconomic conditions to decide to take on a mortgage than they do in the case of a consumer loan.

The study is a joint work of the faculty (J. Frait) and two researchers from the Czech National Bank. J. Frait contribution is looking at the way how constrained rationality of households makes forms their willingness to accept higher indebtedness during the growth stages of economic and financial cycles.

- 3) ŠINDELÁŘ, J. Can active investment managers beat the market? A study from the U.S. large cap equity segment. *Finance Research Letters*. Netherlands: Elsevier, 2022, vol. 50, December, s. 1-11. ISSN 1544-6123.

The paper deals with the actual topic, both in theory and in practice of the capital markets. Is it more beneficial to invest into actively managed vehicles aiming to surpass the benchmark, or into the passive ones which are only tracking relevant index? Both those aspects are surveyed in the paper on the basis of large empirical analysis. The author gathered a unique data sample of a total of 2 173 managed investments, originating from the U.S. Large cap equity segment. The value of the data sample is underlined by a long time period covered (1990-2021) and inclusion of diverse investment vehicles – not only funds and ETFs, but also trusts, insurance funds or contracts (managed portfolios).

The analysis yielded two main results: while the passive investments in the given period provided significantly higher returns, the active ones were able to achieve significantly reduced volatility. Risk-adjusted returns were, expectably, without any significant differences, even when different active strategies were taken into account (growth, value, blend). After reviewing the two surveyed scenarios, none of the parameters exhibited a significant relation to market structure. This indicates that the raise of passive (ETF) investments neither weakened the pricing efficiency, nor increased the market volatility. That implies the validity of the efficient market hypothesis, at least in its semi-strong variant. Such an outcome has value for both finance scholars, as well as individual investors and asset managers.

- 4) MAIELLO, G. and ROUBAL, O. [*Media and culture: from primary oral culture to the construction of cyber-spatial identities in the era of digital communication*] (in Czech). Prague: VSFS, 2020. 122 p. ISBN 978-80-7408-179-8.

The authors here significantly deepen the media discourse in the context of the cultural dimension of the life of the society in its historical conception. They reconstruct the development of communications media, from preliterate societies to the present digital age. They present an analysis of the relationship between media and society in its various stages of development and focus attention on the different parameters of the effects of specific forms of media in society. In new contexts, they critically interpret different forms of communication as integral and complex systems that fundamentally influence social and cultural life and shape new models for acting, conducting relationships, and thinking, generating specific models for constructing and reconstructing identities. In the process they also make use of certain sources in the original Italian or French editions, which have not yet appeared in Czech translation and are only minimally cited in the domestic academic circles. They apply sociological and anthropological approaches to describing and evaluating the digital age and the transformation of mental orientations in late modern society. In an original way they lay bare contradictions in questions of human progress and technological development and phenomena that are often mistakenly conflated or considered the same. They identify the ambivalent nature of digital culture and the technologization of

communication, linked on the one hand to more intense flexibility, connectivity, comfort, and speed, and on the other hand with the invisible risks of slowing, regressing, destroying, and barbarizing what we pin our hopes and visions of progress to in the development of the humanity of our civilization. They provide broad application of McLuhan's theory (and of his followers) on historical as well as current topics.

- 5) FIALA, P. and R. MAJOVSKÁ. Modeling the Design Phase of Sustainable Supply Chains. In Khan, Syed Abdul Rehman. *Global Perspectives on Green Business Administration and Sustainable Supply Chain Management*. Hershey (PA, USA): IGI Global, 2020, p. 16-44. ISBN 978-1-7998-2173-1.

This book chapter proposes and discusses the complex procedure for designing sustainable supply chains. The contribution of this output to applications in the practice can be seen on two levels, in the economic and modeling levels.

On the economic level, it deals with the highly emphasized area of sustainability of supply chains. The objective of supply chain sustainability is to create, protect and grow long-term environmental, social and economic value for all stakeholders involved in bringing products and services to market. The main mission of the proposed chapter is to create a comprehensive model and solution methods for designing sustainable supply chains. Sustainable supply chains are modeled as network systems with multiple agents, which are evaluated according to multiple criteria.

On the modeling level, new original approaches were created and combined into a complex structure capturing the benefits at the economic level. The chapter contributes in modeling and finding solutions to complex economic systems. The proposed multi-criteria model captures environmental, social and economic aspects of sustainability. The multi-criteria model optimizes a given system by multiple criteria. It is usually impossible to optimize all criteria together in a given system. We propose to use multi-criteria De Novo optimization approach for designing an optimal system by reshaping the feasible set given by resources. The procedure is open to complement other concepts and approaches, for example, allocation mechanisms can be based on different approaches such as Shapley values, contracts, auctions, and negotiations. A combination of these concepts and approaches can be a powerful instrument for designing supply chains.

- 6) *Interactive web portal to promote sustainable business.*

The result of the project No. 22210127 (Section 3.3 Research projects, point 1).

This is an original tool for the support of sustainable business created on the basis of collaboration between the spheres of commerce and research. The portal features interactive modules, video tutorials, and forums, where SMEs could share experiences and learn from each other. The tool was successfully implemented in Georgia within the Laboratory for the Development of Start-ups and SMEs at the East European University in Tbilisi, but is also used in other countries, especially the V4. to register problems SMEs face, enabling involved countries to deploy their entire capacity to respond quickly to issues that businesses identify a register on the web site.

It represents a robust framework for supporting entrepreneurial success and fostering innovation, facilitating international market access, and encouraging innovation-driven business growth. The integration of chatbot into the portal provide immediate, interactive assistance to users. The data collected through user interactions with the chatbot will provide valuable insights into common challenges and needs, informing for further refinement of the portal's content and functionalities. The development of comprehensive financial and non-financial assessment indicators enables the ongoing evaluation of the portal's effectiveness, encompassing user engagement, content relevance, and technical performance. Detailed

strategies for engaging the target audience and developing relevant content, including chatbot integration, ensure that the portal remains a valuable and user-centric resource.

Contribution by authors from the faculty: E. Kostikov was instrumental in establishing a robust framework for assessing the portal's performance, setting benchmarks, and implementing regular audits to ensure effectiveness and continuous improvement. M Svecova identified key themes for the portal, developed a chatbot to enhance user interaction, produced targeted content, and strategized on EU funding and digital marketing.

- 7) LEŠKA, R., TOMČÍK, M. and P. ZAHRÁDKA. [Social, cultural and educational services of Czech collecting societies from the perspective of their beneficiaries] (in German). In FISCHER, G., KLINGER, S. and M. ZILL, eds. *Monopole im Medienindustriellen Komplex?* Marburg: Buchner-Verlag, 2022, p. 231-261. ISBN 978-3-96317-292-2.

The result of the project No. TL03000271 (Section 3.3 Research projects, point 3). The study on the Czech collective management opens completely new field of research not only in relation to the collective management in the Cold War times behind the Iron Curtain but also in the time of transition of the planned economy to the liberal one and the influence on the music industry and development of the copyright law. The study presents results in uncharted territory of cultural and social funds and educational services of collective management organizations. Although the research was conducted primarily in Czechia, its results are relevant at least EU wide for all actors in the creative industry, including the policy makers. The advantage is interdisciplinary combination of sociological and legal research which allowed to draw attention to the appropriate policy making based not only on technical legal approach but also on firm sociological teachings in the field of collective management, its acceptance by authors and rightholders and its relevance and role in the economy of the cultural industries.

Since the study was published recently it is difficult to judge the scope of its quotations but the book published by prominent scientific publisher is widespread available and its wide distribution is supported by the fact that it could be published as open access but the positive reviews suggest a good international reception of the book. Two of three co-authors are from University of Finance and Administration, one of them works at the Faculty.

- 8) MERTL, J. [*Financing health systems in the context of Czech health policy*] (in Czech). Prague: Wolters Kluwer, 2022. 263 p. ISBN 978-80-7676-505-4.

The monograph focuses on the financing of health care. It maps out the specific features of health care, which are then used as the basis for an innovative and profound classification of health care systems into their universal and optional components, the first time they have been theoretically defined in this way. It works with the notion of fiscal space for health care and proposes ways to optimize it within the scope of public finance. International comparisons yield a synthesis of the distinctive characteristics of typical representatives of health systems in developed countries. It serves in the sixth chapter as a robust basis for an analysis of the functioning of the Czech health insurance system in its universal and optional components, including the presentation of realistic options for the use of private resources. Given its practical implications in the context of Czech health care policy, the publication was written in Czech.

The uniqueness of the publication is given by its broad consideration of the development of world health systems, precise definition, and the development of theoretical concepts of the economics of health care, social policy, and health policy, including the teleological concept of Prof. K. Engliš, a theoretically based assessment of the position and number of health care

payers in the individual models, and a synthesis of more general findings arising from the development of health care systems and the behavior of individual actors.

As yet there is no comparable publication available in the literature and this is an original result of research work both in the theory of health care system financing and in applied practice in the form of formulating recommendations for financing Czech health care.

- 9) LÁNSKÝ, J., et al. Deep Learning-Based Intrusion Detection Systems: A Systematic Review. *IEEE Access*. USA: IEEE, 2021, vol. 9, no. 1, p. 101574-101599. ISSN 2169-3536.

The article provides a detailed overview of the most important deep learning techniques used in intrusion detection systems (IDS). The authors successfully structure a vast amount of research from the past decade and categorize it based on different algorithms such as autoencoders, convolutional neural networks (CNNs), and recurrent neural networks (RNNs). This systematization is crucial for the research community, as it offers a clear understanding of how various methods work in different contexts and how they contribute to addressing security threats.

One of the key contributions of the article is its comparative analysis. The authors provide an in-depth comparison of individual methods in terms of their effectiveness, performance, software used, computational requirements, and accuracy on different datasets. Such comparisons are extremely useful, as they allow researchers to see which method is most suitable for a specific type of data or cybersecurity scenario.

The article is an inspiration for many other authors, which is evidenced by its 83 citations in the Web of Science database. This ranks it among the 10% most cited journals in the field according to Clarivate InCites metrics.

The lead author of the article (Jan Lansky) from the Faculty played a crucial role as the coordinator of the entire research team, bringing together experts from various institutions and fields. He was instrumental in conceptualizing the idea for the article, identifying the need for a comprehensive review of deep learning-based intrusion detection systems. By guiding the team through the research process, he ensured that the article not only offered a thorough analysis of existing methods but also highlighted key challenges and directions for future research.

- 10) ROUBAL, O. Consumer Culture and Abundance of Choices: Having More, Feeling Blue. In AYMAN, U., ed. *A New Era of Consumer Behavior: In and Beyond the Pandemic*. London: IntechOpen, 2023, p. 3-21. IntechOpen Series. Business, Management and Economics. Volume 2. ISBN 978-1-80356-182-0.

The chapter significantly expands and deepens the theories of consumer behavior in the context of the psychological experience of choice within the explosive and expansive sphere of consumer opportunities under the unique conditions of the coronavirus crisis. The author challenges the simplified and stereotypically accepted thesis of the radical limitation of consumer freedom of choice during the COVID-19 pandemic and debates the mainstream view of the temporary reduction of the choice paradox phenomenon. The author presents an original narrative reflecting the horizontal transformation of consumer freedom of choice, determined by the relatively rapid and smooth transition of market activities to the unconventional online environment of virtual shopping, unconstrained by the physical space of offline conventional shopping. The author provides arguments supporting the claim that the paradox of choice during lockdowns in certain shopping spheres, contrary to many assumptions, did not weaken but instead intensified, leading to negative psychological effects on consumers.

In conclusion, the author raises a research question. How new sources of consumer identities will form and how they will continue to develop in the interactions between markets and

consumers so that markets can maintain the direction of "more is better" as a rule of economic prosperity while offering sufficiently trustworthy sources of social identities for the newly emerging alternatives of anti-consumerist life, in many respects linked to its radical limitation and rejection in the spirit of the rule "less is more".

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

Type of result ³⁰	Year of application	Name
R - Software application	2022	Determination the value of family businesses in the succession process
Jimp – article in a WoS Journal	2021	MALOVANÁ, S., FRAIT, J., HODULA, M. What Does Really Drive Consumer Confidence? <i>Social Indicators Research</i> . Netherlands: Springer, 2021, vol. 155, issue 3, p. 885-913. ISSN 0303-8300. Available from: https://dx.doi.org/10.1007/s11205-021-02626-6 .
Jimp – article in a WoS Journal	2022	ŠINDELÁŘ, J. Can active investment managers beat the market? A study from the U.S. large cap equity segment. <i>Finance Research Letters</i> . Netherlands: Elsevier, 2022, vol. 50, December, p. 1-11. ISSN 1544-6123. Available from: https://dx.doi.org/10.1016/j.frl.2022.103204 .
B – book	2020	MAIELLO, G., ROUBAL, O. [<i>Media and culture: from primary oral culture to the construction of cyber-spatial identities in the era of digital communication</i>] (in Czech). Prague: University of Finance & Administration, 2020. 122 p. Eupress. ISBN 978-80-7408-179-8.
C – chapter in a book	2020	FIALA, P., MAJOVSKÁ, R. Modeling the Design Phase of Sustainable Supply Chains. In Khan, Syed Abdul Rehman. <i>Global Perspectives on Green Business Administration and Sustainable Supply Chain Management</i> . Hershey (PA, USA): IGI Global, 2020, p. 16-44. ISBN 978-1-7998-2173-1. Available from: https://dx.doi.org/10.4018/978-1-7998-2173-1.ch002
Web application	2023	Interactive web portal to promote sustainable business
C – chapter in a book	2022	LEŠKA, R., TOMČÍK, M., ZHRÁDKA, P. [Social, cultural and educational services of Czech collecting societies from the perspective of their beneficiaries] (in German). In FISCHER, G., KLINGER, S., ZILL, M., eds. <i>Monopole im Medienindustriellen Komplex?</i> Marburg: Buchner-Verlag, 2022, p. 231-261. ISBN 978-3-96317-292-2
B – book	2022	MERTL, Jan. [<i>Financing health systems in the context of Czech health policy</i>] (in Czech). Prague: Wolters Kluwer, 2022. 263 p. ISBN 978-80-7676-505-4.
Jimp – article in a WoS Journal	2021	LÁNSKÝ, J., ALI, S., MOHAMMADI, M., MAJEED, M.K., KARIM, S.H.T., RASHIDI, S., HOSEINZADEH, M., RAHMANI, A.M. Deep Learning-Based Intrusion Detection Systems: A Systematic Review. <i>IEEE Access</i> . USA: IEEE, 2021, vol. 9, no. 1, p. 101574-101599. ISSN 2169-3536. Available from: https://dx.doi.org/10.1109/ACCESS.2021.3097247 .

³⁰ Specify the specific type of result. Add rows as needed.

C – chapter in a book	2023	ROUBAL, O. Consumer Culture and Abundance of Choices: Having More, Feeling Blue. In AYMAN, U., ed. <i>A New Era of Consumer Behavior: In and Beyond the Pandemic</i> . London: IntechOpen, 2023, p. 3-21. IntechOpen Series. Business, Management and Economics. Volume 2. ISBN 978-1-80356-182-0. Available from: https://dx.doi.org/10.5772/intechopen.105607
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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.)³¹, 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).³²

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:

Given the faculty's focus on the social sciences, most of the research outputs are intended for public entities such as Czech National Bank, Ministry of Finance, Ministry of Regional Development, Ministry of the Interior, Ministry of Industry and Trade, Association of Small and Medium-Sized Enterprises and Crafts of the Czech Republic, Czech Chamber of Commerce, Association of Family Businesses. These entities are involved in FES applied research projects either directly as co-recipients of financial support or as the application guarantors.

R&D with commercial potential is carried out as contract research, so the economic capitalization is therefore performed by the client. The results in the area of finance enable the faculty to provide professional training activities (accredited examinations and courses of professional competence for the distribution of products in the financial, investment, and real estate markets), which is a significant source of income for the university (see Table 3.5.1). In the future, the faculty is preparing a project for developing a business incubator for start-up companies.

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

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

Five of the most typical users of faculty results:

- 1) **Association of Small and Medium-Sized Enterprises and Crafts of the Czech Republic (AMSP)**
Collaboration on research concerning SMEs and family businesses, a jointly implemented project (see item 3.3 for details), joint organization of roundtable discussions (about 8 per year), panel discussions with experts, the annual scholarly seminar *Czech Entrepreneurs Day*, assessment of companies in competitions, such as the *National Award of the Czech Republic for Quality in Family Business and Family Business of the Year*.
- 2) **Association of Family Businesses (ARF)**
Collaboration on analysis of factors affecting the stability and development of family businesses, the joint project *“Resilient Family Business”* implemented in 2020-2022 with results in the form of specific recommendations for ensuring the long-term stability and growth of companies, professional education and consulting for family businesses, joint seminars, regional meetings, and workshops. The activities stated led to practical outcomes.
- 3) **Czech Economic Society (CES)**
Representatives of the FES participate in expert panel discussions, are involved in the *Experts to Schools* project, and engage in networking and collaboration with other members of the Czech Economic Society, joint events in topics such as pension systems, banking sector stability, macroeconomic challenges, regulation of financial markets, fiscal policy, and tax systems.
- 4) **Deloitte Czech Republic**
Collaboration in research on strategic management, innovation, and corporate culture, joint assessment of companies and analysis of their strategic approaches, participation in program *Czechia Best Managed Companies*, joint conferences, workshops, joint publications. The FES uses analytical tools for research purposes; advanced analytical methods and data on company management and performance are also made available to students of the FES.
- 5) **Czech Banking Association (CBA)**
Collaboration on research on the banking sector, building societies, and the regulation of financial markets, joint scholarly discussion forums, seminars and conferences, jointly prepared analyses of the banking sector, capital markets, and monetary policy as a basis for the legislative process, joint public education in financial literacy.

Search for new users of faculty results:

- 1) **Scholarly conferences and workshops**
The faculty regularly organizes scholarly conferences, seminars, and workshops, which integrate academia into the corporate sector, public administration, and professional organizations or the professional public. Important events include, for example, the scientific conference *“Human Capital and Investments in Education”* (the 26th annual conference took place in 2023), the webinar *“New Trends in Marketing 2022”*, *“Czech-Slovak Family Business Day 2021”*, *“4th International Conference International lab for Innovative Social Research 2023”*, etc. These events make it possible to establish contact with new users of research, present current results, and expand contacts for collaboration between researchers and professionals. New partners are also approached through active participation of the academic staff of the faculty in external scholarly conferences, where they present their research and network with potential users of the results. The faculty also actively present

their results at international conferences, thus opening up opportunities for new partnerships with academic and corporate entities.

2) Cooperation with professional associations and chambers of commerce

The FES has endeavored over the long term to collaborate with professional organizations, associations, and chambers of commerce. These organizations bring together a wide network of experts, companies, and institutions that can make use of the results of academic research in strategic decisions, legislation, or improvement of business practices. This collaboration takes place in the form of in-person meetings, submission of expert studies, analyses, training, and methodological recommendations, which helps to disseminate research outputs among new target groups.

3) Involvement in international projects and cooperation with foreign institutions

The FES is actively involved in international projects and networks (both research and educational), which allows it to expand the use of the faculty's outputs outside the Czech Republic. Projects such as the International Visegrad Fund, EEA and Norway Grants, Bledned Intensive Program, etc., provide opportunities for collaboration with foreign universities, research centers, and industrial partners. International collaboration ensures the transfer of knowledge between countries and the identification of new users of the results, while at the same time reinforcing the global impact of the faculty's research.

4) Applied research and contractual cooperation with enterprises

The FES actively seeks opportunities for contract research and applied projects for both the private and public sectors. Newly established collaborations focus on the development of innovative approaches in the areas of strategic management, digitalization, and regional development. Through this collaboration, the FES can contribute to the creation of analytical studies and methodologies for effectively supporting the innovation ecosystem in the regions and for developing and implementing innovation strategies, especially in the areas of entrepreneurship, digital transformation, and sustainable development. It has the ability to involve students and academics in the practice sphere, thus strengthening the link between research and education and the real needs of companies and public institutions. It supports the business sector in the adoption of modern technologies and data analytics, thereby contributing to increasing their competitiveness, and collaborates in the development of the “smart cities” concept and technological innovation in public administration and infrastructure. Thanks to these partnerships, the faculty is expanding its applied research and bringing practical solutions that contribute to the modernization of the economic and innovation environment. These collaborations also enable the establishment of further strategic partnerships with new businesses, start-ups, and regional innovation centers, thereby enhancing knowledge transfer between academia and practice.

5) Participation in trade fairs and popularization events

The FES actively presents its research and educational activities at professional expositions, exhibitions, and popularization events, which serve as an effective platform for establishing contacts with new potential users of the faculty's results. The key events in which the faculty regularly participates include, for example, Gaudeamus Exhibition, University Fair in Most, Job fair in Karlovy Vary, Expert Days focused on innovation and education, etc. These events allow the faculty to interface with students, alumni, employers and scholarly institutions, which the FES considers a target audience of users of research results. Here the faculty not only presents its degree programs and research projects, but also actively discusses with

companies and public institutions the options for collaboration in applied research and involvement in innovative projects.

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
Accredited proficiency tests and courses	2943/116095	1695/66864	7942/313294	4277/168718	6227/245641
Sale of publications	40/1578	52/2051	51/2012	28/1105	53/2091
Total	2983/117673	1747/68915	7993/315306	4305/169823	6280/247732

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:

In 2019-2023, the FES has intensively devoted its attention to popularizing its R&D results and communicating them to the general public across various platforms – from traditional media (print, TV, radio) to modern forms of communication (podcasts, online videos, social networks). Thanks to these activities, the faculty effectively transfers the results of its research into the public space, raises awareness of key economic issues, and contributes to elevating expert debate at the national and international level. The main objective of these activities was to communicate the latest findings to the general public, to build financial literacy, to increase awareness of economic and managerial issues, and integrate academia with the practical sphere.

Main activities related to the popularization of R&D&I and communication with the public:

1) Popularization articles and printed publications

Staff members of the faculty have published popularization articles in professional periodicals (e.g. *Banking, Accounting in Practice, Taxes and Law in Practice, Marketing & Communication, Modern Community*), popular science magazines (e.g. *Bulletin of Confucius Institute and VSFS Research Centre for Development of Czech-China Relations*, which focuses on the analysis of economic relations between the Czech Republic and China and is published in Czech, English and Chinese), and the daily press (e.g. the special supplement “*We from VSFS*” published in the daily newspaper *MF Dnes* offers a regular overview of the faculty's research activities, technical achievements, and innovations).

2) Television and radio appearances

Academics from the faculty regularly appear in TV and radio programs, where they comment on current economic and financial topics. Some of the most important media outputs

include: CT24 (G. Maiello 16. 8. 2023 a 20. 12. 2023; P. Budinsky 1. 4. 2022), Radio ZET (P. Budinsky 23. 9. 2022; G. Maiello, 30. 4. 2020), Ocko TV (P. Rosenlacher, 1. 7. 2022), iDNES.cz – Rozstrel (P. Budinsky, 17. 2. 2022 a 7. 8. 2020) and others.

3) Podcasts and audiovisual content

VSFS podcasts on the Youradio Talk platform (Radio Europe 2, from 2022) – faculty pedagogues introduce listeners to current topics in economics, finance, marketing, sociology, and management. Association of Family Businesses podcasts – N. Petrů discusses the topics of resilience in family business, and options for management education. YouTube Videos – J Mertl on Argument, Trialogue with a presentation on pension reform and healthcare (2023-2024).

4) Roundtable discussions, discussion forums, and scholarly seminars

Finance and investment forums – regular meetings with experts in investing and financial markets, which take place with the participation of students and the public; recordings of the forums are made available on YouTube, moderated by P. Budinský. Discussions with family businesses – involvement of academics from the faculty in roundtables hosted by the AMSP focused on succession, corporate governance, and innovation issues. *A Window into Financial Markets* – a regular quarterly lecture series for students and the specialist public, organized by VSFS and the Confucius Institute, lectured by P. Budinský; the lectures are made available free of charge online via MS Teams, while the recording is available on VSFS YouTube channel.

5) Collaboration with professional organizations and chambers of commerce

Membership in the American Chamber of Commerce (AmCham) - joint workshops on current economic and business topics.

Financial Academy of Golden Crown – educators from the faculty (J. Vostatek, O. Schlossberger, Z. Bouckova, J. Budik, M. Cervenka) contributed to seminars focused on financial literacy for the public.

6) University of the Third Age in Most

University of the Third Age in Most serves as a platform for continuing education and presenting research results to the general public. The program focuses on economics, finance, law, modern technology, and other current topics; the faculty is thereby supporting the education of seniors and strengthening their active participation in society.

IMPLEMENTATION OF RECOMMENDATIONS

3.7 Implementation of the recommendations in Module 3

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

Maximum 1000 words.

Self-assessment:

In response to the recommendation to establish a small department to support the application and implementation of applied research projects, the faculty has proceeded with an alternative solution: support for applied research has been systematically integrated into the internal processes of the faculty through a number of measures (active coordinating role of the Vice Dean for Science and

Publishing, regular meetings on the topic of R&D, intensive collaboration with the Department of R&D). The faculty has secured 5 applied research projects and 7 contract research projects, which confirms the effectiveness of the chosen approach.

The recommendation to share part of the proceeds between faculty and members of research teams has been addressed by modifying the rules (Incentive Guidelines), which provide a basic framework for funding research activities. There is still room for improvement, e.g. to clarify the rules for distribution of funds for remuneration, methodological materials for the use of proceeds from applied research, and discussions between the faculty management and academic staff on the model for sharing financial benefits for strengthening financial (remuneration) and non-financial motivation (awards).

The recommendation to strengthen contract research was implemented in the form of 7 successfully completed contract research projects. The faculty works to expand the portfolio of these projects, approaching and attracting new clients, preparing a systematic approach to promoting its capabilities (e.g. new website), and streamlining administrative processes.

Based on recommendations for the development of professional development activities and proficiency testing, the FES is continuing to implement these; the specific scope is given in Tables 3.1.4 and 3.1.5. This is the maximum appropriate to our current staffing and organizational capacity.

The FES has responded to the recommendation to expand research activities in the area of societal processes by establishing a new Department of Social Sciences (2023). This move represents a systematic effort by the faculty to strengthen research on social, cultural, and economic transformations in the context of globalization, digitalization, and geopolitical changes. In 2024, the department won an international research project *The Reception of the Ancient Norse Symbolic Resources into Selected Subcultures of Central and South-Eastern Europe: A Netnographic Analysis*.

In response to the recommendation for wider implementation of applied research results, the FES is taking steps to use and disseminate them more effectively. It has new databases and analytical tools that are used for research purposes. This has led to the successful implementation of 5 applied research projects whose results have been implemented in practice. The FES intends to further develop its potential for e.g. predictive modeling, benchmarking the business environment, and evaluating the economic impact of the strategic decisions of companies and institutions.

In keeping with the recommendation to expand research topics with a significant economic impact on society, the FES has expanded its research activities in the areas of applied economics, finance, entrepreneurship, management, marketing, and digitalization. This specifically consisted of analyses of the benefits of artificial intelligence, automation and digital tools for SMEs, research on the impact of environmental regulation on business strategies, new business models in the context of green transformation, ESG tools, identification of factors affecting the stability of businesses in times of economic uncertainty, pandemic and geopolitical crises, analyses of changes in consumer behavior in the digital age and their impact on the business strategies of companies, exploring the impact of AI on corporate governance, automation of financial analysis, predicting market trends, and efficiency of public administration.

In line with the recommendation to further develop relationships with the non-academic sphere, the FES has continuously strengthened these links, involving the corporate sector in applied research

projects, handling contract projects for companies, and conducting professional development and proficiency courses. Details are provided in sections 3.3, 3.5, and 3.6.

In keeping with the recommendation to develop a strategy for establishing and supporting spin-off companies and, in particular, to consider the protection of the database of family and non-family SMEs, the faculty is seeking to develop a model for commercial exploitation of the database: offering the possibility of providing analytical outputs to corporate partners, public policy makers, and academic institutions in the form of licensed studies and reports. This should enhance sustainable funding for the management and development of the database, as funding has thus far been provided mainly by internal projects.

The faculty has followed the recommendation to strengthen international links by engaging in two international research projects. The faculty has established effective collaboration with academics not only from the V4 countries, but also from Scandinavia, Italy, and Georgia. These links also strengthen publishing activities. These have also led to an increase in the number of invited lectures and visiting academics, as documented in Tables 3.2.3 and 3.2.4.

Based on the recommendation to strengthen membership in international professional societies, four FES coworkers (R. Leska, H. Lipovska, G. Maiello, S. Mildeova) have become active members of international professional societies.

The FES recognizes the importance of international mobility of academic staff for developing academic collaboration. In addition to research projects, the FES has also followed the recommendation by making use of the ERASMUS+ program, bilateral agreements with individual partners outside the Euro area, and active participation in international academic conferences. During the period under review, a total of 43 foreign trips took place. On average, about 10 faculty staff members travel each year.

Based on the recommendation, the frequency of media appearances by the FES has been increased as part of popularization of R&D, also taking advantage of modern communication channels (e.g. podcasts, online videos, social networks). Specific examples are given in section 3.6.

The recommendation to include conference proceedings in WoS or Scopus databases to enhance the reputation of conferences has not been implemented. The national R&D assessment clearly shows a large overproduction of conference proceedings in WoS and Scopus compared with other European countries, thus the faculty has placed an emphasis, consistent with VSFS strategy, on publishing articles in high quality journals. The faculty is seeking to register its scientific journal *Acta VSFS* in the WoS database – the application was submitted in June 2024.

A LIST OF SUPPORTING DOCUMENTS/LINKS FOR MODULE 3

Document name	No. criteria	Location (link in HTML)
Scientific journal Acta VSFS	3.1	https://acta.vsfs.eu/
Research and contract research projects of VSFS (including projects of FES)	3.3	https://www.vsfs.cz/en/?id=1548-research-projects

International research project: Business Problems Interactive Web Portal	3.3	https://portal.vsfs.cz/visegrad
Research result: What Does Really Drive Consumer Confidence?	3.4	https://dx.doi.org/10.1007/s11205-021-02626-6
Research result: Can active investment managers beat the market? A study from the U.S. large cap equity segment	3.4	https://dx.doi.org/10.1016/j.frl.2022.103204
Research result: Modeling the Design Phase of Sustainable Supply Chains	3.4	https://dx.doi.org/10.4018/978-1-7998-2173-1.ch002
Research result: Deep Learning-Based Intrusion Detection Systems: A Systematic Review	3.4	http://dx.doi.org/10.1109/ACCESS.2021.3097247
Research result: Consumer Culture and Abundance of Choices: Having More, Feeling Blue	3.4	https://dx.doi.org/10.5772/intechopen.105607
Conference: Financial Markets 2023	3.5	https://www.vsfs.cz/financialmarkets/2023
Conference: Financial Markets 2021	3.5	https://www.vsfs.cz/financialmarkets/2021
Conference: Financial Markets 2019	3.5	https://www.vsfs.cz/en/?id=3025-year-2019
Conference: Human Capital and Investment in Education	3.5	https://www.vsfs.cz/en/?id=3301-year-2023
Conference: ILIS 2023	3.5	https://www.labilis.org/en/4th-international-conference-ilis-2/ or https://www.vsfs.cz/ilis
Webinar: Marketing Trends 2022	3.5	https://www.vsfs.cz/en/?id=3261-marketing-trends

SELF-EVALUATION REPORT FOR MODULE 3

THE NAME OF THE UNIT BEING EVALUATED:

Faculty of Law and Public Administration (FPSS)

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.³³ 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:

In keeping with the Strategic Plan of the University, the vision of the FPSS is to be an institution focused on R&D in the fields of law, criminalistics, and security, that integrates academic knowledge with practice and supports international collaboration. The FPSS will strengthen the research capacity of the school by creating strategic partnerships and will be a recognized institution supporting open access to academic knowledge and ethical standards of academic work in fundamental, applied, and contract research. As part of its mission, the FPSS is committed to developing and supporting high quality and internationally recognized research in the fields of law, criminology, security, and related disciplines. R&D in these areas will be a key factor for the development of society, professional organizations, and public administration. Through research and the application of modern knowledge, the FPSS will contribute to solving current professional and social challenges. Research activities will contribute to the development of a knowledge-based outcomes that supports social responsibility and competition. Cooperation between the academic and commercial spheres and public administration will enable the application of research knowledge to practice and will provide long-term benefits for all of society.

Research activities at FPSS are thematically linked to accredited degree programs:

- Security and Legal Studies (Bachelor's, Master's, in Czech language)
- Criminalistics and Forensic Disciplines (Bachelor's, Master's in Czech)
- Law in Business (Bachelor's, Master's, in Czech)

³³ Basic, applied, contract, artistic research (see Definition of Terms in Methodology HEI2025+).

Organizational structure of the FPSS

Dean – responsible for the overall strategic management of the faculty, the coordination of its activities, and its representation within and beyond the university.

Vice Dean for Pedagogical Affairs – responsible for the conceptual development of teaching, the quality of the educational process, accreditation of degree programs, and teaching innovation.

Vice Dean for Research and Publishing – responsible for the management of R&D activities, the development of the faculty's publishing strategy, collaboration with research institutions, and support for grant projects.

Guarantors of Degree Programs – responsible for the quality and content of the degree program, they coordinate instructors involved in the program, obtain accreditation and innovation of teaching content, and collaborate with specialist partners from practice and research.

academic departments – provide an overarching structure for teaching and research activities in their respective fields.

- Department of Law
- Department of Criminalistics and Forensic Science
- Department of Security and Public Order

In 2023, there were approximately 20 faculty members (calculated in terms of FTE), almost all of whom contributed to teaching. The number of staff has dropped to this figure from the original approximately 29 FTE in 2019.

The faculty provided instruction for approximately 1,200 students in 2023 (almost 900 of whom are undergraduate students and approximately 300 are graduate students). There has been a noticeable year-on-year decrease in the number of students in master's degree programs, whereas the proportion of undergraduate students is increasing year-on-year.

In terms of capacity in the individual disciplines, academics in the social sciences clearly dominated, along the lines of the degree programs provided (97 %, of which 88 % are in Law R&D field).

The FPSS carries out both basic research and applied research, with a predominance of applied research, especially in recent years. Research is carried out in the form of research projects with external financial support and in the form of internal research projects. There are also contract research projects carried out for clients from the public and private spheres.

The long-term objectives of the FPSS research are focused, in line with our degree programs, on the following areas:

Security Studies:

- Czech security according to constitutional order and global continuity risks of legal axiology,
- constitutionalization and development of security sciences.

The results of this research are applied particularly in legal practice, security practice, organs of the justice system, security forces of the state, and private security agencies.

Criminalistics and Forensic Disciplines:

- theory of criminalistic identification, securing and examining criminalistic trace evidence, and new methods of object identification
- analysis of probabilistic approaches in criminalistic theory
- the new Bayesian probability approach in criminalistics and forensic sciences
- a new method of electrochemical deposition of conducting polymers in the visualization of latent dactyloscopic traces on metallic carriers, especially on fired cartridge cases
- the cultivation of forensic psychology with the aim of developing behavioral risk factors in released offenders
- the theory of forensic biomechanics, theoretical and experimental methods, and their practical applications

The results are used particularly by criminalistic subjects, expert facilities, authorities of the justice system, security forces of the state, and private security agencies.

Law:

- substantive criminal law (obligatory features of the objective aspect of a criminal offense)
- procedural criminal law (application of basic principles relating to evidence)
- copyright law, especially in the cultural and creative industries,
- impacts of new legislation on contractual relations between entrepreneurs
- analysis of practical problems related to the recodification of private law

The results are implemented in legislative amendments or drafts of new legislation, including at the European level.

Depending on the focus of research activities, new knowledge is disseminated mainly as publications in the form of articles in peer-reviewed journals (including Web of Science, e.g. *Chemické listy*) and scholarly books. One important part of bringing research results closer to operational practice is their presentation at academic conferences, including foreign ones, e.g.:

- Copyright, Competition and Innovation 2021, Madrid – R. Leska
- Copyright, Neighbouring and Special Rights 2022, Lisbon – R. Leska

The faculty organizes an annual conference “*Criminal Law and Criminalistic Aspects of Evidence*” in order to disseminate the results of its own research.

Various meetings and discussion forums organized by the faculty are used as popularization of its R&D., e.g.:

- Workshop “*Biomechanical Analysis of Selected Movement Actions in Relation to the Clarification of Violent Crime*” (J. Straus, 2023)
- Workshop “*Criminalistic trace in relation to the investigation of the causes of fire*” (J. Straus, Z. Sadilek, 2019)
- Workshop “*On experimental methods in forensic biomechanics and computer simulation of movement situations*” (J. Straus, Z. Sadilek, 2022, 2023)

The Faculty also provides editorial activities for the open access scientific journal [*Forensic sciences, law, criminalistics*] (in Czech), which publishes practical topics without a fee.

Table 3.1.1 - Staffing per FTE³⁴

Academic/ Professional position	Total / Of which women					
	2019	2020	2021	2022	2023	Total
Professor	8,94/0	6,15/0	4,82/0	3/0	3,06/0	9/0
Associate Professor	8,55/1	9,46/1,5	8,94/1,5	7/1,5	6,27/1,25	14/2
Assistant Professor	11,09/4,41	9,87/3,35	8,86/3,63	9,65/3,32	8,78/2,39	23/8
Assistant	0/0	0/0	0,25/0	0,93/0	0,71/0	1/0
R&D Personnel ³⁵	0/0	0/0	0/0	0/0	0/0	0/0
Researchers in other categories ³⁶	0/0	0,75/0	1,25/0	0,4/0	0,65/1,8	10/1
Technical and economic staff ³⁷	0,3/0,3	0,3/0,3	0,21/0,21	0,2/0,2	0,2/0,2	5/5
Scientific, research and development staff involved in teaching activities	28,58/5,41	25,48/4,85	22,87/5,13	20,58/4,82	18,57/3,64	46/10
Early career researchers ³⁸	2,81/0,58	0,5/0	1,5/0	1,5/0	2,1/0	8/1
Total ³⁹	28,88/5,71	26,53/5,15	24,33/5,34	21,18/5,02	19,67/5,64	120,59/26,86

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.

³⁴ 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.

³⁵ 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).

³⁶ 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).

³⁷ Who participates in the management and support of R&D&I in the institution.

³⁸ See Definition of Terms in Methodology HEI2025+.

³⁹ 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)⁴⁰

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	1	0	2	0	6	0
Associate Professor	0	0	1	0	1	0	0	0	7	1	3	0
Assistant Professor	0	0	2	0	8	3	4	2	1	0	0	0
Assistant	0	0	0	0	0	0	0	0	0	0	0	0
R&D Personnel ⁴¹	0	0	0	0	0	0	0	0	0	0	0	0
Researchers in other categories ⁴²	0	0	0	0	0	0	0	0	0	0	0	0
Technical and economic staff ⁴³	0	0	1	1	1	1	0	0	0	0	0	0
Scientific, research and development staff involved in teaching activities	0	0	3	0	9	3	5	2	10	1	9	0
Early career researcher ⁴⁴	0	0	1	0	4	1	0	0	0	0	0	0
Total ⁴⁵	0	0	4	1	10	4	5	2	10	1	9	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.

⁴⁰ The total number of employees/workers as of 31st 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.

⁴¹ 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).

⁴² 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).

⁴³ Who participates in the management and support of R&D&I in the institution.

⁴⁴ See Definition of Terms in Methodology HEI2025+.

⁴⁵ 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)⁴⁶

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	2	0	2	0
Associate Professor	0	0	1	0	1	1	0	0	2	1	4	0
Assistant Professor	0	0	1	0	4	1	5	0	0	0	0	0
Assistant	0	0	0	0	0	0	0	0	1	0	0	0
R&D Personnel ⁴⁷	0	0	0	0	0	0	0	0	0	0	0	0
Researchers in other categories ⁴⁸	0	0	1	0	0	0	0	0	0	0	0	0
Technical and economic staff ⁴⁹	0	0	1	1	1	1	0	0	0	0	0	0
Scientific, research and development staff involved in teaching activities	0	0	2	0	5	2	5	0	5	1	6	0
Early career researcher ⁵⁰	0	0	2	0	1	0	1	0	0	0	0	0
Total ⁵¹	0	0	4	1	6	3	5	0	5	1	6	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.

⁴⁶ 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.

⁴⁷ 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).

⁴⁸ 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).

⁴⁹ Who participates in the management and support of R&D&I in the institution.

⁵⁰ See Definition of Terms in Methodology HEI2025+.

⁵¹ 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	508	313	558	336	604	375	747	483	875	564	1795	1109
Master's ⁵²	480	294	379	235	356	202	363	216	331	191	1130	670
Doctoral	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Lifelong Learning Courses	7	5	3	1	3	2	7	7	12	11	32	26
Total	995	612	940	572	963	579	1117	706	1218	766	5233	3 235

Table 3.1.5 - Study programmes in Czech/English

Type of study programme	Total ⁵³ / Of which professional study programmes											
	2019		2020		2021		2022		2023		Total	
Undergraduate	4/0	0/0	4/0	0/0	4/0	0/0	3/0	0/0	3/0	0/0	18/0	0/0
Master's	1/0	3/0	1/0	3/0	1/0	3/0	1/0	2/0	1/0	2/0	5/0	13/0
Doctoral	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Lifelong Learning courses	0/0	0/0	0/0	0/0	0/0	0/0	0/0	0/0	0/0	0/0	0/0	0/0
Total	5/0	3/0	5/0	3/0	5/0	3/0	4/0	2/0	4/0	2/0	23/0	13/0

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.	3

⁵² All master's degree students are listed, regardless of the length of their programme of study.

⁵³ 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	3	Applied Research	
	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	2	Applied Research	97
	5.2 Economics and Business		Zvolte položku.	
	5.3 Education		Zvolte položku.	
	5.4 Sociology		Zvolte položku.	
	5.5 Law	88	Balanced basic and applied research	
	5.6 Political science	4	Balanced basic and applied research	
	5.7 Social and economic geography	3	Balanced basic and applied research	
	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:

Academics at the Faculty of Law and Public Administration were active in most of the areas assessed. They are members of the editorial boards of international academic journals focusing on law and criminalistics. Selected academics serve as members of professional societies and are invited to travel abroad to present the results of their research. They are involved in the assessment of project proposals in project requests.

Prestigious R&D&I awards

FPSS academic staff receive awards for research and publishing activities that confirm their expert contributions on a national and international scale. The most important awards include recognition for the best scholarly articles and prestigious publishing awards for publications with international scholarly publishers. These recognitions not only strengthen the reputation of the faculty, but also confirm the importance of its research and its practical impact. For details on the awards received, see the list in Table 3.2.1.

Editorial boards of international scientific journals

Selected teachers are members of the editorial boards or advisory boards of various international academic journals, a list of which is provided in Table 3.2.2. Two of these journals are listed in the international databases Web of Science or Scopus. One of them is included in Q3.

Membership in professional societies

FPSS academic staff are active in a number of prestigious scholarly societies, academic councils, and advisory bodies at the national and international level. Membership in these institutions reflects the high professional standard of the faculty and its involvement in shaping the disciplines it focuses on.

Selected teachers are members of important criminological and legal professional societies, e.g. International Association of Penal Law (AIDP), [Association for Forensic Biomechanics], [Society for Criminalistics], Arbitration Court CZ and SK at the Institute of Arbitration Law - Society European in London, [Union of Defenders of the Czech Republic], as well as important advisory bodies of public administration in the country, e.g. [Commission for Fair Pensions] at the Ministry of Labour and Social Affairs, [Disputes Commission] of the Ministry of Education, Youth and Sports, [Disputes Commission] of the National Security Authority, [Disputes Commission] of the Czech Telecommunications Office, [Council of Higher Education Institutions of the Czech Republic].

Most important invited lectures

During the period under review, academic staff of the faculty were invited to give lectures at foreign institutions. A list of the most important ones is given in Table 3.2.3. These were mainly lectures at

a variety of European universities, but also outside of Europe. Among the European institutions, institutions from EU15 countries are also represented.

Examples of the most important lectures by foreign scientists and other distinguished guests relevant to R&D&I at the FPSS are listed in Table 3.2.4. In the period under review, these were mainly experts from Norway and Slovakia.

Involvement in the evaluation of national/European research project/programme calls

One FPSS academic has been involved in the assessment of projects as part of a European call for programs and has also been an assessor for a foreign agency in Slovakia. More detailed information is provided in Table 3.2.5.

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
Pavel Mates, doc. JUDr., CSc.	Václav Mandák Award for the best article in the Bulletin of Advocacy 2019 (31 January 2020)	The Czech Bar Association (CAK)
Jiří Straus, prof. PhDr., DrSc.	Karel Preis Award for the best publication in the journal Chemické listy 2019	The Czech Chemical Society (CSCH)
Jiří Straus, prof. PhDr., DrSc.	Honorable mention from the Rector of Palacky University in Olomouc for the book Forensics and Physics (2022)	Palacky University in Olomouc
Rudolf Leška, JUDr. Mgr., Ph.D., LL.M.	Intellectual Property Law Book of the Year 2023	The IPKat
Rudolf Leška, JUDr. Mgr., Ph.D., LL.M.	The LEGAL 500 EMEA Recommended Lawyer (2021, 2022, 2023)	LEGAL 500 (London)

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
Jiří Jelínek, prof. JUDr., CSc.	Acta Iuridica Olomucensia. ISSN 1801-0288
Jiří Jelínek, prof. JUDr., CSc.	Security Theory and Practice. ISSN 1801-8211
Jiří Jelínek, prof. JUDr., CSc.; Vladimír Zoubek, doc. JUDr., CSc., LL.M., MBA	Kriminalistika. ISSN 1210-9150
Jiří Jelínek, prof. JUDr., CSc.	Studia Iuridica Cassoviensia. ISSN 1339-3995
Karel Lacina, prof. PhDr., DrSc.	Scientific Papers of the University of Pardubice, Series D: Faculty of Economics and Administration. ISSN 1804-8048
Pavel Mates, doc. JUDr., CSc.	Bulletin advokacie. ISSN 1210-6348
Jiří Novotný, JUDr. PhDr., Ph.D.	Rodinné listy. ISSN 1805-0824
Jiří Straus, prof. PhDr., DrSc.	Právnícké listy. ISSN 2533-736X
Jiří Straus, prof. PhDr., DrSc.	Drugs and Forensics Bulletin. ISSN 1211-8834
Vladimír Zoubek, doc. JUDr., CSc., LL.M., MBA	State and Law Journal. ISSN 2644-643X

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
Rudolf Leška, JUDr. Mgr., Ph.D., LL.M.	Copyright and Entertainment Law: Implications and Intellectual Property	East European University in Tbilisi	2023
Jan Čáp, PhDr., Ph.D.	Structure and system of contemporary criminalistics science with emphasis on individual methods, procedures and tactical operations	Academy of the Police Force in Bratislava	2023
Rudolf Leška, JUDr. Mgr., Ph.D., LL.M.	Composing the Future: How Regulations Could Shape AI Music Creation	International Production Music Group (IPMG) 2023 Annual Event in Milan	2023
Rudolf Leška, JUDr. Mgr., Ph.D., LL.M.	Remuneration or Exception? Compelling Issues for Sampling and Remix Artists after Kraftwerk	Rethinking copyright flexibilities. International Legal Conference, Nicosia	2022
Rudolf Leška, JUDr. Mgr., Ph.D., LL.M.	New Developments in Neighbouring Rights	Production Music Conference, presented by ORFIUM, Los Angeles, CA	2022
Rudolf Leška, JUDr. Mgr., Ph.D., LL.M.	Satellite and Retransmission TV Services – Simple Issues and the CJEU Conundrum	University of Cyprus. Department of Law	2022
Markéta Brunová, doc. JUDr., Ph.D., LL.M.	Execution of prison sentences, current status and perspectives in the Czech Republic and Slovakia	Matej Bel University in Banská Bystrica, Faculty of Law	2020
Veronika Anna Polišenská, PhDr., Ph.D., MSc – Jan Polišenský, MSc, Ph.D.	“Here be dragons”: The relationship between media influence, stereotypes and fear of foreign actor	19th Annual Conference of the European Society of Criminology, Ghent, Belgium	2019
Rudolf Leška, JUDr. Mgr., Ph.D., LL.M.	Moral Rights as an Obstacle to Cross-Border Commerce?	Rodin Museum Paris	2019
Jiří Straus, prof. PhDr., DrSc.	Criminology and forensic science in the investigation of violent crimes	Pan-European University Bratislava	2019

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
Andreas Galtung, prof.	University of Inland Norway	Experiences and Problems in the Use and Licensing of Modern Electronic Music in Norway	2022
Jana Kuchtová, npor., JUDr.; Martin Kuchta, Ing., Ph.D., MBA	Academy of the Police Force in Bratislava; University of Economics in Bratislava	Criminal Law Options for Dealing with Selected Dangerous Behaviour on the Internet in the Conditions of the Slovak Republic	2021

Soňa Masnicová, doc., RNDr., Ph.D.	Academy of the Police Force in Bratislava	Forensic Age Progression - Meaning, Use and Current State of Development	2021
Peter Polák, prof., JUDr., Ph.D.	Pan-European University Bratislava, Faculty of Law	The Use of Information Obtained by Questioning an Anonymous witness in Criminal Proceedings	2021
Peter Šutera, JUDr., LL.M.	Pan-European University Bratislava, Faculty of Law	Procedure for Interviewing a Confidential and Protected witness in the Legal Regulation of the Slovak Republic	2021
Jana Viktoriová, prof. JUDr. Mgr., Ph.D.	Academy of the Police Force in Bratislava	The Development of the Investigations of Illegal Arms and Arms Trafficking	2019
Martin Laca, JUDr. PhDr., Ph.D.	Academy of the Police Force in Bratislava	Accused in Custody and Sentenced in Execution Imprisonment	2019
Miroslav Lisoň, prof. Ing., Ph.D.	Academy of the Police Force in Bratislava	Criminally Significant Event - an Element of the System Criminal Characteristics of a Crime	2019
Soňa Masnicová, doc., RNDr., Ph.D.	Academy of the Police Force in Bratislava	Procedures and Methods for Dactyloscoping Corpses in Particularly Difficult Cases	2019

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
Rudolf Leška, JUDr. Mgr., Ph.D., LL.M.	Operational Programme Research, Development and Education – Call: Improving the quality of internal grant schemes at HEIs	Ministry of Education, Youth and Sports of the Czech Republic	2019-2020
Rudolf Leška, JUDr. Mgr., Ph.D., LL.M.	AP22, AP22-23, DS-FR 2022	The Slovak Research and Development Agency	2022-2023

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 research⁵⁴) that it has implemented or participated in during the period of 2019–2023⁵⁵. This should be done from the full list in annex tables (Table 3.3.1-3.3.2)⁵⁶, 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:

In the period under review, 2019-2023, the Faculty of Law and Public Administration was involved in the following projects:

- 1) Project of the Technology Agency of the Czech Republic no. TL03000271 **„How to achieve good governance by the provision of social, cultural and educational services of copyright and related rights collective management organizations”**, beneficiary: VSFS, principal Investigator: R. Leska, implementation period: 04/2020-03/2022. Both VSFS faculties participated in the project. The aim was to map the current situation in the area of social, cultural and educational services provided by collective management organizations (CMOs), evaluation of interests and needs of beneficiaries of these services and legal and tax context of providing such services with subsequent processing of best practices for good governance. These should help the regulatory authority (Ministry of Culture) and CMOs in setting up such internal processes and distribution plans, which will lead to the most effective provision of such services while complying with rules resulting from the reciprocal agreements, EU law and the Copyright Act and while maintaining a fair balance between the represented right holders, users of works and beneficiaries of such services.
The outputs of the project include, among others, copyright and tax-law recommendations for increasing effectiveness and thus creating conditions for the long-term sustainability of the cultural and creative industries as an important part of the national economy. The application guarantor of the project was the Ministry of Culture and selected CMOs (Copyright protection organization – association of authors, INTERGRAM). As part of the implementation, collaboration is ongoing with the Ministry of Culture over legislation regulating the provision of social, cultural, and educational services by CMOs.
- 2) Project of the Technology Agency of the Czech Republic no. TL04000109 **„The COVID-19 pandemic as a catalyst for change in the distribution, presentation and monetization of cultural content online”**, beneficiary: Palacky University Olomouc, the Faculty of Arts, in the role of another participant: VSFS (R. Leska – FPSS), implementation period 10/2020-09/2022.

⁵⁴ 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.

⁵⁵ Regardless of whether the projects are completed or still ongoing, provided that at least part of the project was implemented during the evaluation period.

⁵⁶ The evaluated unit shall only fill tables that are relevant to it.

The objective of the project that is combining law with media industry studies is to assess the efficiency of new strategies in digital distribution and exhibition of film, music, and theater, and to propose solutions to the problems faced by Czech creators, producers and distributors as a result of the epidemic in terms of distribution and monetization of cultural content online.

The project has achieved original results: it has reviewed on a general level the issues of digital provision of cultural services in the contemporary world, both during the pandemic and beyond; it has assessed the impact of anti-piracy restrictions on the music, film, and theater sectors; it has formulated recommendations for the public sector to eliminate the challenges of digital distribution of cultural content; it has created a manual for creators and performers to help them set up rights to use music content via streaming services. These results are used by representatives of public administration (especially the Ministry of Culture of the Czech Republic), but also by professional guilds and especially by individual creators of cultural content (especially authors of musical works when monetizing their work online).

- 3) Project of the Technology Agency of the Czech Republic no. TL03000527 „**Internal and external peripheries in the regional development of the Czech Republic – from genetic determination to territorial cohesion**”, beneficiary: VSFS, principal Investigator: R. Wokoun - FPSS, another participants: Masaryk University Brno, Palacky University Olomouc, University of West Bohemia in Pilsen. Implementation period 05/2020-04/2023. Both VSFS faculties participated in the project.

The project analyzed the socioeconomic situation in communities at the peripheries at the regional borders and national borders of the Czech Republic. The economic parameters were used to construct an indicator of peripherality. The results of the analyses are contained in a synthetic form, namely in a scholarly book: Jerabek, M., Wokoun, R. et al. [*Internal and external peripheries in the regional development of Czechia – from genetic determination to territorial cohesion*] (in Czech) and in [*Methodology for strengthening territorial cohesion at the regional (and state) borders of the Czech Republic*] (in Czech), approved by the Ministry of the Interior for use in practice.

The key application guarantor of the project was the Ministry for Regional Development, which is making use of the results of the project, in particular the specialized maps of internal peripheries and external peripheries classifying peripherality according to the original synthetic indicator, the above methodology, and also proposed legislation for an amendment to the Act on Support for Regional Development. The project also included a socioeconomic survey at the national border between the Czech Republic and model territories, where comparative studies with border regions in Germany, Poland, Austria and Slovakia were carried out. One of the application guarantors of the project is an international organization Association of European Border Regions (based in Gronau, GER), which is using the results of the project for its member regions in different countries.

- 4) From the EEA and Norway grants was in year 2021-2022 carried out a project „**Mapping the Needs of Professional DJs and Musicians in the Remix Culture and Enhancing Their Qualifications**”, No. KU-CB1Q14. Beneficiary: Union of Authors and Performers (SAI), another participants: VSFS (R. Leska - FPSS), Palacky University Olomouc, and Inland Norway University of Applied Sciences.

This was an interdisciplinary project to reinforce the professional capacity of music creators as an important creative sector strongly economically affected by the COVID-19 pandemic. R. Leska was responsible for the legal part of the project, which consisted of analyzing the legal problems and obstacles that musicians encounter when remixing and sampling, and

analyzing the solutions available (e.g. exceptions to copyright, licensing, and procedures in the areas of copyright and the rights of performers and record producers).

Based on socioeconomic and legal research on the music professions, best practices were formulated (e.g. licensing, meeting financial obligations and obligations to copyright collectives). The proposed processes primarily serve representatives of the Ministry of Culture and organizations of collective administration (OSA, INTERGRAM) in preparing the necessary legislative changes. The implementation of the project has also made it possible to cultivate a collaboration with a Norwegian university and implement good practice examples from Norway into the environment of Czech creative professions.

- 5) Project of the Ministry of Culture of the Czech Republic no. DH23P03OVV029 „**Opportunities and barriers of cross-border distribution of Czech music production**“, beneficiary: Palacky University Olomouc, another participant: VSFS (R. Leska – FPSS, M. Tomcik - FES), implementation period 03/2023-12/2027. Both faculties of VSFS participate in the project. The research integrates cultural economics, marketing, digital distribution, and copyright. The aim of the project is to identify obstacles and opportunities for cross-border distribution of Czech music production and the proposal for their removal or use. The project consists in analyzing the availability of domestic repertoire in selected catalogs of online services, analysis of concert performances of Czech musicians abroad, evaluating the distribution strategies and intermediaries, describing examples of best practices, identifying cultural and market barriers to cross-border content distribution and proposing solutions (new markets, new distribution strategies, online services and intermediaries for each type of content). The results of the project will help the application guarantor (SoundCzech, Music Manager Forum and SAI) to implement export support measures and acquaint musicians with the most efficient distribution strategies.
- 6) Contract research project “**Protection of the critical infrastructure**”, contracting authority: CEZ, a.s. Implementing period: 04/2020-12/2023. The aim of project was to analyze current legal framework in area of protection of the critical infrastructure, to specify relevant legal regulations and to define its vulnerabilities with respect to secure of critical infrastructure of the contracting authority. The project also included criminalistic analysis of digital trace evidence, analysis of cybersecurity issues, and fixing and securing digital data with the objective of elevating the security of the client. The research contributed to the refinement of the methodology for investigating cyber attacks against the security systems of the client, which as the largest energy supplier is part of the key infrastructure of the country.
- 7) Contract research project “**Technical security systems, security assessment of the building and security functionality in relation to the detection of insurance fraud and emergencies**“, contracting authority: ALKOM Security, a.s. Implementing period: 02/2020-05/2021. The aim of the project was to define new methods, how to do technical support in investigating insurance fraud. The solution also incorporates aspects of camera security of structures and therefore the subsequent identification of people based on dynamic stereotyping of bipedal locomotion. The research was also oriented toward the temporal analysis of information from the scene of an insurance claim, and the findings obtained are directed towards criminalistic tactical methods such as investigative experimentation or reconstruction and verification of on-site testimony. The optimal provision of CCTV systems is used in the criminalistic procedures of obtaining and fixing digital recordings and its subsequent use in the evidence process.

- 8) Contract research project ***“Analysis of security risks in the handling with storage media in the field of banking and proposal of measures to minimize them”***, contracting authority: J&T BANKA, a.s. Implementing period: 04/2020-05/2021. The aim of the project was to carry out harmonization of legal regulations of contracting authority with EU regulations, to describe current status of security of storage media and to make a comparison of work with saving the digital dates with legal regulations of the contracting authority. The research was carried out in collaboration between the two faculties of VSFS, wherein the FPSS was primarily responsible for the forensic aspects consisting of the conditions for ensuring the security of data storage media, fixing digital trace evidence, and subsequent analysis of digital information. The research has contributed to refining the methodology of computer-based crime investigation.

- 9) Contract research project ***„Preparation of an expert opinion assessing whether or not criterion 1 of the three-criteria test for relevant market No 3 - the wholesale market for access to mobile services is met”***, contracting authority: Czech Telecommunication Office. Implementing period: 2022. The objective of the project was to develop an expert opinion on whether or not the Czech Telecommunications Office (CTU) meets the criteria for access of virtual mobile network operators when providing of mobile services in the Czech market. The opinion confirmed the existence of significant and not ephemeral barriers to entry preventing the access of virtual mobile network operators to provide mobile services in the Czech market. The CTU used our opinion in its negotiations with the European Commission on the regulation of mobile operators.

Table 3.3.1 Projects supported by public funds

In the role of beneficiary						
Provider ⁵⁷	Project name	Support (in thousands CZK/EUR) ⁵⁸				
		2019	2020	2021	2022	2023
Technology Agency of the Czech Republic	Internal and external peripheries in the regional development of the Czech Republic - from genetic determination to territorial cohesion	0	605/23866	1170/46154	1302/51361	541/21341
Technology Agency of the Czech Republic	How to achieve good governance by the provision of social, cultural and educational services of copyright and related rights collective management organizations	0	993/39172	1425/56213	492/19408	0
Total		0	1598/63037	2595/102367	1794/70769	541/21341
In the role of another participant						
Provider ⁵⁹	Project name	Support (in thousands CZK/EUR)				
		2019	2020	2021	2022	2023
EEA and Norway Grants (BEL)	Mapping the Needs of Professional DJs and Musicians in the Remix Culture and Enhancing Their Qualifications	0/0	0/0	145/5720	100/3945	0/0
Technology Agency of the Czech Republic	The COVID-19 pandemic as a catalyst for change in the distribution, presentation and monetization of	0/0	58/2288	300/11834	217/8560	0/0

⁵⁷ 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.

⁵⁸ Indicate the total amount expressed in thousands of CZK and the conversion of the total amount into Euro.

⁵⁹ Ibid.

	cultural content online					
Ministry of Culture Czech Republic	Opportunities and barriers of cross-border distribution of Czech music production	0	0	0	0	992/39132
Total		0/0	58/2288	445/17554	317/12505	992/39132

Table 3.3.2 - Contract research activities

Client ⁶⁰	Activity name	Revenue (in thousands CZK/EUR)				
		2019	2020	2021	2022	2023
CEZ Group, a.s.	Protection of the critical infrastructure	0/0	0/0	120/4734	0/0	160/6312
ALKOM Security, a.s.	Technical security systems, security assessment of the building and security functionality in relation to the detection of insurance fraud and emergencies	0/0	30/1183	40/1578	0/0	0/0
J&T Banka, a.s.	Analysis of security risks in the handling with storage media in the field of banking and proposal of measures to minimize them	0/0	50/1972	50/1972	0/0	0/0
Czech Telecommunication Office	Preparation of an expert opinion assessing whether or not criterion 1 of the three-criteria test for relevant market No 3 - the wholesale market for access to mobile services is met	0/0	0/0	0/0	683/26943	0/0
Total		0/0	80/3155	210/8284	683/26943	160/6312

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

⁶⁰ If the client is from abroad, indicate in brackets the country of origin of the client.

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 impacts⁶¹, 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:

In the period under review, FPPS mainly achieved the following results with an existing or prospective impact on society:

- 1) LESKA, R. Thou shalt not read: ius abutendi as a moral right of the author? In: GENDREAU, Y., ed. *Research Handbook on Intellectual Property and Moral Rights*. Cheltenham: Edward Elgar Publishing, 2023, p. 494-515. Research Handbooks in Intellectual Property series, 31. ISBN 978-1-78990-486-4.

Extensive book edited by Y. Gendreau brings together scholars from all over the world to provide new insights on the old topic of moral rights, in the field of copyright and beyond. Leska's interdisciplinary study (operating with legal perspective, normative ethics and literature studies) portrays the literary life from the authors' perspective and proves that copyright may be legitimately used to suppress publication, i. e. the opposite way it is understood under the common law perspective. Called as one of the most interesting chapters of the book in a review, Leska's contribution provocatively asks whether the property-like right to destroy (ius abutendi) should not be considered as a moral right by itself. The study is a sole of its kind in the field and besides trying to bring innovative view on moral interests of the authors, it also presents local and Central European regional perspective by analyzing examples of copyright matters surrounding Franz Kafka, Milan Kundera, Dominik Tatarka, Thomas Bernhard and others. Regarding Kafka, the study debunks many myths existing in the research and surrounding his "will" (which in fact does not exist) and analyzes under the then valid Czechoslovak law the hereditary and property issues surrounding the fate of Kafka's manuscripts, Max Brod's possessions and his non-obedience of the alleged Kafka's wish to destroy them.

The whole book was awarded as the "Intellectual Property Law Book of the Year 2023" by readers of the most influential intellectual property blog "IPKat" and was widely acclaimed in positive reviews.

- 2) JERABEK, M., FIEDOR, D., SIMACEK, P., DOKOUPIL, J., SZCZYRBA, Z. and R. WOKOUN. *[Specialized map of outer peripheries]* (in Czech). 2023.

The result of the project No. TL03000527 (Section 3.3, point 3). The specialized map is one of the key application outputs of the project. The map was developed at the level of municipalities (6,258 in total), which underlines its uniqueness. The basis for its development were 41 individual analytical maps for three thematic areas (population development, economic level, transport accessibility), supplemented by issues surrounding housing and the Internet. The result is a set of four synthetic thematic maps (a synthetic

⁶¹ See Terms definition.

indicators of population development, internet coverage, economic performance, and transport accessibility) and a key map of the comprehensive indicator of peripherality. It is based on what is called the “intrinsic” dimension of socioeconomic development determined by expert assessment using the Delphi method through weightings, regardless of location (inner vs. outer periphery, i.e. inland vs. border areas). Emphasis is placed on cross-border activities/collaboration and the description of the neighboring territory. This specifically consists of the burden of border crossings, regular public mass transit, cross-border town and municipal partnerships, and the analysis of small project funds of the Interreg V-A cross-border collaboration operating programs for individual border segments. Based on the specified weightings, a final map on the outer peripheries was created (according to the weighted comprehensive indicator), the municipalities in the outer peripheries were classified into markedly problematic, moderately problematic, average, moderately developed, and markedly developed.

The specialized maps are used by the Ministry of Regional Development and regional authorities mostly in the formulation of development strategies for disadvantaged/peripheral areas, to include cross-border reach. They are also utilized abroad, specifically by the international organization AEBR, which uses the maps for its member regions in various countries.

- 3) HOLUBOVA, R., STRAUS, J. and J. SLEZAKOVA. *Forensics and Physics*. Newcastle upon Tyne: Cambridge Scholars Publishing, 2022. XII, 189 p. ISBN 978-1-5275-8407-5.

The book represents a unique integration of physics and forensic sciences, with more than half of its content focusing on forensic biomechanics. Forensic scientists need a basic understanding of natural sciences and the ability to apply physical laws in securing and analyzing forensic traces. The monograph provides the essential physical foundations necessary for understanding the securing of forensic traces at crime scenes.

A significant portion of the book is devoted to research results in forensic biomechanics, but it also covers areas such as dactyloscopy, forensic ballistics, traceology, and microtrace analysis. The insights published in this monograph have an international dimension and are applicable in practice worldwide. Attention is given to the applications of forensic biomechanics in investigations, a young scientific discipline rapidly developing due to exact experimental findings and the use of computer simulations. Today, forensic biomechanics is a standard field of expert activity, advancing not only through experimental research but also modern technologies.

The monograph elaborates on new practical insights gained through experimental methods and forensic practice. It thoroughly analyzes issues in dactyloscopy, securing ballistic evidence, and problems associated with phonoscopy. It also addresses issues in forensic biomechanics, such as predicting an individual's height based on locomotion traces, human reaction times, temporal relations of kicks and strikes, fall biomechanics, and extreme dynamic loading of the body - key aspects of forensic medical and forensic engineering applications.

J. Straus compiled the research results for the book within internal projects carried out at VSFS. The book received an honorable mention from the Rector of Palacky University Olomouc.

- 4) MATEJKA, J., MATES, P. [*Right to Digital Services Act: commentary*] (in Czech). Prague: Leges, 2022. 214 p. ISBN 978-80-7502-607-1.

The purpose of the Right to Digital Services Act, also referred to as the “Digital Constitution”, is primarily to help simplify communication between public authorities and natural and legal

persons. The Act itself is a rather complicated piece of legislation, since it brings together elements that could be described as technical and those with legal language, all under a scenario in which the Act lacks any applicable measures by which the obligations laid down by the Act can be enforced. The first commentary, published by the publisher Beck in 2021, does not, with all due respect, meet the requirements of an expert commentary and is more akin to a mere reproduction of the explanatory memorandum to the law, written by the same authors, without addressing the issues arising due to the law. In contrast, the presented commentary is critical of the regulations of the act and includes specific suggestions on how its shortcomings can be overcome in the form of protections before the administrative courts. It gives suggestions to users and providers of digital services on how to proceed, set against the broader context of the theoretical concept of digitization of communication between public authorities and their recipients. The commentary is thus useful both for application in practice and, above all, more broadly in terms of the concept of e-Government. Each of the authors contributed 50 % of the text, whereas P. Mates from FPSS focused mainly on analysis of e-Government concepts. The book is therefore not only a practical commentary, but also a contribution to a theoretical understanding of e-Government issues.

- 5) LESKA, R., TOMCIK, M. and P. ZAHRAĐKA. [Social, cultural and educational services of Czech collecting societies from the perspective of their beneficiaries] (in German). In: FISCHER, G., KLINGER, S. and M. ZILL, eds. *Monopole im Medienindustriellen Komplex?* Marburg: Buchner-Verlag, 2022, p. 231-261. ISBN 978-3-96317-292-2.

The result of the project No. TL03000271 (Section 3.3 Research projects, point 1). The study on the Czech collective management opens completely new field of research not only in relation to the collective management in the Cold War times behind the Iron Curtain but also in the time of transition of the planned economy to the liberal one and the influence on the music industry and development of the copyright law. The study presents results in uncharted territory of cultural and social funds and educational services of collective management organizations. Although the research was conducted primarily in Czechia, its results are relevant at least EU wide for all actors in the creative industry, including the policy makers.

The advantage is interdisciplinary combination of sociological and legal research which allowed to draw attention to the appropriate policy making based not only on technical legal approach but also on firm sociological teachings in the field of collective management, its acceptance by authors and rightholders and its relevance and role in the economy of the cultural industries.

Since the study was published recently it is difficult to judge the scope of its quotations but the book published by prominent scientific publisher is widespread available and its wide distribution is supported by the fact that it could be published as open access but the positive reviews suggest a good international reception of the book.

- 6) SVOBODA, P. et al. [*Transnational elements in the European Union and its law*] (in Czech). Prague: Leges, 2022. 167 p. ISBN 978-80-7502-551-7

Cooperation between EU Member States is based on what is called EU (formerly Community) method of collaboration, the decisive part of which are supranational elements – elements that entrust certain legal and political decisions to common bodies (e.g. the Commission, the European Parliament) and are therefore not under the exclusive control of each individual state (as opposed to intergovernmental/interstate elements). Although these elements are the reason for the EU's success (unlike previous attempts limited by the veto power of individual states) and have made a substantial contribution to an

unprecedented 75 years of peace between EU member states, there has been no comparable monograph in the Czech literature that analyses the content, meaning, and context of these supranational elements both individually and in aggregate. This required a multidisciplinary approach, both in law and political science. Such an approach was at the disposal of the main author from FPSS, who, in addition to legal erudition, also possesses political and political science experience. The contextual approach was then important for comparing the EU and other international organizations in terms of the presence, quantity, and importance of supranational elements: such elements are also present in other international organizations, but in their case they are much rarer and less significant – but this needed to be documented and evaluated, which the monograph did. The publication is also enriched by several chapters of case studies that demonstrate more explicitly the presence and importance of supranational elements in specific EU policies. These studies are original in this concept and under international comparison. The monograph draws mainly on current foreign language literature.

- 7) LESKA, R. *Sync That Tune! The Role of Collective Management of Rights in Film Production and Distribution*. In: Szczepanik, P., ed. et al. *Digital peripheries: the online circulation of audiovisual content from the small market perspective*. Cham: Springer Open, 2020, p. 273-290. Springer Series in Media Industries. ISBN 978-3-030-44849-3.

The Study *Sync That Tune!*, which attracted a wide audience, presented original research on complex "landscape" of fragmented global musical repertoire and a shift from territorial to repertoire fragmentation as a result of the inappropriate policy of the European Commission.

The study first of all critically analyzes the current insufficient arrangement in the global music rights clearance for film distribution (especially in the area of rights related to copyright) and predicts problems in this area that are currently already being dealt with by the courts (CJEU in cases such as Atresmedia and AKM). It also proposes an industry-wide solution in enhanced reciprocal cooperation between collective management organizations and their associations (synchronization of administered rights, reform of reciprocal agreements, etc.).

- 8) STRAUS, J. and PORADA, V. [*Trasology*] (in Czech). Prague: VSFS, 2019. 188 p. Sciencepress. ISBN 978-80-7408-197-2.

Trasology is a very elaborate method of criminalistic techniques which is developed according to exact findings of an experimental character. The book is based on the author's own theoretical and empirical research in this field. It summarizes contemporary new theoretical and practical knowledge obtained through cultivation of theoretical research, as well as the authors' own experimental work, especially during the implementation of an internal research project in 2019.

The book was developed using a standard, identifiable, and scientifically accepted methodology for cultivation of the forensic sciences. Its methodological foundations rely on existing theoretical research and its scientific conclusions are oriented towards practical applications in criminalistic practice. The book accentuates the theory of criminalistic trace evidence and elaborates trace evidence both as reflective of the external structure of the causative object and at the same time as reflective of the functional and dynamic properties of the object. The introductory part is devoted to the historical development of trasological identification methods. The second part summarizes the most recent methods for locating, securing, and examining trace evidence.

The concept of criminalistics in this publication is based on the physical interpretation and subsequent mathematical processing of the basic challenge of criminalistics, i.e., correctly

interpreting the trace evidence of a crime, reconstructing the crime, and identifying the object that produced the trace evidence. These aspects in particular make the monograph unique, as no similar monograph has been prepared in this way in the setting of Czech criminalistics. Nor have similar books been so comprehensively elaborated abroad with regard to foreign publications.

- 9) LESKA, R. Presumption of Authorship under the Berne Convention and its Application in the Online Environment. In: GENDREAU, Y., ed. *Copyright in Action: International Perspectives on Remedies*. Montreal: Les Editions Themis, 2019, p. 307-318. ISBN 978-2-89400-428-9.

The chapter by R. Leska is closely related to current issues of legal policy in the field of copyright, especially moral rights. The author discusses in detail the problem he calls the "disappearance of the author" in the online environment. An innovative analysis of Article 15 (1) of the Berne Convention reveals that, although this provision is primarily related to economic rights of the copyright holder, it contains a disguised incentive for users to attribute authorship. This incentive has not survived, however, in an online environment where massive use of works by intermediaries (e.g. Facebook, Google) and not directly by the users (publishers, radio, television, etc.) takes part. The reason for this is that while the authors may bind the users contractually to attribute authorship, this option is not possible whenever the works are used or disposed by "intermediaries".

The conclusions of the study were considered in discussions on the amendment (or introduction) of European moral rights legislation. In connection with the initiative of the Finnish EU Presidency called "Developing the Copyright Infrastructure", this study was cited at the Council Working Group meeting on 14 October 2019. The conclusions were commented on as evidence of the need to reform the copyright infrastructure in the EU.

- 10) LESKA, R. Performers' Rights: A Central European Export. In: SUNDARA RAJAN, M.T., ed. *Cambridge Handbook of Intellectual Property in Central and Eastern Europe*. Cambridge: Cambridge University Press, 2019, s. 222-237. Cambridge Law Handbooks. ISBN 978-1-107-15636-4.

A study published by a prestigious publishing house provides new information on the development of legal protection of artistic performances in Central Europe based on the author's original research. As one of the few legal institutes, it has its origins in the discussions of Austrian, Czechoslovak and German copyright experts in the 1930s, when only the outbreak of war prevented the introduction of this right during the First Republic, but the concept was returned in the 1950s. The study also seeks answers to how it is possible that in 1953 Czechoslovakia succeeded in creating legislation that could in some ways be a model of modern copyright law (after Austria it was the second regulation in the world introducing special legal protection for performers). It seems new to the international audience that the rights of performers are in fact a Central European export item that the Member States of the European Community did not take over until the early 1990s.

The study represents an important contribution to the comparative law of intellectual property in transition. It forms the basis for a thought-provoking critical analysis of the current approaches, especially within the framework of EU policy-making.

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

Type of result ⁶²	Year of application	Name
C – chapter in a book	2023	LESKA, R. Thou shalt not read: ius abutendi as a moral right of the author? In GENDREAU, Y., ed. <i>Research Handbook on Intellectual Property and Moral Rights</i> . Cheltenham: Edward Elgar Publishing, 2023, s. 494-515. Research Handbooks in Intellectual Property series, 31. ISBN 978-1-78990-486-4. Available from: https://dx.doi.org/10.4337/9781789904871.00042 .
Nmap – Specialized map	2023	JERABEK, M., FIEDOR, D., SIMACEK, P., DOKOUPIL, J., SZCZYRBA, Z. and R. WOKOUN. <i>[Specialized map of outer peripheries]</i> (in Czech). 2023
B – book	2022	HOLUBOVA, R., STRAUS, J. and J. SLEZAKOVA. <i>Forensics and Physics</i> . Newcastle upon Tyne: Cambridge Scholars Publishing, 2022. XII, 189 p. ISBN 978-1-5275-8407-5.
B – book	2022	MATEJKA, J., MATES, P. <i>[Right to digital services act: commentary]</i> (in Czech). Prague: Leges, 2022. 214 p. ISBN 978-80-7502-607-1.
C – chapter in a book	2022	LESKA, R., TOMCIK, M. and P. ZAHRADKA. [Social, cultural and educational services of Czech collecting societies from the perspective of their beneficiaries] (in German). In FISCHER, G., KLINGER, S. and ZILL, M. eds. <i>Monopole im Medienindustriellen Komplex?</i> Marburg: Buchner-Verlag, 2022, p. 231-261. ISBN 978-3-96317-292-2.
B – book	2022	SVOBODA, P. et al. <i>[Transnational elements in the European Union and its law]</i> (in Czech). Prague: Leges, 2022. 167 p. ISBN 978-80-7502-551-7
C – chapter in a book	2020	LESKA, R. Sync That Tune! The Role of Collective Management of Rights in Film Production and Distribution. In Szczepanik, P., ed. et al. <i>Digital peripheries: the online circulation of audiovisual content from the small market perspective</i> . Cham: Springer Open, 2020, s. 273-290. Springer Series in Media Industries. ISBN 978-3-030-44849-3. Available from: https://dx.doi.org/10.1007/978-3-030-44850-9_16 .
B – book	2019	STRAUS, J. and PORADA, V. <i>[Trasology]</i> (in Czech). Prague: VSFS, 2019. 188 p. Sciencepress. ISBN 978-80-7408-197-2.
C – chapter in a book	2019	LESKA, R. Presumption of Authorship under the Berne Convention and its Application in the Online Environment. In GENDREAU, Y., ed. <i>Copyright in Action: International Perspectives on Remedies</i> . Montreal: Les Editions Themis, 2019, s. 307-318. ISBN 978-2-89400-428-9.
C – chapter in a book	2019	LESKA, R. Performers' Rights: A Central European Export. In SUNDARA RAJAN, M.T., ed. <i>Cambridge Handbook of Intellectual Property in Central and Eastern Europe</i> . Cambridge: Cambridge University Press, 2019, s. 222-237. Cambridge Law Handbooks. ISBN 978-1-107-15636-4. Available from: https://dx.doi.org/10.1017/97811316661253.013 .

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.

⁶² Specify the specific type of result. Add rows as needed.

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.)⁶³, 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).⁶⁴

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:

Due to the focus of the research at the FPSS, most of the research results are addressed most often to subjects from the area of justice, expert testimony and evidence in practice, but also to state administration, professional associations, etc. Collaboration is ongoing with public entities as well as with the private sphere.

From the ranks of public entities, this consists of collaboration with, for example Fire Rescue Service of the Czech Republic, Police of the Czech Republic – Institute of Criminalistics, Municipal Police, General Directorate of Customs, and Prison Service of the Czech Republic.

The faculty also collaborates with central public authorities such as the Ministry of the Interior, Ministry of Regional Development, Ministry of Culture, Czech Telecommunication Office. In the period under review, these ministries were involved in applied research projects as what is called the application guarantor, i.e. they contributed to applying new findings to practice. Specifically, the Ministry of Regional Development has implemented the results of the project no. TL03000527 in the area of classification of regional peripherality described in greater detail in section 3.3. The Ministry of the Interior has approved the “*Methodology for strengthening territorial cohesion at the regional (and state) borders of the Czech Republic*” developed during the project for use in practice. Collaboration is ongoing in the area of implementation of the Community of Municipalities as an instrument of territorial cohesiveness. The Ministry of Culture has implemented the results of the project TL03000271 described in section 3.3.

Other users of the faculty's research results include a variety of professional associations, e.g. in the fields of collective rights management (Union of Authors and Performers, OSA, Copyright Protection Organization – Association of Authors, INTERGRAM, SoundCzech) or regional development (Association of European Border regions, Bohemian Forest Euroregion, Regional Development Agency South Moravia). These entities cooperated with the faculty in the implementation of applied research projects (projects TL03000271, TL03000527, KU-CB1Q14 and DH23P030VV029 described

⁶³ In the case of military HEIs, their specific position is taken into account when evaluating the commercialisation/evaluation of R&D&I results.

⁶⁴ If the commercialisation of R&D&I results is carried out in this way.

in greater detail in section 3.3) and are using the results of the joint research for their professional activities or for the activities of their members.

Of the private entities, these consist, for example, of the companies CEZ Group, ALKOM Security, J&T Bank. In the period under review, the faculty carried out contract research projects for these entities in the field of security.

In the period under review, the faculty did not carry out research that would have significant commercial potential (with an output in the form of a new technology, for example). Nor is the faculty considering changing its research strategy in the future towards commercially exploitable results. As such, it does not have a strategy for establishing spin-off companies or other forms of commercialization of results.

In 2019-2023, the faculty earned a total of CZK 416,000 CZK/EUR 16,410 from non-public non-grant sources. This amount is composed of sales of publications, see Table 3.5.1.

Search for new users of faculty results:

1) Scholarly conferences and workshops

The faculty regularly organizes scholarly conferences, seminars, and workshops, which integrate academia into the corporate sector, public administration, and professional organizations or the professional public. Important events include, for example, the scientific conference *“Criminal Law and Criminalistic Aspects of Evidence”* and the conference *“Peripheries in the Development of the Czech Republic”* (2022) and *“Conference with the application sphere on the issue of internal and external peripheries in the regional development of the Czech Republic”* (2022).

These events make it possible to establish contact with new users of research, present current results, and expand contacts for collaboration between researchers and professionals. New partners are also approached through active participation of the academic staff of the faculty in external scholarly conferences, such as *“Criminology Days”* and *“Public Economics and Administration”*, where they present their research and network with potential users of the results. The faculty also actively present their results at international conferences, e.g. ALAI conferences, opening up opportunities for new partnerships with academic and professional bodies.

2) Cooperation with public administration professional associations

The FPSS has endeavored over the long term to collaborate with public administration and professional organizations. For example, The Police of the Czech Republic, The Military Police of the Czech Republic, Prison Service of the Czech Republic, Czech Telecommunication Office, Union of Authors and Performers, OSA, Copyright Protection Organization – Association of Authors, INTERGRAM, SoundCzech, Bohemian Forest Euroregion, Regional Development Agency South Moravia, [Association for Forensic Biomechanics], [Society for Criminalistics] etc. These organizations bring together a wide network of experts, and institutions that can make use of the results of our research. This collaboration takes place in the form of in-person meetings, submission of expert studies, analyses, training, and methodological recommendations, which helps to disseminate research outputs among new target groups.

3) Involvement in international projects and cooperation with foreign institutions

The FPSS is actively involved in international projects and networks (both research and educational), which allows it to expand the use of the faculty's outputs outside the Czech Republic. Projects such as EEA and Norway Grants (a specific international project of the Faculty is described in section 3.3) provide opportunities for collaboration with foreign

universities, research centers, and professional partners. International collaboration ensures the transfer of knowledge between countries and the identification of new users of the results and at the same time strengthens the internationalization of the faculty.

4) Applied research and contractual cooperation with enterprises

The FPSS actively seeks opportunities for contract research and applied projects for both the professional and public sectors. The newly established collaboration with the CEZ Group, ALKOM Security, J&T Bank and Czech Telecommunication Office is focused mainly on analyzing security and legal risks, designing solutions, and harmonizing legal regulations. As a result of this collaboration, the FPSS can contribute to creating analytical studies and methodologies for effectively providing security. It also supports the corporate sector in the adoption of modern security technologies, thus contributing not only to increasing their security but also their competitiveness. The faculty also collaborates in technological innovations in the area of public administration and infrastructure. As a result of these partnerships, the FPSS is bringing practical solutions that contribute to the modernization of the legal and security environment in the Czech Republic.

5) Participation in trade fairs and popularization events

The FPSS actively presents its research and educational activities at professional expositions, exhibitions, and popularization events, which serve as an effective platform for establishing contacts with new potential users of the faculty's results. The key events in which the faculty regularly participates include, for example, Gaudeamus Exhibition, University Fair in Most, Job fair in Karlovy Vary, etc. These events allow the faculty to interface with students, alumni, employers and scholarly institutions, which the FPSS considers a target audience of users of research results. Here the faculty not only presents its degree programs and research projects, but also actively discusses with public institutions and companies the options for collaboration in applied research and involvement in innovative projects.

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
Sale of publications	60/2367	119/4694	85/3353	80/3156	72/2840
Total	60/2367	119/4694	85/3353	80/3156	72/2840

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:

In 2019-2023, the FPSS has intensively devoted its attention to popularizing its R&D results and communicating them to the general public across various platforms – from traditional media (print, TV, radio) to modern forms of communication (podcasts, online videos, social networks). Thanks to these activities, the faculty effectively transfers the results of its research into the public space, raises awareness of key legal and criminal security issues and contributes to elevating expert debate at the national and international level. The main objective of these activities was to communicate the latest findings to the general public, to strengthen cybersecurity and to increase awareness of topics in criminalistics, forensic sciences, cybersecurity, and law.

Main activities related to the popularization of R&D&I and communication with the public:

1) Popularization articles and printed publications

Staff members of the faculty have published popularization articles in professional of popular science journals in the Czech Republic and abroad (e.g. *Advocacy Bulletin*, *Modern Municipality*, *Theatre Newspaper*, *Advocacy Journal*, *WiRO Business and Law in Eastern Europe*), and the daily press (e.g. the special supplement “*We from VSFS*” published in the daily newspaper *MF Dnes* offers a regular overview of the faculty's research activities, technical achievements, and innovations).

2) Television and radio appearances

Academics of the faculty regularly appear on television and radio programs in the Czech Republic and Slovakia, where they comment on current topics. Some of the most important media outputs include: Czech Television 1 (R. Leska, 20 January 2021, 13 October 2022), TV Nova (J. Straus, 3 November 2019), TV Ocko (J. Straus, 28 June 2021), iDNES.cz – Rozstrel (J. Straus, 28 March 2023), Radio Devín STVR (R. Leska, 3 March 2021, 27 December 2023).

3) Podcasts and audiovisual content

VSFS podcasts on the Youradio Talk platform (Radio Europe 2, from 2022) – faculty pedagogues introduce listeners to current topics in law, criminology and security. Other appearances of our instructors can also be found on the TrestOnline Podcast platform and in the form of short videos on YouTube (R. Leska).

4) Discussion forums and scholarly seminars

The faculty organizes regular meetings with experts in the form of discussion forums and expert seminars, which are attended by students and the public, such as the seminar “*Criminal Trace in the context of investigating the causes of fires*” (2019), “*Security Aspects of Child Violence*” (2020), “*General Concept of Contracts, Legal Aspects*” (2020), “*Peripheries in Geographical Research*” (2022) and “*Security Analysis and Development of Lightweight Ciphers and Protocols*” (2023).

5) Collaboration with professional organizations

Academics also popularize and disseminate their research results through their membership in major criminological and legal scholarly societies, e.g. International Association of Penal Law (AIDP), [Association for Forensic Biomechanics], [Society for Criminalistics], Institute of Forensic Medicine and Toxicology, and [the Union of Advocates of the Czech Republic]. Collaboration has also been established through the representation of our staff on important advisory bodies of public administration in the Czech Republic (e.g. the Committee for Fair Pensions at the Ministry of Labour and Social Affairs, the Disputes Commission of the Ministry of Education, Youth and Sports, the Disputes Commission of the National Security Authority, the Disputes Commission of the Czech Telecommunications Office, the Council of Higher Education Institutions) and Slovakia (Working Group of the Ministry of Culture of the Slovak Republic).

6) Lecturing activities for the specialist public, students of other schools, and businesses

The academic staff of FPSS (e.g. J. Straus, R. Leska, V. A. Polisenska, D. Krausova) has presented scholarly topics in the form of popularization at invited lectures at other universities (e.g. Faculty of Law of Charles University, Faculty of Law of Masaryk University Brno, Faculty of Law of the University of West Bohemia in Pilsen, The Academy of Performing Arts in Prague, Music and Dance Faculty, Janacek Academy of Performing Arts Brno, University of Chemistry and Technology Prague and CEVRO Institute), at lectures for the specialist public (e.g. Czech Academy of Sciences, Institute of Forensic Medicine and Toxicology, INTERGRAM, Czech Literary Translators' Guild, National Monitoring Centre for Drugs and Addiction), and in-house lectures in companies (e.g. Echo Media Publishing House, KUMST Brno). The lecturing activities helped share new research findings, stimulated interdisciplinary collaboration, aided a better understanding of science and the transfer of scientific knowledge into practice.

7) Exhibitions and ancillary programs

Organizing exhibitions allows the faculty to present research results to the public in an understandable and visually engaging manner. Ancillary programs, such as guided tours, workshops, or panel discussions, allow direct interaction between experts and the general public. In the period under review, the faculty organized events such as „*Traveling exhibition representing the main results of the research of the Czech internal and external periphery regions*“ (2023), where the faculty presented the results of the project: *Internal and external peripheries in the regional development of the Czech Republic – from genetic determination to territorial cohesion*“, no. TL03000527.

IMPLEMENTATION OF RECOMMENDATIONS

3.7 Implementation of the recommendations in Module 3

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

Maximum 1000 words.

Self-assessment:

In keeping with the recommendation to increase efforts to secure co-funding of research from external sources (public or private), the FPSS has been awarded a total of 5 external projects in the period 2019-2023, including one international project. The total amount of funding received for these five projects over the period in question amounted to EUR 330,000. In addition, the faculty implemented 4 contract research projects with a total financial volume of EUR 45,000. The total

amount of external funding for research was therefore EUR 375,000, which is substantial financial support for a small institution (about 20 academic staff in terms of FTE). The particular projects are provided with more detailed commentary in section 3.3.

The recommendation for obtaining applied research projects has been implemented in the form of the projects mentioned above. These were one EEA-funded applied research project, three projects for the Technology Agency of the Czech Republic (TA CR), and one project for the Ministry of Culture. In most of the projects the faculty worked in collaboration with another institution, either academic (e.g. Inland Norway University of Applied Sciences, Masaryk University Brno, Palacky University Olomouc, and University of West Bohemia in Pilsen) or from the practical sphere (the Ministry of Culture, the Ministry of Regional Development, the Ministry of Interior, OSA, Copyright Protection Organization – Association of Authors, INTERGRAM, SoundCzech). The outputs of these projects (e.g. methodological procedures, research reports with recommendations for adjustments to policy, specialized maps, proposals for adjustments to legislation) were implemented in practice.

In addition, the faculty successfully implemented four applied research projects for contractual partners (e.g. CEZ Groups, ALKOM Security, J&T Banka, Czech Telecommunication Office).

The recommendation to attempt to start generating revenues from non-public sources was fulfilled in the form of contract projects implemented for business entities. In the period under review, 2019-2023, there were 4 projects in the areas of security and commercial law with a total financial volume of EUR 45,000. The focus on contract research was intensified by the faculty in the period after 2023. In the field of security in particular, the faculty has seen its potential and attractiveness to contractual partners and intends to develop this potential further.

The recommendation for inter-faculty collaboration within VSFS on applied research was fulfilled in the form of joint execution of three applied research projects with external financial support (two projects financed from the TACR, one project financed from the Ministry of Culture). Synergies were successfully found between analyses in applied law (experts from the FPSS) and sociology (experts from the FES). The faculties also collaborated on two contract projects (for J&T Bank and the Czech Telecommunication Office). In the case of contractual projects, synergies were utilized between lawyers, security experts, and criminalists from the FPSS and economists specializing in financial modeling and IT specialists from the FES. These synergies are being developed further in other joint projects launched after 2023.

In response to the recommendation to establish stronger contact networks with foreign academic journals, J. Jelinek joined the editorial board of the journal *Studia Iuridica Cassoviensia* (SVK, a journal registered in the Scopus database) and V. Zoubek the editorial board of the journal *State and Law Journal* (SVK).

In terms of the recommendation to expand international contact networks to increase the number of invited lectures and lectures of foreign academics, the contacts of R. Leska were utilized at universities and scholarly societies in Norway, USA, France, Chile, Portugal, and Germany, as were the contacts of J Straus (including Pierre Margot and Martin Furbach from University of Lausanne, Switzerland). These contacts were reflected particularly in the increased number of invited lectures by FPSS experts abroad (see Table 3.2.3 for details). Lectures provided by foreign experts at the FPSS were also more intensive compared to the previous period. Here, however, the faculty sees room for improvement, as the lectures thus far have mainly been given by experts from Slovakia.

Under the guidance of the recommendation to focus also on joining international (i.e. not merely Czech) scholarly societies, R. Leska joined The International Literary and Artistic Association (ALAI), and in 2019 he was also the chairman of the Executive Committee of this society. J. Jelinek is a member of International Association of Penal Law (AIDP). The faculty intends to continue to seek membership in other professional societies, as it sees this possibility as one of the ways to strengthen internationalization.

Following a recommendation to increase the frequency of media appearances, the faculty has been actively involved in podcasts, especially on topics in the field of criminalistic methods, criminal law, and commercial law – E. Bruna, J. Straus, R. Leska. J. Straus and R. Leska have also repeatedly presented their expert opinions on technical television and radio programs in the Czech Republic and Slovakia. Details are provided under item 3.6.

A LIST OF SUPPORTING DOCUMENTS/LINKS FOR MODULE 3

Document name	No. criteria	Location (link in HTML)
Scientific journal edited by FPSS	3.1	https://www.vsfs.cz/?id=2505-forezní-vedy
Research and contract projects of VSFS (including projects of FPSS)	3.3	https://www.vsfs.cz/en/?id=1548-projects
Research result: Thou shalt not read: ius abutendi as a moral right of the author?	3.4	https://dx.doi.org/10.4337/9781789904871.00042
Research result: Sync That Tune! The Role of Collective Management of Rights in Film Production and Distribution	3.4	https://dx.doi.org/10.1007/978-3-030-44850-9_16
Research result: Performers' Rights: A Central European Export	3.4	https://dx.doi.org/10.1017/9781316661253.013

SELF-EVALUATION REPORT FOR MODULES 4 AND 5

HIGHER EDUCATION INSTITUTION NAME:

University of Finance and Administration

COMPANY REGISTRATION NUMBER (CRN): 04274644

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 structure⁶⁵ 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:

University of Finance and Administration (hereinafter "VSFS") is a private college of the university type according to Act No. 111/1998 Coll., on universities and amendments and addenda to certain related acts (Act on Universities), as amended. It carries out educational activities in accredited bachelors, masters, and doctoral study programs. In association therewith it cultivates research, development, and innovation activities, as well as other creative activities. It is internally comprised of two faculties, the Faculty of Economics and the Faculty of Law and Public Administration. The Faculty of Economics is further categorized into the Department of Finance, the Department of Economics and Management, the Department of Computer Science and Mathematics, and the Department of Social Sciences. The Faculty of Law and Public Administration consists of three departments, the Department of Law, the Department of Criminalistics and Forensic Science, and the Department of Security and Public Order.

VSFS is a research organization according to Act No. 130/2002 Coll. on support of research, experimental development, and innovation administered by the Ministry of Education, Youth and Sports (MEYS).

Management of research is conducted at a central level by the *Section of the Vice Rector for Research and Development*, who is also responsible for doctoral studies. Part of the section of Research and Development is the Library Services Centre – prof. M. Helisek Specialised Library and VSFS Publishing (in research it provides in particular support to faculties in the area of information sources and publication activities) and the Department of Research and Development. The Department of Research and Development manages the allocation of resources for R&D, coordinates preparation and execution of external research projects, performs the activities of the Internal Grant Agency, and is responsible for the system of internal evaluation of research and development and information transfer to the national evaluation system (especially information on

⁶⁵ A graphical representation of the organisational structure will be provided as an annex.

results and their benefits). Support of R&D is also the focus of the University Research Centre (see below).

The agenda of the research and development segment is discussed in detail at regular meetings organized once a month by the Vice Rector for Research and Development, with the participation of the vice deans for research and publishing from both Faculties. These staff members coordinate research activities at the level of their respective faculties.

Major internal regulations (including those in the research and development segment) are discussed by the Scientific Board of the university established under the Higher Education Act. The university does not yet have an international research advisory body.

The occupational focus of R&D at faculties is directly linked to accredited study programs. The basic organizational units are departments. Key experimental activities of the faculties in R&D, particularly as regards their involvement in research projects (external and internal) are coordinated on a central basis by the section of the vice rector for R&D. The faculties can also make use of the *Laboratory of Criminalistics and Forensic Disciplines*, the *Laboratory of Empiric Studies*, the *Laboratory of Interdisciplinary Projects and Strategic Grants* and the *Laboratory of Neuromarketing and Marketing Analyses* for their research activities, which are administered on a central basis by the University Research Centre.

The University Research Centre (hereinafter “UVC”) has the task of supporting, developing, and integrating the research activities of the faculties, and of seeking out and providing consulting on relevant opportunities for external research projects and publishing. It is also tasked with developing a platform of academic meetings for the preparation of project briefs and internal peer review, systematically oriented towards those areas of research and publishing activities that directly support the accredited study programs of VSFS. The UVC arranges seminars regularly once per month that are focused primarily on collaboration between departments.

Other tasks of the UVC are to regularly conduct empirical surveys of students, staff, and alumni, to grow the activities of scholarly laboratories, and to popularize research activities.

Compensation of academic staff is governed by an internal regulation (*Guideline No. 25 – Motivation of VSFS Employees*), which is regularly updated. In terms of R&D the opportunity to obtain compensation for above-standard publication and creative activity is important. At present these awards are paid out once a year (at the end of the summer semester).

There are currently approximately 67 staff members working at VSFS, converted to FTE, who contribute to research and development. This includes 61 academic staff and 6 administrative staff. Their number has slightly decreased over the period under review, 2020-2024. At the beginning of the period under review, there were 79 academic staff and 6 administrative staff by FTE working in support of R&D at VSFS. Because VSFS is a private university, academic staff members devote a significant portion of their work capacity to pedagogical work. The share of work capacity devoted to R&D is specified by internal guideline differently for each individual academic position (prof. 70 %, assoc. prof. 60 %, prof. assistant 30 %, assistant 10 %). As prof. assistants who contribute a mere 30 % of their work capacity dominate the composition of the academic population of VSFS, the real number of work shifts expended for research activity is significantly lower. The total number of staff involved in R&D, calculated by the share of their work capacity (FTE), was 34 academic staff in 2020 and only 25 academic staff in 2024.

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 researchers⁶⁶.
- 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:

The essential tools of VSFS for supporting quality RD&I are:

- A sophisticated system of positive incentive rules that support the quality of RD&I,
- efficient use of financial support (Internal Grant Agency, OA funding),
- professional administrative support and consulting (searching for grant opportunities, project administration and financial management, administrative/technical support in generating publishing outputs, registration and evaluation of creative activities).

The internal regulations specify financial forms of incentives based on fulfillment of clearly defined requirements for research, publishing, and other creative activities, a sophisticated system of internal assessment of individual staff members, central support from the Department of Research and Development (OVV), the career advancement policy, etc.

A key stimulus measure is regular internal evaluation of R&D activities and reflecting this evaluation in compensation. Given the focus of the university on social sciences, this primarily consists of publication activities. These are thoroughly rated on an internal level in terms of quality. Periodicals, compositions by authorial collectives, and citations are included in the items monitored. The compensation also includes activities associated with preparation and successful realization of internal yet mostly external R&D projects.

A system of support for attracting national and international projects of projects

Support of obtaining national and international R&D projects takes place via the Department of R&D. A designated staff member of the department seeks project opportunities, monitors announced public competitions and calls and provides information about them. It also provides

⁶⁶ Student grants, support for PhD students, postdocs and early career scientists.

methodological aid to academic staff members in the preparation of project proposals, communicates with providers of support, provides administrative and technical requirements for project proposals, finalizes and completes project proposals, and archives documents.

In the case of projects approved for implementation, the same staff member provides administration of the project. It coordinates material and financial management of projects, provides methodological aid to implementers, coordinates preparation of monitoring and evaluation reports, etc.

The preparation of quality proposals for external projects (including international ones) is ensured by internal projects financed from funds for long-term conceptual development of the research organization and from the university's own resources (e.g. from tuition, professional education courses).

A system for project consultancy/management/administrative support

Service activities are provided by the Department of Research & Development. The Department of Research and Development manages the allocation of resources for R&D, coordinates preparation and execution of external research projects, performs the activities of the Internal Grant Agency, ensures the assessment of projects at the proposal stage, during implementation, and after completion, is responsible for the system of internal evaluation of research and development and information transfer to the national evaluation system (especially information on results and their benefits). It provides administrative and technical support in the production of publishing results, documents research and other creative activities, and regularly evaluates and reflects these in managing processes. It also screens potential partner institutions for research.

Science management

The management of the sciences at VSFS includes staff involved in managing, coordinating, and cultivating research and development. These include the Vice Rector for Research and Development, 2 Vice Deans for Research and Publication from both Faculties, the Project Development Coordinator of the University Research Centre, the Director of Department of Research and Development, and 4 staff members from the Department of Research and Development. 3 employees of the of Library Services Centre also contribute to the research and development agenda with a smaller part of their work hours (0.1 FTE), namely the manager of VSFS Publishing and the assistants at the faculties.

The existence of internal funding schemes

The system of support of internal projects via the Internal Grant Agency allows academic staff members and doctoral students to grow their own research ideas in their initial phases, consisting of preparation for affiliated external projects. The rules of the Internal Grant Agency at VSFS allow three types of projects to be submitted:

- Student projects; projects are intended primarily for doctoral students and for academic workers in collaboration with students of doctoral or master's levels of study.
- Junior projects; these consist of projects for academic staff at the beginning of the tenure track within five years of obtaining the title of PhD.
- Standard projects; these projects support initial compiling of new ideas, serving in particular as a preparation for future external projects.

For all project proposals a thorough process of rating take place via the judgments of two independent evaluators. The supported projects undergo regular monitoring (each semester), in the event of shortfalls in fulfilling goals the project may be stopped in extreme cases. Each project is also evaluated upon completion in terms of fulfillment of goals and benefits of new findings for

society and for future research. Successful implementers of projects can obtain financial compensation.

All three types of projects were abundantly used in the period from 2020–2024. Calls for Proposals were announced as a rule once per year. On average every year during the reviewed period there were 7–10 student projects, 4 junior projects, and 7 standard projects.

The execution of internal research projects provides support for the creation of project proposals for external providers. Experience in the formation of research teams is applied when elaborating external research projects.

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.)

New knowledge and experience from the implementation of research projects are utilized to develop new interdisciplinary research topics. VSFS links its research activities first and foremost to its accredited study programs. VSFS supports the creation and development of new research topics within the scope of these programs. Each of the faculties has established foundational research topics, which it further cultivates. In an effort to strengthen the formation of international research teams, VSFS also targets globally relevant topics such as Industry 4.0, artificial intelligence, Internet of Things, e-Government, and cybersecurity.

The faculty expands on these topics primarily using collective discussion on the basis of agenda items and contacts obtained at international and domestic conferences, workshops, and expert seminars. The monitoring of operating practice needs is also essential. This is also based primarily on personal contacts and collaboration created on the basis of involvement in expert activities of external subjects (e.g. the Ministry of Finance, Commission for Fair Pensions of the Ministry of Labour and Social Affairs, the Fire Rescue Service, Police of the Czech Republic, business subjects in the field of security, financial institutions, etc.). The research programs of external supporters and their focus also act as a driver for new research directions (e.g. EEA and Norway Grants, International Visegrad Fund, Czech Science Foundation, Technology Agency of the Czech Republic, Ministry of Education, Youth and Sports, Ministry of Culture, etc.).

VSFS operates four laboratories as part of the University Research Centre, which can be used by both faculties. The laboratories are mainly used for VSFS own research and are not offered to other entities to conduct their research. Outside entities can only be involved in the form of collaborative research with VSFS. In addition, the Laboratory of Neuromarketing and Marketing Analyses may be used for contract work.

Support system for students and early career researchers

Students at all levels of study are involved in research activities with varying degrees of intensity. The purpose is to strengthen students' competences in RD&I and to improve the standard of their qualification theses. In undergraduate studies, students may be involved in research at the departments, whether publicly supported research projects, contract research projects, or research outside of projects. Following a selection procedure to assess their qualifications, students are awarded the status of research assistants. In graduate programs, students can be directly part of the implementation team of internal or external projects. In the case of internal projects, the Internal Grant Agency of VSFS organizes an annual competition in which student research projects whose research team includes a substantial proportion of students (over 50%) are selected for funding. Like graduate students, doctoral students can submit their own proposals for internal student projects or become members of research teams for external or internal projects. Students

are paid a stipend or remuneration for their activities as research assistants and as part of project teams.

VSFS organizes an annual doctoral student conference to support the research of doctoral students. Doctoral students have the opportunity to apply for reimbursement of the costs associated with presenting their research results at domestic and international conferences, costs associated with study visits abroad, publishing fees, etc. Doctoral students are financially rewarded for research activities beyond their basic study obligations.

VSFS acquired a project from the Operational Programme Johannes Amos Comenius (OP JAK) in 2023 to support its doctoral studies, which will serve to create an infrastructure for the teaching and creative activities of Ph.D. students.

System to support excellent science

VSFS seeks to elevate its level of excellence in research through several strategic measures. We focus on attracting foreign and national research projects, we financially support excellent publishing results, especially articles in prestigious foreign journals and scholarly books published abroad, and we financially reward successful and active scientists. The university also supports the mobility of academic staff through participation in prestigious international conferences and visits at foreign universities. The introduction of postdoctoral positions, internal support for young scientists, and an emphasis on interdisciplinary research also play an important role. As part of the support of excellent science, VSFS actively seeks to develop partnerships with top universities and research institutions and strengthen collaboration with the application sphere.

A system of support for interdisciplinary research and collaboration within the university

VSFS is committed to collaboration among researchers from different academic disciplines and supports the establishment of interdisciplinary teams. It establishes joint interdisciplinary study programs integrating different departments, supports collaboration between them in supervising dissertations, and organizes interdisciplinary seminars and conferences. Academics from both faculties of VSFS collaborated on the majority of external research projects and numerous contract research projects during the period under review.

New knowledge and experience from the implementation of research projects are utilized to develop new interdisciplinary research topics for VSFS. New interdisciplinary research topics are financially supported.

The concept of providing conditions for the emergence of new, high quality research directions/topics, especially those with application potential

VSFS systematically supports the development of new, high-quality research orientations with high potential for application. This support includes targeted funding of innovative research topics in line with the accredited degree programs and strategic priorities of the university. Faculties can not only present proposals for research topics, but also initiate the creation of new interdisciplinary research teams.

Newly emerging research topics reflect the long-term focus of VSFS as well as current societal challenges. These primarily include the stability of financial markets, economic policy and reforms (pension system, health care), sustainability of small and medium-sized enterprises including family businesses, sustainability of creative and cultural industries including the impact of societal challenges, financial sustainability, copyright, crisis situations (pandemic COVID-19, armed conflicts), and the effectiveness of public administration.

Through the University Research Centre, research projects and publishing opportunities are consulted, regular project seminars are conducted on ideas and new research directions for external projects, and practical experiences of project investigators are shared.

4.3 Quality control system for R&D&I environment

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

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

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

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

Self-assessment:

The quality control system for the RD&I environment is set out in an internal regulation "Requirements for research, publishing, and other creative activities and their evaluation". The key institutional instrument for coordinating the quality assurance system at VSFS is the Rector's College. It discusses key materials and adopts recommendations for the rector or other governing bodies of the university. The quality of creative activity conference of the Vice Rector for Research and Development, held once a month as a rule, is a powerful institutional instrument for coordinating the quality assurance system for research, publishing, and other creative activities. It discusses proposed measures for assuring the quality of the creative activities of VSFS and for implementing those measures in a manner integrated with the activities of the faculties, departments, or any other applicable organizational units. The members of the quality of creative activity conference are, among others, the vice deans for research from both faculties and the Director of the University Research Centre.

VSFS also has an Internal Assessment Board, which:

- approve the draft Rules of the Quality Assurance System and Internal Review of Educational, Creative, and Related Activities of VSFS before submitting the draft to the Board of Directors,
- issue methodological instructions for defining a detailed procedure for internal assessment in accordance with the internal regulation,
- manage the internal assessment process,
- keep a running record of internal assessments,

- prepare a report on the internal quality assessment of the educational, creative, and related activities of the VSFS and the appendices to that report.

A rapporteur is appointed for the assessment of individual areas of the activities of VSFS, who is not involved in the provision of the activity being evaluated. The evaluation of the creative activities of VSFS is carried out by the appointed rapporteur once every 5 years. The initial basis for the assessment is the *Self-Evaluation Report for Evaluation of Research Organizations in the Segment of HEIs* for the relevant period and the accompanying statements of the Vice Rector for Research and Development and the University Research Centre director. If the assessment finds deficiencies and proposes measures to remedy them, a follow-up assessment focusing on these is carried out after one academic year. On the basis of the evidence, the rapporteur draws up a report to be submitted to the Internal Assessment Board. The assessment of the creative activities of VSFS shall conclude with the approval of the report on the assessment of creative activities by the Internal Assessment Board.

The assessment involves a systematic ongoing process of verifying whether and to what extent VSFS is succeeding in meeting the objectives it has set, which are reflected in the individual measures of the quality assurance system. The evaluation takes into account the differences in the scientific research carried out at the faculties. The subject of the assessment is guaranteed the right to participate in the assessment and comment on the results. The principle of transparency is guaranteed by clearly defined rules which are published on the website of VSFS.

Internal evaluation of R&D&I quality

The basis for internal assessment consists mainly of data from the Information System, bibliometric analyses, and other indicators monitored by the strategic plan of creative activity.

The R&D Department produces two analytical materials each year:

- Evaluation of publishing activity for the past academic year,
- Evaluation of the fulfilment of the requirements for publishing and other creative activity for the three-year period.

During the period under review, new mechanisms were developed for internal assessment of the quality of research work of academic staff, which include new minimum requirements for publishing and other creative activities. This reinforced the emphasis on the quality of publishing activity in line with the national assessment of research organizations according to the government-approved methodology. It is a new regulation: *Rector Decision No. 291/2023 – Requirements for research, publishing, and other creative activities and their evaluation*.

Every six months, a qualitative assessment of the Personal Records of academic staff is carried out at the level of the departments. The assessment focuses on the fulfillment of planned research objectives (publishing, projects, collaborations with the practical sphere) and career advancement (obtaining a Ph.D. or associate or full professorship). The evaluated achievements are reflected in the amount of the salary.

The method by which internal assessments are conducted and applied each year motivates the conduct of beneficial research with high quality outputs. The growing quality of publishing activities is evidenced by an increase in the number of articles in journals from the Web of Science and Scopus databases, while the number of papers from proceedings is decreasing.

External evaluation of R&D&I quality

An external system of evaluating research activities takes place in the Czech Republic from 2017 according to a government-approved methodology. Research organizations are rated on a complex basis in five modules. The first two modules focus on assessment of output and are carried out on a

central basis under the sponsorship of the R&D&I Council. This takes place annually. Modules 3–5 take place at the level of the provider once every five years. VSFS is evaluated in Modules 3–5 according to the government approved Methodology for evaluating research organizations in the university segment. The assessment is performed by the International Evaluation Panel on the basis of self-evaluation reports compiled by the university. This report then becomes part of the evaluation.

VSFS does not have fully-international scientific board. However, it uses the opinions and recommendations of the Scientific Board of VSFS, which has been established as per the Higher Education Act. The Scientific Board of VSFS has 27 members, at least one third of whom are experts from outside the academic community of the university. In addition, VSFS also has the Internal Assessment Board referenced above, 2/5 of whose membership are persons who are not members of the academic community of VSFS.

Ethical aspects of research

Adherence to ethical principles and good scientific practice is stipulated by VSFS via internal regulation. The *VSFS Code of Ethics* summarizes the basic ethical requirements for employees and students of the VSFS. It sets desirable ethical standards in order to avoid conflict situations. It governs the general principles of employee activity with reference to internationally or occupationally recognized principles (e.g. principles of non-discrimination, equal access to information, principles of collegial behavior).

In terms of the ethics of R&D aspects, Article 5 of the document in question is key, as it specifies principles for research, publishing, and other creative activities for members of the VSFS academic community. This consists e.g. of the principle of non-endangerment of people, freedom, and morality, the social code and government of rights, principle of responsibility for objectivity, reliability, and precision in research, the principle of completeness, verifiability, and objective interpretation of published outcomes and the principle of protection of the intellectual property of authors.

Compliance with ethical principles in publishing and other research activities is monitored by the R&D Department. This in particular consists of issues of predatory journals and publishers, proper citation of sources, plagiarism, and analysis of collaborating institutions.

VSFS has established an Ethics Committee for adjudicating any issues regarding compliance with the *Code of Ethics*. In the period under review, 2020-2024, the Ethics Committee of VSFS resolved only 1 infraction related to R&D.

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.⁶⁷
- 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:

VSFS has been continuously and systematically improving conditions for research work and knowledge transfer, including improvements to its infrastructural facilities. It emphasizes strategic management of research at the university across both faculties. It regularly conducts quality assessments of research, publishing, and other creative activities. At the same time, it is expanding the standard and improving the quality of servicing.

In the area of quality, it focuses on science, research, and publishing activities as a decisive factor in the assessment of HEIs and continues to cultivate international collaboration and mobility of students and academic staff.

VSFS is incrementally implementing the recommendations of the international assessment in line with the *Methodology for Evaluating Research Organisations and Research, Development and Innovation Purpose-tied Aid Programmes*.

The sustainable development concept

1) Plans:

- Contribute to solving global research challenges such as financial stability, the digital economy and Industry 4.0, and security.
- Maintain the status of a research organization and the accompanying implementation of research projects, mainly foreign and external national projects.
- Ensure continuity of research by strengthening the competencies of early career researchers.
- Maintain and reinforce the quality of publishing activities.

⁶⁷ If the knowledge transfer system is decentralised to the unit level, the HEI shall describe how the system works.

- Organize academic conferences, seminars, and discussion forums to present research results.
- Emphasize external sources of funding (projects, contract research, consulting, expertise, professional training).
- Make effective use of support for Long-Term Conceptual Development of the Research Organization and Specific Higher Education Research.
- Participate in programs supporting international collaboration in the area of R&D.
- Cultivate collaboration with the business community in research projects and public procurement contracts.

2) Methods of implementation:

- Provide incentives for the research and creative activities of academic staff through institutional rules. Place even more emphasis on quality instead of quantity by addressing minimum requirements and their evaluation, ensure that the “*Personal Records*” of academics are correctly set up and evaluated with an eye to quality research activities and strengthen rewards for high quality.
- Make effective use of public research support, mainly by consistently applying the rules of internal research projects in order to maximally involve students in research and develop the careers of early career researchers, support the development of project proposals for external providers, use new findings and experience from executing projects to generate new (interdisciplinary) research topics, utilize support for external research projects, give preference and support to OA publishing, reimburse publishing fees in high-quality journals.
- Provide professional support to academic staff for the implementation of research and development, especially through the Department of Research and Development, the Library Services Centre, VSFS Publishing, and the University Research Centre.
- Implement the findings of the international assessment

Social responsibility strategy

The social responsibility strategy at VSFS focuses on economic, ecological, and social ethics aspects. Economic responsibility endeavors for transparent management and efficient utilization of funds, as well as collaboration with responsible companies and institutions. Environmental responsibility focuses on optimizing the school's operations to minimize its ecological footprint, for example by saving electricity, reducing paper consumption in printing, favoring digital solutions for document circulation, and supporting the use of public transport. In terms of social and ethical aspects, the university supports, for example, equal access to R&D&I, transparent and fair dealings, open access to scientific information, protection of intellectual property, and respect for ethical standards.

VSFS focuses on socially relevant research, primarily in areas that have a positive social impact (e.g. health care, pension reform, circular economy). It incorporates principles of sustainability and social responsibility into its degree programs and research projects. It establishes partnerships and collaborations with external organizations and businesses for the purpose of social responsibility. It seeks to create a research and creative environment that will support critical thinking and engagement in questions related to social responsibility strategy.

Knowledge transfer system

The knowledge transfer system at VSFS can be summarized in the thematic points listed below:

- open science and open access – sharing academic publications and data with the general public for free, supporting a repository with freely available research results,
- presenting new findings at international conferences in the Czech Republic and abroad,

- collaborating with companies and professional associations (Association of Small and Medium-Sized Enterprises and Crafts of the Czech Republic, Czech Chamber of Commerce) – projects funded by private companies, joint grants, consulting services, and professional development for companies,
- educational programs and continuing education – courses for specialists, companies, and the public, MBA programs, professional certifications, requalification courses;
- reflecting new research findings directly in teaching and study materials;
- popularization activities – publication in popular science journals, TV and radio appearances, podcasts, round table discussions, discussion forums.

The third role, the transfer of R&D&I results to society and interaction with local actors

VSFS transfers research knowledge into practice through publishing activities, participation of researchers in scholarly events (conferences, seminars, workshops), collaboration with the application sphere, or directly through teaching and training. Interested parties are informed about the activities on the school's website, on social media, via email, or through the press.

VSFS responds to the research needs from the practical sphere by carrying out contract research projects. Practical sphere entities are involved in projects as co-recipients of support or as application guarantors. Representatives of civil society are invited to events organized by VSFS.

The most important partners of VSFS include: Czech National Bank, Ministry of Regional Development, CSOB, J&T Banka, Kooperativa insurance company, General Health Insurance Company of the Czech Republic, Borker Consulting, OVB, Fincentrum & SwissLife Select, Datalife, [Czech Savings Bank], PKF Apogeo, DELL EMC. Collaboration also takes place with associations: Czech Association of Financial Advisory and Mediation Companies, Czech Banking Association, and Association of Small and Medium-Sized Enterprises and Crafts of the Czech Republic.

VSFS is also active in regions and cooperates with regional governments and important institutions through its study centers in Most and Karlovy Vary. Contractual relations have also been established with institutions active in the fields of security, fire protection, and local government. Our important partners include United Energy, the Brown Coal Research Institute, Regional Office of the Usti nad Labem Region, statutory cities Most, Chomutov, and Litvinov, Karlovy Vary City Council, Regional Office of the Karlovy Vary Region, Business Development Agency of Karlovy Vary Region, Karlovy Vary Regional Police Directorate, and Lifesaving Circle Association.

The concept of research data management

Research data are administered at VSFS at the following level:

- individual information associated with R&D conducted. This consists, for example, of data from questionnaires, data on companies, results of statistical analyses, etc.
- Research outcomes. These consist primarily of publications (scientific article, books, chapters in a books and proceedings)

Individual information associated with the execution of R&D is archived at VSFS's own server with a capacity of over 2 TB. The settings allow for data to be archived in two types of folders. First, this consists of a personal folder into which only that specific academic staff member has access on the basis of their username and password. Second, this consists of folders shared among a larger number of staff members/research team members. Access authorization to such shared folders is assigned by the server administrator at the request of the research team supervisor.

If personal data is part of the R&D data, VSFS proceeds in accordance with General Data Protection Regulation (GDPR) by the European Parliament and of the European Council. The process of handling personal data is consulted with the VSFS data protection expert.

Research outcomes are administered using the VSFS Information System, which includes the University Repository. Information on research outcomes contained in the VSFS IS are transferred to the R&D&I Information System operated at the national level by the R&D&I Council in accordance with Act No. 130/2002 Coll. on support of research, experimental development, and innovation.

Ethics and personal data protection

Ethics at the university is governed by the Code of Ethics of VSFS. This code summarizes the basic ethical requirements for employees and students of VSFS. The document sets desirable moral standards in order to prevent conflicting situations. It regulates the general principles of employee activity by reference to principles recognized internationally or within the given discipline (e.g. the principle of non-discrimination, equal access to information, principles of collegial behavior).

From the perspective of ethical aspects of R&D&I, a key part of the aforementioned document is Article 5, which sets out the principles for research, publishing, and other creative activities of members of the academic community of VSFS. These consist, for example, of the principles of refraining from endangering people, freedom and morality, and social order and the rule of law; the principle of responsibility for the objectivity, reliability, and accuracy of research; the principle of completeness, verifiability, and objective interpretation of published results; and the principle of protection of the intellectual property of authors.

To adjudicate any issues regarding compliance with the Code of Ethics, VSFS has established an Ethics Committee as an advisory body to the rector.

In the protection of personal data, VSFS acts in accordance with Article 13 of Regulation (EU) 2016/679 (GDPR). VSFS has a designated officer who is consulted on the procedure for handling personal data. Personal data is processed in accordance with the applicable legislation and only for the duration strictly necessary.

Intellectual property protection

Unless agreed otherwise, VSFS, as the employer, exercises in its own name and on its own account the rights of authorship in a work created by an author for the purpose of fulfilling his/her obligations arising from employment or a similar relationship with VSFS. VSFS may assign the right of such exercise to a third party only with the consent of the author. All rights in works created by the author during working hours and/or on the premises of VSFS or using VSFS facilities or equipment are considered to be works for hire.

The author is obliged to respect the rules of VSFS concerning the protection of intellectual property, including the handling of research results, publications, and other creative outputs. The author is obliged to inform the employer of any works created that may be subject to intellectual property protection and to actively cooperate with the process of protecting them. In the event that the author creates a work outside the scope of his/her employment, VSFS shall not interfere with his/her property rights, unless the creation of the work was done using University resources.

When using the results of research in teaching or other academic activities, VSFS shall be rigorous in ensuring proper attribution and adherence to ethical principles of intellectual property. Where the nature of the results requires it, the university encourages the protection of employee works through the registration of patents, trademarks, and other forms of legal protection. VSFS also ensures the protection of property rights in relation to third parties, especially in the case of collaboration with external entities, if so specified in contracts.

Ensuring institutional resilience

At VSFS, there is consistent screening of project implementers, collaborating institutions, and clients of contract research. Transparent funding and oversight of grants is ensured. Research results are

recorded in the secure environment of the VSFS Information System. Each publishing result is assigned a Creative Commons license. We respect the principles and recommendations of CZE Government and do not employ staff from third countries or collaborate with them on applied research where there is a risk of duplicitous use of results.

The cybersecurity of VSFS is ensured by securing the university's networks, IT system, and data with antivirus software, firewalls, antispam solutions, and ISP system, and regular security updates and backups of key systems as recommended by the National Cyber and Information Security Agency. The school's IT system is operated by Masaryk University, which fully provides preventive protection and backup. Rigorous checks of email correspondence are performed. Online meetings are conducted in a protected MS Teams environment under the supervision of the IT Department. Users of services are authenticated when logging into VSFS devices and systems.

Access control to buildings at the university is ensured and a CCTV system is in place on the campuses. Business continuity is ensured in case of crisis situations (pandemic, natural calamities).

Digitalisation and the use of smart technologies

VSFS shall continue digitization by introducing new systems, especially in the area of support activities (computerization of the circulation of internal documents), with the aim of reducing the administrative burden on university staff. In the area of R&D&I, this mainly concerns the digitization of forms for internal project proposals, which in the future will enable the completion of project proposals and their review by opponents in online mode (content management system).

The next objective is to create a system for computerizing internal requests for payments while carrying out external and internal research projects (e.g. requests for foreign or domestic research trips, requests for translation or proofreading of scholarly texts, publication fees, purchase of materials or literature, etc.). This process is linked to the computerization of the internal document flow, which will allow for electronic approval of applications.

The institutional strategy for Open Science 2.0/Open Access

VSFS recommends and supports publishing in open access journals in the publication activities of academic staff members. Open access is recommended and preferred as part of the approval process of international trips for conferences, translations, linguistic editing of R&D texts and other similar services, for example. VSFS maintains a database of publication fees and transfers information to responsible subjects at a national level. In this matter it fulfills the *Gold Open Access*.

Checks on the reimbursement of publishing fees, which were introduced in 2022, were fully implemented in 2023, with the aim of supporting open access to new scientific findings to the greatest extent possible while maintaining value for money in relation to the benefits of publications.

The VSFS Information System (IS), where authors of research outcomes are required to provide information of these outcomes, includes the University Repository. The full texts are recorded by academic staff into the repository in the event that the outcome is not published in the open access journal. The repository is secured with username and password. Access is limited for the time being to the authors of the result, the administrator of the research, and the administrator of the system, however it is possible to distribute it in accordance with the rights of authorship to the outcome. This way the *Green Open Access* is fulfilled.

A system for training undergraduate and postgraduate students as well as staff in the field of intellectual property protection and technology transfer

VSFS handles the system of training of students and staff in the topic of intellectual property protection and technology transfer by integrating the topic into the curriculum, through practical training, and through advisory services, especially in relation to its focus on social sciences.

Pre-graduate students are educated as part of accredited study programs via study subjects that contain information from the above areas. In the reviewed period (2019-2023) this primarily consisted of the following subjects:

- Copyright law
- Copyright and media law
- Protection of persons, property, information, and intellectual property
- Law and ethics in communication
- Industrial law and rights to designation
- Public law governing commerce
- Information security
- Information system security
- Innovation and change management

Given the dominant method of disseminating new findings through their publication, employee training is not employed on a targeted basis, as this does not presume a broader use of any methods of protection of intellectual property and knowledge transfer (as in natural or technical sciences) other than publishing and specialized instruction or training.

Each staff member is trained individually upon commencing employment. Special training on data protection was provided during the period under review. A total of 49 staff members were trained.

PERSONNEL POLICY

4.5 Structure of human resources

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

Maximum 1000 words.

Self-assessment:

At the beginning of the period under review, i.e. in 2020, VSFS had 79 academic staff and 6 technical and economic staff by FTE working in support of science. In 2024, there were only 61 academic staff involved in R&D and 6 technical/business staff working in support of science. The number of academic staff engaged in research and development at VSFS has thus been declining over the years. This is not yet a dramatic drop, but the changes are now noticeable. As VSFS is a private university, academic staff have to devote a significant proportion of their working capacity primarily to teaching work, leaving them less time to engage in R&D activities.

The share of work capacity devoted to R&D is specified by internal guideline differently for each individual academic position (prof. 70 %, assoc. prof. 60 %, prof. assistant 30 %, assistant 10 %). As prof. assistants who contribute a mere 30 % of their work capacity dominate the composition of the academic population of VSFS, the real number of work shifts expended for research activity is

significantly lower. The total number of staff involved in R&D&I, calculated by the share of their work capacity (FTE), was 34 academic staff in 2020 and only 25 academic staff in 2024 (FTE).

In terms of age structure, the predominant age category for assistant professors in 2020 was between 40-49 years (42 %). Associate professors and professors were mainly represented in the 60 years and over category. When compared with the age structure at the end of the period under review, i.e. in 2024, the largest group in the assistant professor category is the 50-59 age group (36 %). Compared to 2020, the number of associate professors and professors in younger age categories at VSFS has decreased as of the end of the period under review in 2024. On the other hand, the number of early career researchers in the 30-39 age group has increased in 2024 compared to 2020.

The gender structure of the workforce has long been the most balanced in the largest group, assistant professors (of which 47 % were female in 2020 and 45 % in 2024). Men dominated among associate professors and professors, both in 2020 (no women out of 11 professors, 4 women out of 24 associate professors) and in 2024 (no women out of 10 professors, 7 women out of 20 associate professors).

At the beginning of the period under review, 2020, VSFS employed one employee with foreign citizenship. As present the university does not employ any staff with foreign citizenship.

In 2020, a total of 13 persons were employed at VSFS in the early career researcher category, of which 7 were women. In 2024, the number of women in this category decreased. Out of a total of 16 persons, only 5 are women.

There has been a slight year-on-year increase in the percentage of women in the category of Scientists, research and development staff involved in teaching activities. In 2020, there were 30 women in this category out of a total of 90 staff. In 2024, the number of women was 26 out of a total of 74.

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 [%] ⁶⁸	Total 2024	Of which women [%]	Of which foreign [%]
Professor	10,45	0	0	5,16	0	0
Associate Professor	20,17	14,8	0	16,26	27,8	0
Assistant Professor	47,17	46,6	0,21	38,3	44,9	0
Assistant	0	0	0	0,81	0	0
R&D Personnel ⁶⁹	0	0	0	0	0	0
Researchers in other categories ⁷⁰	0,85	11,7	0	0,32	0	0
Technical and economic staff ⁷¹	5,27	73,4	0	6,25	64,8	0
Early career researcher ⁷²	10,1	60,7	0	9,88	38	0
Scientific, research and development staff involved in teaching activities	77,79	32,5	0,1	59,83	46	0
Total number of foreign nationals	0,1	0	0	0	0	0

⁶⁸ Researchers with Slovak citizenship are not considered foreign.

⁶⁹ 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).

⁷⁰ 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).

⁷¹ Who participates in the management and support of R&D&I in the institution.

⁷² See Definition of Terms in Methodology HEI2025+.

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.

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

Academic/professional position	Under 29 years [%]		30-39 years [%]		40-49 years [%]		50-59 years [%]		60-69 years [%]		70 years and over [%]	
	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women
Professor	0	0	0	0	8	0	16	0	42	0	25	0
Associate Professor	2	4	0	0	13	4	29	0	37	8	1	0
Assistant Professor	0	8	12	0	42	35	20	23	18	27	4	0
Assistant	0	0	0	0	0	0	0	0	0	0	0	0
Early career researcher ⁷³	0	0	15	8	31	16	23	0	31	31	0	0
R&D Personnel ⁷⁴	0	0	0	0	0	0	0	0	0	0	0	0
Researchers in other categories ⁷⁵	0	0	0	0	100	100	0	0	0	0	0	0
Technical and economic staff ⁷⁶	7	0	43	36	29	0	7	0	14	0	0	0
Scientific, research and development staff involved in teaching activities	1	3,5	10	10	30	33,5	22	23	27	30	10	0

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

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

Academic/professional position	Under 29 years [%]		30-39 years [%]		40-49 years [%]		50-59 years [%]		60-69 years [%]		70 years and over [%]	
	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women
Professor	0	0	0	0	0	0	30	0	20	0	50	0
Associate Professor	0	0	0	0	25	5	10	5	35	20	30	5
Assistant Professor	0	0	13	4	31	13	36	6	18	8	2	2
Assistant	0	0	0	0	0	0	0	0	100	0	0	0
Early career researcher ⁷⁷	0	0	25	6	31	15	25	0	19	13	0	0

⁷³ See Definition of Terms in Methodology HEI2025+.

⁷⁴ 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).

⁷⁵ 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).

⁷⁶ Who participates in the management and support of R&D&I in the institution.

⁷⁷ See definitions in Methodology HEI2025+.

R&D personnel ⁷⁸	0	0	0	0	0	0	0	0	0	0	0	0
Researchers in other categories ⁷⁹	0	0	0	0	0	0	0	0	0	0	0	0
Technical and economic staff ⁸⁰	7	7	43	36	29	21	14	7	7	7	0	0
Scientific, research and development staff involved in teaching activities	0	0	8	8	25	27	28	27	24	31	14	8

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

4.6 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:

VSFS manages the career development of its academic staff through a comprehensive set of *Personal Records* for individual staff members. These documents include short- and long-term goals in research activities, including the acquisition of a Ph.D. or the commencement of habilitation and professorship proceedings. The completion of Personal Records is regularly (every six months) evaluated by the relevant managers (heads of departments, deans, the top management of VSFS). Career advancement and the amount of financial valuation are linked to the successful fulfillment of the objectives. For the successful implementation of research activities (especially research

⁷⁸ 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).

⁷⁹ 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).

⁸⁰ Who participates in the management and support of R&D&I in the institution.

projects and outstanding publications), employees are financially rewarded under *Internal Directive No. 25 – Motivation of VSFS employees*. Rewards are also paid for obtaining a Ph.D. degree or for successful completion of habilitation or professorship proceedings. In addition, academic staff members are granted creative leave with salary reimbursement in connection with doctoral studies, for habilitation or professorship proceedings, or to support publishing activities, based on a request recommended by the Department Head and the Dean of the respective Faculty.

VSFS has developed a methodological guideline for recruitment procedures. The recruitment procedure is governed by the following principles, which are based on OTMR (open-transparent-merit-based recruitment) principles. Emphasis is placed, where possible, on gender balance of selection committees. Recruitment of academic and administrative staff is based on the needs for specific positions defined by the faculties and other organizational units of the university. Recommendations from existing academic staff are used for the recruitment of academic staff. Recommendations are primarily based on personal contacts. An important measure is personal knowledge of potential colleagues, their teaching and research activities. In addition, research activities (especially the quality of publishing activities) are centrally reviewed from available sources (mainly the Web of Science and Scopus databases).

VSFS does not have a comprehensive system of rules for international recruitment procedures, but all recruitment procedures are open to the public without elements of discrimination. International recruitment procedures are not implemented as a separate agenda, but are part of the university's recruitment system. Collaboration with foreign institutions takes place as part of staff mobility under the Erasmus+ program.

The university has developed an orientation program for newly recruited employees. The orientation plan consists of standardized parts, where the area is defined according to the specific role in the organizational structure and is further specified by the immediate superior, who may be the sponsor of the orientation of the newly recruited employee or may appoint a qualified employee from his/her segment as the guarantor. The orientation process usually takes 3 months. However, for academic staff, the period of the first academic year is continuously monitored by the Department Head and evaluated during an interview process for setting up the Personal Record for the subsequent academic year. Assessments of teaching from the students' perspective are also taken into account.

The university supports gender equality and career development for all of its staff and, as part of this policy, facilitates return after parental leave or long-term absence and seeks to create conditions for a smooth transition back into the workforce through re-adaptation, which is developed as part of the adaptation program. This flexibility gives employees the opportunity to continue their career path without facing the obstacles of returning to work after a prolonged absence.

The university focuses on transparency and equity in the allocation of institutional work hours for both academic and administrative staff.

Academic work hours are primarily allocated on the basis of the teaching needs of the individual departments and faculties according to the degree programs taught. The share of work hours is determined by the number of hours spent on direct teaching activities, including examination and supervision of final theses and indirect teaching activities (preparation for lectures, seminars). In addition, the proportion of time spent on research, project preparation activities, and publishing activities is taken into account in the academic work hours. This proportion is generally set by the Incentive Guidelines, but is further modified on an individual basis according to the individual personal plan and anticipated participation in research projects.

Academic staff in management who have full-time administrative functions have these activities accounted for in their total work hours. VSFS rejects rolling contracts, and its policy is to recruit new staff in the first year for a fixed term with subsequent extensions on an indefinite term. Only in justified cases does it make use of the recourses provided for in the Labor Code.

The process of allocating work hours related to direct teaching activities is based on the university's annual plans developed on the basis of consultations between the individual faculties and university management. Allocations are made on the basis of objective criteria such as the priority of teaching, research, and other institutional needs, as well as the individual needs of the academic staff members. This process is transparent and reflects the specificities and equitable distribution of the workload. The Study Organization Department is significantly involved in the specific development of schedules and ongoing monitoring, and its staff is flexible in reflecting changes based on feedback from the academic sphere and on the specific needs of academic staff members. This mechanism allows for flexibility and adjustments based on the current conditions and objectives of the university.

Transparency is guaranteed by the institutional allocation of work hours being published in the university's information system, where specific information is available on the allocation of work hours in the teaching schedule. Each academic staff member has the opportunity to consult this information before the start of the semester and may, where appropriate, contact his/her faculty advisor or members of the teaching staff for clarification or revision of his/her work hours.

Administrative staff have their activities defined in job descriptions based on their role according to the organizational structure. Their work hours are focused on support of academic activities; they have tasks that mainly include administering teaching, supporting students, coordinating research projects, and providing administrative services related to research grants.

When filling senior positions in the academic segment, the university takes into account the qualifications and professional competencies of the candidate, including from the perspective of the candidate's scientific and research qualifications. The degree of involvement in scientific research activities and the quality of publishing activities are assessed. Experience in grant management, project management, or collaboration with the business community is important.

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:

The university's engagement with gender in terms of global impact contributes to a deeper understanding of gender issues and their impact on the economy and society. The topic of gender equality is addressed through research, publishing, and of course, teaching activities. As part of its academic activities, it publishes the journal *ACTA VSFS*, which contains articles focusing on gender issues. For example, the article "*Gender pay gaps in the EU and their link to level of education and type of work hours*" was published in issue 1/2022 and analyses gender pay gaps in EU countries and their relationship to level of education attained and type of work shift. The university also offers master's and bachelor's theses focusing on gender issues. For example, the thesis "*Employment of Women in the Czech Republic*" addresses the issue of the employment of women in the Czech context.

VSFS itself fulfils the principles of gender balance on the basis of the National Strategy for Gender Equality. The number of women and men working at VSFS is balanced in terms of the total number of employees, including in decision-making positions, where women are significantly represented in the top management in the following positions: rector, dean, bursar, campus director, as well as directors of offices and heads of departments.

Out of a total of 140 employees as of 31 Dec 2024, 81 are women. Women are significantly represented in administrative positions: 54 out of 65 employees are women. In the academic segment, the largest number of women is represented in the position of assistant professor, with 21 women out of 44 employees.

VSFS has a Gender Equality Plan for the period 2024-2026, which is published on the school's website. It is divided into 4 main topics. 1. Recruitment, career advancement, remuneration, 2. Corporate culture and work-life balance, 3. Incorporating gender equality into teaching and research, 5. Preventing and combating gender discrimination, violence, and psychological and sexual harassment and expressions of sexism.

VSFS has developed a methodological guideline for recruitment procedures. The recruitment procedure is governed by the principles, which are based on OTMR principles. Emphasis is placed,

where possible, on gender balance of selection committees. Gender-sensitive language is used as a matter of principle in recruitment procedures.

In the area of gender equality, a partnership has been established with the National Contact Center – Gender and Science as part of the Institute of Sociology of the Academy of Sciences of the Czech Republic, where training courses are being prepared to raise awareness of gender balance issues among employees at all levels of management and in all organizational units of the university.

VSFS seeks to eliminate the negative consequences of gender stereotypes and to instill equality in education (equality in access, conditions, and results) on both formal and informal levels. We do not differentiate between women and men in remuneration, and the average pay gap is minimal even at the managerial level. The university continually produces analyses of pay trends and gender pay gaps, and the most recent analysis as of January 2025 showed that some positions have higher average pay for women (namely the positions of Dean, Director, Manager, Team Leader). In the academic sphere, the salary of the most represented position, assistant professor, is completely equal.

As part of work-life balance, VSFS offers all employees flexible work hours. Apart from direct tuition and personal consultation, academic staff are allowed to work from home (in particular for R&D and publishing activities). Time spent on parental leave is not calculated into the period of suspending studies for doctoral students caring for small children. The employees are allowed to work part-time, across the age structure and job roles. Currently, the university employs 35 part-time employees, of which 15 are women.

In addition to flexible working hours, the university offers other benefits to employees that contribute to the overall comfort and flexibility of employees, thereby supporting their work performance and long-term loyalty to the university, e.g. including meal and rest breaks in business hours, subsidized multisport card for employees, providing meals at the head office and meal allowances at detached facilities.

None of the benefits provided are discriminatory in terms of gender.

No incidents of mobbing or sexual harassment in the workplace were reported during 2020-2024. The employment of an assistant professor was terminated in 2023 based on a student complaint of inappropriate behavior during classes.

4.7.1 Gender balance in management positions

Senior staff	2020		2024	
	Men	Women	Men	Women
Rector	0	1	0	1
Vice-Chancellor	3	0	3	0
Dean ⁸¹	2	0	1	1
Academic Senate	N/A	N/A	N/A	N/A
Scientific/Artistic/Academic Council	23	3	21	6
Quaestor	0	1	0	1

⁸¹ 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.

Board of Directors	3	1	2	1
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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.⁸²

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

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

Self-assessment:

VSFS endeavors to reinforce international mobility by increasing the number of international students, creating a motivating environment for participation in mobility, and supporting language and global competences among traveling staff.

VSFS academic staff members and doctoral students undertake travel abroad primarily via ERASMUS+ mobility projects, outside the European area are based on bilateral agreements with individual partners, and also in the form of active participation in international conferences. While mobility of academic staff members as part of ERASMUS+ is primarily of a pedagogical nature, its secondary effect is to establish R&D collaboration intended to result in joint research projects or joint publications.

A rigorous assessment of the intentions for foreign travel is carried out when approving participation in conferences. The goal is to preferentially support activities with the highest potential benefit for the expansion of research activities. Options for establishing collaboration with foreign facilities addressing questions similar to those of VSFS are taken under consideration. An emphasis is also placed on the quality of publishing output from conferences.

A high course load of academic staff for teaching at the home university can be considered a barrier to mobility. For this reason, our staff did not undertake any long-term visits abroad during the period in question. However, we were the host organization for two long-term visits of foreign researchers. In 2023 and 2024, a doctoral student from the Magna Graecia University of Catanzaro and a professor from University of Calabria stayed with us for 6 months.

Brief summary of mobility in the period 2020-2024

Due to the pandemic situation throughout the globe, less mobility was accomplished in 2020 and 2021 than in other years. In 2020, only 5 staff members traveled abroad, e.g. University of Lapland Rovaniemi (FIN). In 2020, our university hosted only one teacher, from a partner university in Slovenia (GEA College).

In 2021, a total of 8 staff members participated in foreign mobility, e.g. University of Coimbra (PRT) and University of Salerno (ITA). In 2021, the university hosted 10 staff from foreign partner universities, e.g. from University of Agder (NOR).

⁸² Long-term mobility means an uninterrupted period of more than three months.

In 2022, 12 academic staff of VSFS participated in staff mobility (CEU San Pablo University, Inholland University of Applied Sciences, University of Cordoba, Stockholm University). In that year, VSFS hosted a total of 19 academic staff from abroad, e.g. from University of Agder, Magna Graecia University, University of Salerno, and Anadolu University.

In 2023, a total of 16 VSFS employees participated in staff mobility. They have travelled to Opole University of Technology, University of Cordoba and University of Vilnius. In that year, we hosted 21 colleagues from abroad as part of mobility, e.g. from UCO Nantes, and HOGENT University of Applied Sciences and Arts in Ghent.

In 2024, 11 staff members of VSFS participated in mobility abroad. They have travelled to Savonia University of Applied Sciences, University of Cordoba a Stockholm University. In 2024, our university hosted 11 employees from foreign partner schools, e.g. from Thomas More University a “Aurel Vlaicu” University of Arad.

Most important mobility in the period 2020-2024:

- 1) R. Leska – Mobility related to the handling of an international project „*Mapping the Needs of Professional DJs and Musicians in the Remix Culture and Enhancing Their Qualifications*“, funded by EEA and Norway Grants, in which VSFS was in the role of another participant. Mobility in the form of lectures by R. Leska at international conferences are connected with the implementation of a project, e.g. *Rethinking copyright flexibilities. International Legal Conference* in Nicosia (2022); *Production Music Conference* in Los Angeles (2022) and conference *Copyright, Neighbouring and Special Rights* in Lisbon (2022).
- 2) G. Maiello – Trips to universities in Italy, thanks to which it was possible to establish partnerships with University of Salerno, Magna Graecia University of Catanzaro a University of Calabria. Thanks to the mutual collaboration, it was possible to organize a joint conference „*Rethinking social theories and method in a digital society*“ with the University of Salerno in 2023. Thanks to this cooperation with the Magna Graecia University of Catanzaro and University of Calabria, our university has secured a long-term six-month visit for two local staff members at our school (2023, 2024) as well as the possible future recruitment of a foreign post-doc at VSFS, thus strengthening the internationalization of our university environment.
- 3) E. Kostikov – Trips to universities in Poland, Hungary, and Georgia resulted in a joint international project „*Business Problems Interactive Web Portal*“, to be handled in 2022-2024 and funded by the International Visegrad Fund. Thanks to the joint project, collaboration was deepened between the academic communities of participating universities (East European University, University of Lodz, University of Zilina) and the business sector (Georgian Small & Medium Enterprises Association, Budapest Enterprise Agency).
- 4) A. Tomaskova – The trips to the Opole University of Technology (2020, 2022-2024) succeeded in establishing a close collaboration with this university, which resulted in the joint organization of conferences (2022-2024) and the publication of two joint academic publications to which other authors from VSFS contributed. These consisted of
 - SMIETANSKI, R., TOMASKOVA, A., KARCZEWSKI, L. *Crafts the Path from Small Business to Success – Synergies, Challenges, Opportunities*. Opole: Politechnika Opolska, 2024. 250 p. *Studia i Monografie*, z. 593. ISBN 978-83-66903-72-2.
 - SMIETANSKI, R., KARCZEWSKI, L., SYTNIK, I., TOMASKOVA, A. *Handicraft – Family Business Tradition or Innovation?* Opole: Politechnika Opolska, 2023. 237 p. ISBN 978-83-66903-37-1.

- 5) G. Maiello - Thanks to the mobility of our academic staff member to universities in Scandinavia, it was possible to arrange the submission of a joint international grant „*The Reception of the Ancient Norse Symbolic Resources into Selected Subcultures of Central and South-Eastern Europe: A Netnographic Analysis*“ with University of Oslo (NOR), funded by EEA and Norway Grants. The project was implemented at VSFS in 2024.

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)⁸³. 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:

Research at VSFS is typically focused on the social sciences. This research is not dependent on costly instruments as in other academic fields (typically the medical or natural science fields). It is especially necessary to replace ordinary computer equipment (notebooks, desktop computers, and accessories) and software (especially for evaluation of questionnaires and statistical analyses of data). The technical equipment of the *Laboratory of Criminalistics and Forensic Disciplines* and the *Laboratory of Neuromarketing and Marketing Analyses* (lamps, microscopes, trace evidence kits, and other items) also requires regular replacement. Equipment is acquired on the basis of requests from the faculties.

These facts are reflected in the data in Table 4.9.1. The most resources used in the period 2020-2024 were applied to minor long-term tangible assets. Costs for repair and maintenance of equipment were null for the entire period. No investment assets were acquired in the years in question.

At VSFS four laboratories are operated as part of the University Research Centre and used by the faculties. These are the *Laboratory of Criminalistics and Forensic Disciplines* (LCFD), the *Laboratory of Neuromarketing and Marketing Analyses* (LNMA), the *Laboratory of Empiric Studies* and the *Laboratory of Interdisciplinary Projects and Strategic Grants*.

The activity of the LCFD was commenced in 2015, when the laboratory was built using long-term R&D development funds. Procurement costs amounted to approximately EUR 10,000. Part of the equipment procured has the character of consumable material which is replaced every year. The laboratory serves to enable the research activities of the university. In the reviewed period internal research projects focused on forensics of biomechanical application of expert review were carried

⁸³ 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.

out here. A pilot research project also took place here documenting interrogation using the method of analysis of micro-movements and psychological tension. Students are also involved in the experimental work at the laboratory, where they adopt and reinforce individual methodological processes while investigating the scene of the crime, documentation of the place of the crime, and acquiring, reviewing, and evaluating criminalistic clues.

The LNMA serves for research in the areas of neuromarketing and determining the effectiveness of marketing tools. From 2020-2024 research was performed in this laboratory as part of internal projects. This consisted of research using static eye cameras (the eye tracking method) supplemented with selected methods of sociological and psychological research that also uses certified psychological tests (for example personality typology, attention tests, etc.). In this area the capacities of the laboratory are also shared with both faculties. VSFS students are also involved in the research activities of the laboratory. The laboratory is also used for popularization of the above research methods (the primary target audience in the period from 2020-2024 were high school students).

The laboratories serve mostly for VSFS's own research, and are not offered to other subjects to carry out their research. Other subjects can be involved only in the form of collaborative research with VSFS. The LNMA can also serve to carry out contract expertise.

VSFS is not a host of large research infrastructure projects.

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 ⁸⁴
Costs/expenses related to the acquisition of small fixed assets for R&D&I	2317/91400	2346/92544	2154/84970	3037/119803	3048/120237	12902/508955
Cost of repairs and maintenance of equipment	0/0	0/0	0/0	0/0	0/0	0/0
Acquisition of tangible (DH) and intangible (DN) assets for R&D&I (investments)						
Of which software	0/0	0/0	0/0	0/0	0/0	0/0
Of which other intangible fixed assets	0/0	0/0	0/0	0/0	0/0	0/0
Of which land, buildings and structures	0/0	0/0	0/0	0/0	0/0	0/0
Other intangible fixed assets (machinery, apparatus, equipment, etc.)	0/0	0/0	0/0	0/0	0/0	0/0
Total infrastructure spending in years ⁸⁵	2317/91400	2346/92544	2154/84970	3037/119803	3048/120237	12902/508955

⁸⁴ Enter the sum of the row.

⁸⁵ Enter the sum of the column.

FINANCES

4.10 Budget and structure of financial resources

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

As complementary data, the university will provide an overview of prestigious research projects obtained during the period of 2020–2024 (ERC⁸⁶, MSCA⁸⁷, HHMI⁸⁸, HFSP⁸⁹, NSF⁹⁰, Horizon Europe⁹¹, NIH⁹², Wellcome Trust⁹³, EDF⁹⁴, OP JAK⁹⁵, OP TAK⁹⁶, NPO⁹⁷, GA ČR⁹⁸, TA ČR⁹⁹ 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 4.10.5.¹⁰⁰

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 example⁶⁵⁵ of a prestigious international individual project given.

Self-assessment:

In the period 2020-2024, VSFS moved away from fundamental research, which in the previous assessment of science at the university has been a priority, and gradually reoriented on applied research. The proportion of resources expended corresponds to this. At the beginning of the period under review, 44 % of expenditure was on applied research, with basic research accounting for a further 54 % and experimental development 2 %. At the end of the period under review, applied research accounted for 81 % of funding, with basic research accounting for the remaining 19 %.

⁸⁶ 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.

⁸⁷ 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.

⁸⁸ Howard Hughes Medical Institute - a non-profit organization in the USA significantly supporting international biomedical research.

⁸⁹ Human Frontier Science Program - an international programme to support research, particularly in the natural sciences and computer science.

⁹⁰ National Science Foundation (USA).

⁹¹ Horizon Europe - the EU's 9th Framework Programme for research and innovation, running from 2021-2027.

⁹² 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.

⁹³ major UK private foundation supporting mainly biomedical research.

⁹⁴ European Defence Fund.

⁹⁵ 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.

⁹⁶ 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.

⁹⁷ 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.

⁹⁸ Grant Agency of the Czech Republic.

⁹⁹ Technology Agency of the Czech Republic.

¹⁰⁰ 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.

Experimental development and innovation was carried out minimally by VSFS in the period under review. Currently, VSFS is mainly targeting applied research.

In the period 2020-2024, VSFS was involved in a total of 1 International Visegrad Fund project in the role of beneficiary and coordinator, and 2 EEA and Norway Grants projects and 1 fundamental research project funded by the Czech Science Foundation in the role of beneficiary. In applied research, VSFS handled a total of 5 projects for the Technology Agency of the Czech Republic (TA CR) and 1 project funded by the Ministry of Culture.

VSFS was also the recipient of long-term conceptual development of research organization (LCDRO) fund during the reviewed period. The method of handling these funds is stated in section 4.11 - *Rules for the use of institutional support for the LCDRO*. VSFS has used these funds for support of internal standard projects and junior projects.

VSFS was also a recipient of earmarked support for specific university research. These funds were applied to the execution of student projects and the organization of student conferences (in particular the annual doctoral student conference).

Additional financial income was received by VSFS from contract research projects. In the period under review, the university implemented a total of 10 such projects funded from non-public sources.

Other financial income from non-public sources was generated by the school from the organization of continuing education courses, specialist certification examinations, and the sale of works published by VSFS Publishing.

Most important international projects

1. International Visegrad Fund Research Project no. 22210127 "**Business Problems Interactive Web Portal**", in the role of beneficiary: VSFS, principal Investigator of the project E. Kostikov, in the role of another participant: East European University (GEO), Georgian Small and Medium Enterprises (GEO), University of Zilina (SVK), University of Lodz (POL), and Budapest Enterprise Agency (HUN), implementation period 10/2022-03/2024. The project led to the creation of original tools (namely an innovative interactive web portal with chatbot functionality, a marketing strategy, and more) to support sustainable entrepreneurship, collaboration between the spheres of business and research, and introducing innovations. The tools developed in the project have been successfully implemented in Georgia, but are also used in other countries, primarily the V4 countries, which confirms their international viability and transferability to a variety of economic environments. The project implementation also included workshops with experts on issues in entrepreneurialism. The international dimension of a project is given by funding from foreign sources and collaboration with foreign entities from four countries.
2. International Project no. KU-CB1Q14 "**Mapping the Needs of Professional DJs and Musicians in the Remix Culture and Enhancing Their Qualifications**", funded by EEA and Norway Grants, in the role of beneficiary: Association of Authors and Artists (SAI), in the role of another participant: VSFS, Palacky University Olomouc, and Inland Norway University of Applied Sciences (NOR). Investigator of the project of VSFS: R. Leska. Implementation period 2021-2022. This was an interdisciplinary project to reinforce the professional capacity of music creators as an important creative sector strongly economically affected by the COVID-19 pandemic. Based on socioeconomic and legal research on the music professions, best practices were formulated (e.g. licensing, meeting financial obligations and obligations to copyright collectives). The proposed processes primarily serve representatives of the Ministry of Culture and copyright collectives (OSA, INTERGRAM) in preparing the necessary

legislative changes. The international dimensions of the project are given by financing from foreign sources, as well as collaboration with a Norwegian university and the implementation of good practice examples from Norway into the environment of Czech creative professions.

- International Project No. EHP-BFNU-OVNKM-4-146-2024 **“The Reception of the Ancient Norse Symbolic Resources into Selected Subcultures of Central and South-Eastern Europe: A Nethographic Analysis”**, funded by EEA and Norway Grants. In the role of beneficiary: VSFS, principal Investigator of the project G. Maiello, in the role of another participant: University of Oslo (NOR), implementation period 2024. The aim of the initiative was the cooperation between the VSFS and the University of Oslo on the joint research of the ancient Nordic culture in Central and South-Eastern Europe in the digital age. The project explored New Pagan social media groups and online gamer communities dealing with Norse mythology. The researchers focused primarily on both ecological and nationalistic tendencies and asked to what extent these two ideological tendencies might influence the "pro-severian" subcultures of CEE and Balkan countries. The aim of the project was to understand this phenomenon of late modern social life, significant in this historical period when conflicts, ideologies, myths and violence are the order of the day.

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
VSFS	181 683/7 166 982	24,4 %	1,3 %	74,3 %

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	54	42	33	30	19	35
Applied Research	44	52	67	70	81	63
Experimental development and innovation	2	6	0	0	0	2
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			Support (in thousands CZK/EUR)				
Provider / Investor	Programme/Grant Scheme	Project name	2020	2021	2022	2023	2024
International Visegrad Fund (Slovakia)	Visegrad+ Grants	Business Problems Interactive Web Portal	0/0	0/0	0/0	80/31 56	655/2 5838
EEA and Norway Grants (Belgium, Norway)	Bilateral Relations Fund	The Reception of the Ancient Norse Symbolic Resources into Selected Subcultures of Central and South-Eastern Europe: A Nethographic Analysis	0/0	0/0	0/0	0/0	279/1 1006
Total			0/0	0/0	0/0	80/31 56	934/3 6844

In the role of another participant								
Provider / Investor	Programme/Grant Scheme	Project name	Support (in thousands CZK/EUR)					
			2020	2021	2022	2023	2024	
EEA and Norway Grants (Belgium, Norway)	Culture	Mapping the Needs of Professional DJs and Musicians in the Remix Culture and Enhancing Their Qualifications	0/0	145/5720	100/3945	0/0	0/0	0/0
Total			0/0	145/5720	100/3945	0/0	0/0	0/0

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	ETA	Internal and external peripheries in the regional development of the Czech Republic - from genetic determination to territorial cohesion	605/23866	1170/46154	1302/51361	541/21341	0/0	0/0
Technology Agency of the Czech Republic	ETA	How to achieve good governance by the provision of social, cultural and educational services of copyright and related rights collective management organizations	1425/56213	492/19408	0/0	0/0	0/0	0/0
Czech Science Foundation	GA-Standard Projects	The Ethics of Access to Audiovisual Online Content	0/0	0/0	0/0	0/0	481/18974	0/0
EU - ESIF	Operational Programme Johannes Amos Comenius	Development of the infrastructure of the doctoral study programme of the VSFS	0/0	0/0	0/0	1140/44970	1153/45483	0/0
Total			2030/80079	1662/65562	1302/51361	1681/66311	1634/64457	0/0
In the role of another participant								
Provider / Investor	Programme/Grant Scheme	Project name	Support (in thousands CZK/EUR)					
			2020	2021	2022	2023	2024	
Ministry of Culture Czech Republic	NAKI III	Opportunities and barriers of cross-border distribution of Czech music production	0/0	0/0	0/0	992/39132	1182/46627	0/0
Technology Agency of the Czech Republic	SIGMA	Establishing and operating a re-use centre/re-use point in the social, legal and economic conditions of the Czech Republic	0/0	0/0	0/0	99/3905	549/21657	0/0
Technology Agency of the Czech Republic	ETA	Family businesses: Value drivers and value determination in the process of succession	210/8284	219/8639	240/9467	0/0	0/0	0/0
Technology Agency of the Czech Republic	ETA	The COVID-19 pandemic as a catalyst for change in the distribution, presentation and monetization of cultural content online	58/2288	300/1834	217/8560	0/0	0/0	0/0
Total			268/10572	519/20473	457/18027	1091/43037	1731/68284	0/0

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
[Railway Administration]	Optimising investments in security	0/0	0/0	0/0	0/0	110/4339
2C analytics, s.r.o.	BOSS 4.0, media data processing module	0/0	497/19606	0/0	0/0	0/0
S.M.A., a.s.	Development of and information system focused on management and support of the business process	0/0	3893/153570	0/0	0/0	0/0
S.M.A., a.s.	Development of and information system focused on management and support of the business process	0/0	498/19645	0/0	0/0	0/0
J&T Banka, a.s.	Analysis of security risks in the handling with storage media in the field of banking and proposal of measures to minimize them	50/1972	50/1972	0/0	0/0	0/0
KOMORA, s.r.o.	System for assessing the phases of the life cycle of protective equipment	0/0	485/19132	0/0	0/0	0/0
S.M.A., a.s.	Development of and information system focused on management and support of the business process	496/19566	0/0	0/0	0/0	0/0
Czech Telecommunication Office	Preparation of an expert opinion assessing whether or not criterion 1 of the three-criteria test for relevant market No 3 - the wholesale market for access to mobile services is met	0/0	0/0	683/26943	0/0	0/0
CEZ Group	Protection of the critical infrastructure	0/0	120/4734	0/0	160/6312	0/0
ALKOM Security	Technical security systems, security assessment of the building and security functionality in relation to the detection of insurance fraud and emergencies	30/1183	40/1578	0/0	0/0	
Total		576/22721	5583/220237	683/26943	160/6312	110/4339
In the role of another participant						
Provider / Investor	Project name	Support (in thousands CZK/EUR)				
		2020	2021	2022	2023	2024
Total						

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

4.11 Rules for the use of institutional support for the LCDRO

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

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

Self-assessment:

As a private school, VSFS does not obtain the main volume of funds for R&D from public sources, but rather from non-public sources consisting of its own income (in particular from tuition). Funds for Research Organization Long-Term Conceptual Development (hereinafter “LCDRO”) amount to merely approx. 13% of total R&D expenses.

As regards prioritization of R&D topics, VSFS supports from LCDRO funds topics associated with the study programs, i.e. Finance (academic fields of Economics and Finance), Marketing Communication (academic fields of Sociology, Psychology, Education, Media and Communication), Economics and Management (academic fields of Economics, Business, and Management), Applied Informatics (academic fields of Computer Science, Information Systems), New Media and Communication (academic fields of Media and Communication, Sociology, Information Systems), Criminalistics and Forensic Disciplines, Security Law Studies, Law in Business and Public Administration (academic fields of Law, Criminology and Penology, Public Administration).

The Internal Grant Agency of the VSFS (hereinafter "IGA") is used to implement internal research, development and innovation projects. The activities of the Internal Grant Agency are carried out by the Department of Research & Development. The functioning of the IGA is defined in the internal regulation Rector Decision No. 250/2019. This Decision regulates the rules and principles for submitting and evaluating standard and junior project proposals, for the implementation, oversight, and assessment of projects, the rules for the use of funds approved for the implementation of the project, and the number of projects submitted in one academic year by a single researcher.

VSFS supports elevating the excellence of the research conducted by striving to obtain foreign and external research projects, financial support for excellent publishing results (articles in prestigious foreign journals, scholarly books published abroad), support for trips to prestigious foreign scholarly conferences, etc.

LCDRO funds were distributed on a central basis in the period from 2020-2024 according to long-term goals and current needs, no key has been created for reallocation to faculties and departments (e.g. according to number of publications). Given the thematic orientation of VSFS research on the social sciences, the largest cost item consists of personnel costs (over 80% of total costs for R&D). LCDRO funds thus serve predominantly for covering personnel costs for academic staff pay in relation to research conducted.

Specifically, LCDRO institutional support is distributed in the period 2020-2024 as follows:

- 1) Part of the personnel costs paid from LCDRO also represent costs for compensation for successful implementers of projects and for above-standard publishing activities. This compensation is paid out on the basis of thorough assessment of publishing activities with an emphasis on publication quality. Standardized requirements for publishing activity are defined by internal regulation – *Decision of the Rector No. 291/2023*, depending on

academic position (assistant, prof. assistant, assoc. prof., prof.). The rating method for above-standard publishing activities is managed by a Methodological Instruction of the vice rector for R&D. On the basis of centrally processed list of publication activities with a publication quality rating, compensation is proposed by the direct supervisor for specific academic staff members. The proposal of compensation on the basis of the recommendation of the vice rector for R&D is approved by the rector.

- 2) LCDRO funds are also used to finance internal research projects of junior or standard types. The aim of these projects is primarily to support the development of early career researchers (junior projects are for academics within five years of obtaining their Ph.D.), or to initially develop new ideas (standard projects) with a view to subsequently applying for an external project.
- 3) LCDRO funds are also used to finance the replacement of material and software equipment and necessary literature including electronic information sources. Needs for replacement of material and software equipment are requested each year among the faculties and central departments of administration of the university (in particular the Department of Information Technologies). Purchase of literature and electronic information sources takes place on a central basis via the Library Services Centre and VSFS Publishing. Requests are obtained in regular intervals from faculties or via requests of implementers of internal projects.
- 4) LCDRO funds also serve for payment of conference fees, publication fees, translations and language editing of R&D texts. When assessing requests for conferences, the quality of the publication outputs is thoroughly evaluated. This supports the desirable creative activity of academic staff and doctoral students even in the event that they are not currently handling any specific research project.

NATIONAL AND INTERNATIONAL COOPERATION

4.12 Important collaborations in R&D&I

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

Maximum 300 words per example.

Self-assessment:

Collaboration in R&D&I at national level

VSFS collaborates at a national level with other research institutions, with authorities of public administration, with important professional associations and companies. For the period 2020-2024, we consider our collaborations in the following areas to be the most significant:

- 1) Collaboration in implementing important external research projects. This consisted for example of the following basic and applied research projects:
 - Project of the Technology Agency of the Czech Republic „*Internal and external peripheries in the regional development of the Czech Republic*”. Co-applicants of the project were Masaryk University in Brno, Palacky University in Olomouc and University of West Bohemia in Pilsen. The application guarantor was Ministry of Regional Development, who utilizes the results of the project, especially the specialized maps of the inner periphery and the outer periphery. Another application guarantor was Association of European Border Regions (Gronau), who utilizes the project results for its member regions in different countries.

- Project of the Technology Agency of the Czech Republic „*Establishing and operating a re-use centre/re-use point in the social, legal and economic conditions of the Czech Republic*“. Co-applicant of the project is the Czech University of Life Sciences Prague. The application guarantor is Ministry of the Environment. The objective of the still ongoing project is to develop a methodology to support the cost-effective establishment and operation of re-use centers or re-use points.
 - Project of the Technology Agency of the Czech Republic „*Family businesses: Value drivers and value determination in the process of succession*“. Co-applicants of the project were the Czech University of Life Sciences Prague, and the Association of Small and Medium-Sized Enterprises and Crafts of the Czech Republic (AMSP). A key output is the “*Methodology for Determining the Value of Family SMEs*“. The methodology includes an online calculator for calculating the value of a family business. The methodology is used in practice at the AMSP.
- 2) Basic topics of targeted university platforms focusing on R&D and its applications.
This is a platform of three universities – VSFS, the Technical University in Liberec, and the University of Economics in Prague, where VSFS is the coordinator of R&D activities. This platform is focused on R&D and implementation of its outcomes in practice in the field of SMEs and their financing and management.
 - 3) Collaboration with public administration and professional associations as part of applying R&D outcomes in practice.
VSFS specialists are represented in government advisory bodies (e.g. the R&D&I Council), certain ministries (e.g. the Commission for Fair Pensions and the Expert Committee for Retirement Reform of the Ministry of Labour and Social Affairs, the Working Group for Family Business Issues of the Ministry of Industry and Trade), or the Chamber of Deputies of the Parliament of the Czech Republic (e.g. the Committee for Public Administration and Regional Development).
VSFS employees also operate or have operated in the governing bodies of important professional associations (e.g. the AMSP, the Council of Universities), or are in close contact with these associations and regularly provide them with outputs of VSFS R&D activities (e.g. the Czech Association of Financial Advisory and Brokering Companies).
 - 4) Collaboration in preparation of applied research projects.
Collaboration is taking place both with other research organizations (e.g. University of Economics Prague, Masaryk University in Brno, Palacky University in Olomouc, University of West Bohemia in Pilsen, University of Jan Evangelista Purkyne in Usti nad Labem, Czech University of Life Sciences Prague, Tomas Bata University in Zlín), as well as entities from practice (e.g. the Ministry of Finance, Ministry of Industry and Trade, Ministry of Regional Development, Ministry of Culture, General Directorate of the Fire Rescue Service of the Czech Republic, Fire Rescue Service of the Capital City of Prague, Union of Accountants, Copyright Organization – Association of Authors of Works of Visual Art, Architecture, and Visual Images of Audiovisual Works, PKF Apogeo, REMMARK – strategic and communication agency). Collaborating entities from practice are involved in proposed projects in the role of application guarantor.
 - 5) Collaboration in organizing academic conferences (e.g. collaboration with the Czech National Bank, Deloitte, Czech Sociological Association), seminars (e.g. in collaboration with the Czech

Economics Society, AMSP), workshops and round tables (e.g. with the Association of Family Businesses), joint publishing of R&D outcomes.

The above collaborations were often initiated by personal meetings and exchanges of opinions, primarily via participation in academic conferences. Personal contacts established at these conferences were and are thus far a source of new findings, approaches, and alternative processes, which are applied to further research. Contacts created in this manner also lead to collective submission of research projects, joint publications, and other activities leading to the implementation of new findings in operating practice.

Collaboration in R&D&I at international level

In the international realm, VSFS collaborates in particular with international research entities, primarily universities. It co-organizes international conference with these entities, symposia, discussion fora and workshops, at which R&D topics are discussed. These discussions and contacts transition into additional forms of collaboration, such as joint publication of research outcomes and joint preparation of international projects. Below we list examples of specific collaborations:

1) Collaboration on international research projects:

- International Visegrad Fund project „*Business Problems Interactive Web Portal*“. Co-applicants of the project were East European University (GEO), Georgian Small and Medium Enterprises (GEO), University in Zilina (SVK), University of Lodz (POL), Budapest Enterprise Agency (HUN). The project led to the creation of tools to support sustainable entrepreneurship (an innovative interactive web portal with chatbot functionality), collaboration between the spheres of business and research, and introducing innovations. The tools have been successfully implemented in Georgia, but are also used in other countries, primarily the V4 countries.
- International Project EEA and Norway grants „*Mapping the Needs of Professional DJs and Musicians in the Remix Culture and Enhancing Their Qualifications*“. Co-applicants of the project were Union of Authors and Performers (SAI), Palacky University in Olomouc and Inland Norway University of Applied Sciences. Best practices have been formulated (e.g. licensing, meeting financial obligations and obligations to copyright collectives). The proposed processes also serve representatives of the Ministry of Culture and copyright collectives (OSA, INTERGRAM).
- International Project EEA and Norway grants „*The Reception of the Ancient Norse Symbolic Resources into Selected Subcultures of Central and South-Eastern Europe: A Nethographic Analysis*“. Co-applicant of the project was University of Oslo (NOR). The project explored New Pagan social media groups and online gamer communities dealing with Norse mythology. The researchers focused primarily on both ecological and nationalistic tendencies and asked to what extent these two ideological tendencies might influence the "pro-severian" subcultures of CEE and Balkan countries.

2) Collaborations for organizing international academic conferences:

- Collaboration with University of Salerno in organizing the conference „*International Conference ILIS*“ in 2021-2024. In 2023, the conference was held on the VSFS campus in Prague.
- Collaboration with the University of Opole (POL) in organizing „*Congress of Polish Bohemian and Czech Polonistic Studies*“ in 2022-2024. The output of the collaboration also resulted in two scholarly publications.
- Cooperation in organizing the International Scientific Conference „*Economics, Management, Finance and Social Attributes of Economic Systems (EMFSA)*“, held

each year since 2016. Apart from VSFS and other Czech universities, universities and research institutes from Slovakia, Croatia, and Poland all participate in organizing it. Its outcome consists of joint publication of international authorial collectives. VSFS was a co-organizer of this conference in 2020, 2021, and 2022.

- Organization of an international workshop “*International Staff Week*” at VSFS. This event has been organized annually at VSFS since 2017. It is attended by academics from various (mostly European) universities focusing on issues in economics, business, and management. The topics of the presented papers and discussions included, for example, the introduction of the euro, public administration reform in the EU, e-Government, family business, support for innovation in SMEs, establishing start-ups in conjunction with the academic sphere, new financial services, and consumer culture. The output of this activity is joint publications.
- 3) Collaborations as part of the memberships of our academics in foreign scholarly societies, e.g. R. Leska – member of the Executive Committee of the international organization ALAI in Paris, J. Kotesovcova – member of the International Atlantic Economic Society in Atlanta, N. Petru – member of the Polish-Czech Scientific Society, H. Lipovska – member of the Economists for Peace and Security and the member of the American Economic Association, and G. Maiello – member of the International Lab for Innovative Social Research.
 - 4) Collaborations established as part of the international mobility of academic staff and doctoral students. This activity is discussed in greater detail in the related section 4.8, Mobility of Academic and Research Staff.
 - 5) Collaborations established as part of the membership of VSFS in international organizations and consortia, e.g. Economists for Peace and Security (EPS), American Economic Association (AEA), International Society for Ethnology and Folklore (SIEF), International Atlantic Economic Society, System Dynamics Society (SDS), European Congress of Ethnic Religions (ECER), International Association of Penal Law (AIDP), International Literary and Artistic Association (ALAI), International Lab for Innovative Social Research (ILIS).

STUDIES

4.13 Doctoral studies

The HEI will briefly describe the organisation of the doctoral studies (if there are any doctoral study programmes¹⁰¹). 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 graduates¹⁰².
- 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:

Doctoral studies at VSFS are accredited in the Finance study program in the Czech language (since 2009) and the English language (since 2019). The studies take place at the FES. The quality of the doctoral studies is supervised by the Subject Area Board, which has 9 members, of which four members are outside academic community of VSFS (they work at the University of Economics in Prague and Mendel University in Brno).

The standard term of study is 3 years, studies can be suspended two times and extended two times (in exceptional cases more frequently), always by one year. Study obligations include sitting for 7 exams (6 required subjects, 1 elective subject) and state leaving exams. Other obligations for which doctoral students obtain credit include literature research, presentation of research outcomes, publishing activity, and international research activity. Studies are completed by defense of doctoral dissertations which is preceded by "minor" defense in the form of discussion of dissertations at the faculty. Minimum publication requirements include at least two articles in peer-reviewed journals and at least two papers in conference proceedings.

Doctoral student supervisors include academic staff members of VSFS as well as specialists from other universities or from the research field. The supervisor assists in the preparation of the doctoral student's individual plan of studies and submits it for approval to the Vice Rector for Research and Development. The supervisor ensures the scholarly development of the student and monitors the implementation of the plan of studies. He/she also prepares the annual "Doctoral Student Assessment". The supervisor provides scholarly and methodological supervision of the preparation of student's dissertation. He/she also takes care of the doctoral student's involvement in research and the quality of his/her publishing activities. From 2023 onwards, supervisors have a detailed "Supervisor Manual" available which contains the specifications for activities in each semester. A

¹⁰¹ If the HEI does not organise any doctoral programme, it will explicitly state this information in the self-evaluation report.

¹⁰² The HEI will list the top five highest ranked graduates in academia, the private sector, and public administration over the past five years.

specific example of the collaboration between a doctoral student and a faculty supervisor is provided at the end of this chapter.

In the period under review, 2020-2024, 60 doctoral students started their doctoral studies, 16 students successfully completed their studies and obtained a degree of Ph.D., and 31 students unsuccessfully ended their studies. At present (March 2025), 32 students are studying for their Ph.D.; 4 Ph.D. students have suspended their studies.

Ph.D. students in full-time study are usually involved in teaching in semesters 2-4 of their studies. The scope of teaching is usually 2-4 teaching hours per week.

Ph.D. students are also involved in research projects, mostly internal, but some are also involved in external projects of the TA CR. Specific numbers are provided in the table below.

Involvement of PhD students in projects

Year	Project	Number of projects with students	Number of students involved	Number of students as principal investigators
2020	student	8	11	4
	junior	1	1	0
	standard	1	1	0
	external	1	1	0
2021	student	9	11	5
	junior	1	1	0
	standard	1	1	0
	external	1	1	0
2022	student	8	15	2
	junior	1	1	0
	standard	0	0	0
	external	0	0	0
2023	student	5	16	0
	junior	0	0	0
	standard	0	0	0
	external	0	0	0
2024	student	6	11	0
	junior	0	0	0
	standard	0	0	0
	external	0	0	0

Candidates of foreign nationality can apply for doctoral studies. In the period 2020-2024, 43 foreigners matriculated from the following countries: Germany, Slovakia, Russia, Ukraine, Azerbaijan, Belarus, Bosnia and Herzegovina, Kazakhstan and Syria.

Doctoral students perform various expert activities abroad. This most often consists of appearances at conferences, as well as various study stays and internships at foreign universities. International

activity by doctoral students associated with research is also carried out as part of the ERASMUS+ program (Staff Training or Staff Teaching).

Detailed information about doctoral studies is available (in Czech and English) on the VSFS website. Together with Bachelor's and Master's studies, doctoral studies are supported on VSFS promotional leaflets, in advertisements in the daily press, in university profiles in the daily press, on “*VSFS Open Door Days*” and on web platforms. Promotion also takes place through ads for our scholarly events (e.g. VSFS Doctoral Students Conference, etc.) on social media and through digital marketing on search engines.

Collaboration mainly takes place through contacts with the school's partners. As part of the doctoral program of *Finance*, collaboration is currently in progress with numerous major partners (Ernst and Young, SAP, Apogeo, Orka Venture, ACCA, CSOB, PwC, Patria Finance, etc.), including hosted lectures, excursions, and individually arranged internships for students.

VSFS attends to subsequent research growth of graduates of the doctoral studies program provided that they decide to continue work at VSFS. This of course applies for graduates of doctoral studies programs outside of VSFS as well. As part of the Internal Grant structure at VSFS, internal junior projects are designated for beginning researchers (within 5 years of obtaining the title of PhD). VSFS offers financial compensation to academic staff members who obtain the title of PhD. This increased qualification enhances the career growth of academic staff members. They can become department chairs, for example, guarantors of study subjects, etc.

Graduates of VSFS doctoral studies obtain various professional roles, including those in academic institutions, some in managerial positions (e.g. the Czech National Bank, Commercial bank, CSOB, PricewaterhouseCoopers).

The school participates intensively in the activities of the Alumni Club, which allows graduates to continue to benefit from some of the advantages associated with their former studies (access to the library, invitations to scholarly seminars and other university events, organization of alumni meetings, offering of School courses at a discount for Alumni Club members). The school also cultivates the activities of the Diamond Club – a club for successful graduates. This club serves as a platform for meetings of interesting personalities from social, business, and political life. The university organizes regular meetings of this club.

The employability of graduates in the labor market and obtaining information on the progress of their career paths is monitored by the University Research Centre, usually as a part of international surveys. In 2024, VSFS participated in the final academic conference of the project EUROGRADUATE. To gain insight into the employability of graduates, VSFS continues to collaborate with labor authorities and mine publicly available resources, in particular social networks.

A doctoral studies coordinator has been appointed at VSFS from among the academic staff. The tasks of the coordinator are to facilitate communication between doctoral students and faculty supervisors, to inform doctoral students of new measures and internal regulations affecting their studies, and to coordinate internal processes such as admissions, ongoing assessments, final examinations, and defense of qualification theses.

Doctoral students have the opportunity to apply for reimbursement of the costs associated with presenting their research results at domestic and international conferences, costs associated with study visits abroad, publishing fees, etc. Doctoral students may be financially rewarded for research activities beyond their basic study obligations. Doctoral students have the option to suspend their studies in connection with the birth of a child, which is not counted towards the maximum 2 instances permitted of 1-year suspension of studies.

VSFS organizes an annual doctoral student conference to support the research of doctoral students, which was attended by an average of 12 doctoral students during the period under review. These are not only doctoral students from VSFS; 35% of the participants are doctoral students from other universities. Symposia of peer-reviewed papers from this event is published in print and online.

VSFS acquired a project “*Development of the infrastructure of the doctoral study programme of the VSFS*” from the Johannes Amos Comenius Program (OPJAK) in 2023 to support its doctoral studies, which will serve to create an infrastructure for the teaching and creative activities of doctoral students. As part of the project, a research and creative workroom has now been made operational for students, and permanent access to online collections of scholarly economics books published by Taylor & Francis, Oxford and Cambridge and statistical software IBM SPSS have been purchased. A modern audiovisual classroom (videoconference room) is also under preparation.

Model example of doctoral student cooperation with their supervisor:

In the first year of study, the student draws up an individual study plan under the guidance of his/her supervisor, which includes a list of courses in the doctoral degree program, scheduled examination dates, a working title and timetable for the dissertation, and the overarching deadline of the state doctoral examination and the planned date of dissertation defense. In the first year of study, collaboration is carried out on the basis of consultation on individual courses, monitoring the course of instruction, participation of the doctoral student in consultations, assistance with the preparation of credit theses, and ensuring the student's involvement in an IGA project. At the end of the 1st year, the faculty supervisor prepares an annual assessment of the student.

During the 2nd year of study, the collaboration between the doctoral student and the faculty supervisor is focused on supporting and presenting the research, elaborating the first part of the dissertation, coordinating the Ph.D. student's publishing activities, and his/her annual review.

In the third year of study, the collaboration is oriented toward drafting the first version of the dissertation and submitting it for what is referred to as a “minor defense”, coordinating and evaluating the doctoral student's publishing activities, arranging the doctoral student's participation in an international creative project or other form of international collaboration, or arranging for the completion of part of the studies at a foreign institution. Under the professional and methodological guidance of the supervisor, the doctoral student prepares the final version of his/her dissertation. The supervisor will then prepare his/her opinion of it.

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:

- 1) The first group of recommendations concerned the internationalization of VSFS, the establishment of an international scientific academic authority, the stimulation of deeper interdisciplinary collaboration with other universities, the deepening of collaboration with the external environment, greater support for participation in international conferences, the attraction of more partners from other regions (Western Europe, North America, Asia), and the intensifying of language training of staff.

VSFS does not have a fully-international scientific board that would focus on quality control and RD&I management. However, it makes use of the opinions and recommendations of the

Scientific Board, which has been established as per the Higher Education Act. In addition, VSFS also has an Internal Assessment Board, 2/5 of whose membership are persons who are not members of the academic community of VSFS.

Based on the recommendations, VSFS has deepened its collaboration with other universities, mainly in joint projects, joint organizing of conferences, and international mobility.

Collaborating foreign institutions include: East European University, Inland Norway University of Applied Sciences, University of Oslo, Diamond Harbor Women's University (IND), University of Zaragoza, University of Salerno, University of Lapland Rovaniemi, University of Coimbra, CEU San Pablo University, Inholland University of Applied Science, University of Cordoba, Stockholm University, Savonia University of Applied Science, Anadolu University (TUR), Magna Graecia University, UCO Nantes a Thomas More University.

VSFS financially supports academic staff and Ph.D. students' participation and presentations at international conferences. VSFS supports such participation.

Measures have been taken at VSFS to utilize foreign languages as an integral part of study and work at the school. A sufficient supply of foreign language courses for students and staff has been provided. The offering of types and forms of international mobility has been expanded, with the objective of improving language competencies. We also offer foreign language courses. The proportion of academic subjects taught in foreign languages has been increased and access to foreign language study materials has been provided.

VSFS has introduced a post-doc position which it intends to fill with foreign staff. The positions offered are intended for successful applicants of incoming grants. Two foreign applicants are currently in negotiations.

- 2) The second area recommended that VSFS devote more attention to obtaining foreign projects, continue to focus on applied research projects, and increase the amount of funding from non-public sources.

In the period 2020-2024, VSFS was awarded a total of 3 international research projects: 2 projects funded by EEA + Norway Grants and 1 project funded by Visegrad Fund. The university is now focusing more on applied research projects. In the period under review, it was awarded 5 projects. VSFS also implemented 10 contract research projects and 1 development project EU-ESIF Operational programme. Other substantial financial income from non-public sources was generated by the university from the organization of continuing education courses, certification examinations, and the sale of publications.

- 3) The third group of recommendations concerned doctoral students, specifically increasing completion rates, attracting more international students, increasing financial support for Ph.D. students, and the issues of establishing an alumni club for doctoral students.

VSFS has taken specific steps to reduce the high number of unsuccessful doctoral students. A coordinator for doctoral studies has been appointed at VSFS. To improve communication between doctoral students and their supervisor, a "*Supervisor's Manual*" has been created. To improve the infrastructural facilities for Ph.D. students, a development grant project was obtained, which was used to build a research workroom for doctoral students, and online databases and printed literature were purchased. There are also plans to construct an audio-visual classroom in the future.

Every year, the university updates the dissertation topics on offer such that the research areas developed at VSFS will complement the research work of faculty supervisors.

The school offers Ph.D. students the option for reimbursement of costs related to the presentation of results at conferences, costs related to study abroad, publishing fees, etc. Doctoral students are financially rewarded for research activities exceeding basic study obligations. A Doctoral Student Conference is organized annually at VSFS to support the presentation of research by Ph.D. students.

In the period under review, VSFS managed to attract more foreign doctoral students for studies than in previous years. 43 foreign students have joined the doctoral studies program from the following countries: Germany, Slovakia, Russia, Ukraine, Azerbaijan, Belarus, Bosnia and Herzegovina, Kazakhstan and Syria.

The Alumni Club also serves to support current Ph.D. students, which allows them to share practical business insights or give advice on future career. The school also cultivates the activities of the Diamond Club – a club for successful graduates. This club serves as a platform for meetings of interesting personalities from social, business, and political life. The university organizes regular meetings of this club.

- 4) The last area of recommendations concerned personnel policy, i.e., adding non-financial incentives to motivate academic staff, increasing the representation of women in academic positions, and establishing rules for international recruitment procedures.

The university has added bonuses to the internal assessment system for academic staff for obtaining a Ph.D. degree, for successfully completing the habilitation or professorial process, for successful training of Ph.D. students, for membership in scholarly societies, etc. Academic staff are granted creative sabbaticals with salary reimbursement.

The university supports gender equality and career development for all of its staff and, as part of this policy, facilitates return after parental leave or long-term absence and seeks to create conditions for a smooth transition back into the workforce through re-adaptation program. This flexibility gives employees the opportunity to continue their career path without facing the obstacles of returning to work after a prolonged absence.

VSFS has succeeded in increasing the representation of women in the leadership of the school. There are currently 6 women in the Academic Council of VSFS, compared to 3 in the previous period. Gender balance has also been achieved in the leadership of the faculties. There are now women in the leadership of the FES as Dean and Vice Dean. Out of a total of 140 employees of VSFS, 81 are women. In the category of academic staff, the largest number of women is represented in the position of assistant professor, with 21 women out of 44 employees.

VSFS does not have a comprehensive system of rules for international recruitment procedures, but all recruitment procedures are open to the public without elements of discrimination. International recruitment procedures are not implemented as a separate agenda, but are part of the university's recruitment system. Collaboration with foreign institutions takes place as part of staff mobility under the Erasmus+ program.

A LIST OF SUPPORTING DOCUMENTS/LINKS FOR MODULE 4

Document name	No. criteria	Location (link in HTML)
Bylaws	4.1 4.2 4.3	https://www.vsfs.cz/prilohy/bylaws.pdf
Rules of the Quality Assurance System for Educational, Creative, and Related Activities and Internal Review	4.2 4.3 4.13	https://www.vsfs.cz/prilohy/rules_of_the_quality_assurance_system_fo.pdf
Code of Ethics	4.3 4.4 4.5	https://www.vsfs.cz/prilohy/code_of_ethics.pdf

Gender Equality Plan for women and men for the period 2024-2026	4.5 4.6 4.7	https://www.vsfs.cz/prilohy/gender_equality_plan_vsfs_en.pdf
Study and Examination Regulations	4.13	https://www.vsfs.cz/prilohy/study_and_examination_regulations.pdf
Scholarship Regulations	4.13	https://www.vsfs.cz/prilohy/scholarship_regulations.pdf
Decision of the Rector No. 250/2019 Internal grant agency	4.2 4.13	https://www.vsfs.cz/prilohy/decision_of_the_rector_no_250_2019_int_1.pdf
Instruction of the Vice-rector for R&D no. 1/2022 Involving of doctoral students in teaching and research	4.13	https://www.vsfs.cz/prilohy/involving_doctoral_students_in_teaching_.pdf
Methodological instruction of the vice rector for R&D No. 2/2023 Process for evaluating and compensating above-standard publication activities	4.2 4.13	https://www.vsfs.cz/prilohy/above_standard_publication_evaluating_en.pdf
Conditions for internal student research projects to be launched at the VSFS in 2025	4.13	https://www.vsfs.cz/prilohy/conditions_for_internal_student_research_1.pdf
Instruction of the vice rector for R&D no. 1/2016–2017 Maintaining records on results of research, experimental development and innovation, rights to those results and their usage	4.2 4.3 4.4	https://www.vsfs.cz/prilohy/maintaining_records_on_research_results.pdf
Methodological Instruction of the Vice-rector for R&D no. 1/2021 Preparation and progress of the "minor" doctoral dissertation defense at VSFS	4.13	https://www.vsfs.cz/prilohy/preparation_and_progress_of_the_minor_do.pdf
Instruction of the Vice-rector for R&D no. 2/2022: Publication fee reimbursement	4.2 4.3 4.13	https://www.vsfs.cz/prilohy/instruction_of_the_vice-rector_for_resea.pdf
Methodological Instruction of the Vice-rector for R&D no. 3/2023: Reimbursement of costs	4.2 4.3 4.13	https://www.vsfs.cz/prilohy/methodological_instruction_of_the_vice-r_1.pdf

associated with attending a scientific research event		
Instruction of the Vice-rector for R&D no. 1/2023: System for Research Support Staff	4.13	https://www.vsfs.cz/prilohy/instrprv_1_2023_system_for_research_sup.pdf
Information on Doctoral Studies	4.13	https://www.vsfs.cz/en/?id=2471-doctoral

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 fields¹⁰³ (Tables 5.1.1 and 5.1.2). In particular, the HEI's vision covers the following five-year period and must relate to the strategic objectives of the Provider, the National Policy on Research, Development, and Innovation of the Czech Republic 2021+, the Gender Equality Strategy 2021-2030, and other higher national and supranational strategic documents in the field of R&D&I (Table 5.1.3). The HEI shall complement the description with active references to its Strategic plan for the teaching, scholarly, scientific, research, development, artistic, and other creative activities of the higher education institution (regarding the results and recommendations from the previous evaluation period, if the evaluated HEI participated in it). The HEI shall describe how the vision and mission were implemented during the period of 2020–2024.

Maximum 2000 words.

Self-assessment:

The mission of VSFS in the area of R&D&I is to be a respected university performing proprietary independent research, offering new and beneficial findings, disseminated on a non-exclusive and non-discriminatory basis. This is achieved through publicly accessible publications, teaching, and transfer of research outcomes to the practice.

The areas of our research include in particular economics and economic policy, finance, disciplines from the field of economics of enterprise including management and marketing, selected areas of law and criminology, and the field of public administration.

Our vision is to contribute to addressing global challenges to research (in international research consortia as well), such as financial stability, the digital economy, and Industry 4.0, as well as security including cybersecurity.

In the area of scientific research activities, VSFS is seeking to increase the share of research funded from external sources, intensify its involvement in international projects, and provide administrative support to academic staff and students in their research and publishing activities. Our aim is to achieve the highest quality publishing outputs.

A key prerequisite for quality research is adequate staffing by academics with extensive research experience. In addition to these, doctoral students are also involved in research activities.

The primary focus of VSFS is on the Social Sciences, which account for 87 % of our total research capacity. This area is dominated by two main FORDs – Economics and Business with 39 % and Law with 30 %. This is followed by the FORDs of Sociology with 7 % and Media and Communication with 5 %. The field of Natural Sciences accounts for 11 % of the research capacity of VSFS, with Computer

¹⁰³ For so-called R&D&I capacities, see Definition of Terms in Methodology HEI2025+.

and Information Sciences Mathematics having the largest representation at 9 % and 2 %, respectively. Other fields of science are minimally represented. Basic and applied research is carried out in the main fields of study at VSFS.

In the next five-year period, our university plans to increase the disciplinary capacity in the FORD of Computer and Information Sciences to 12% and in the FORD of Media and Communication to 8% of the total capacity of the university. We foresee a slight reduction of the disciplinary capacity of the Economics and Business FORD to 35%. In other areas, the level of disciplinary capacity will remain at a similar level as before. In the main FORDs, VSFS plans to continue to maintain basic and applied research. The planned distribution of capacities is shown in greater detail in Table 5.1.2.

The research strategy of VSFS is part of the document *“2021+ Strategic Plan of the VSFS”* with annual updates and in greater detail in the document *“Concept for research and development at VSFS for the years 2021-2027”*.

Fulfilling the R&D&I vision and mission in 2020-2024

During the period under review, VSFS has continuously improved the conditions for research activities and knowledge transfer, both through teaching and by improving the infrastructure. A key element was the emphasis on strategic management of research across both faculties. Regular assessments were performed of the quality of publishing and other creative activities and of the quality of teaching. At the same time, the offering and quality of services were expanded and improved.

For academic staff, an emphasis was placed on the development of competences that contribute to making teaching more attractive through the use of knowledge and results from their own research activities.

Research activities were carried out at individual faculties and their institutions, in some cases successfully as part of inter-faculty collaboration. Research was carried out in particular as part of research projects with support from external providers, often in collaboration with other partners (research organizations, application guarantors), especially public universities.

Research activities at VSFS were also supported by financing projects through the IGA, either from institutional support for the long-term conceptual development of research organizations or through earmarked support for specific university research.

The link between research and educational activities has also been ensured by organizing scholarly conferences and seminars, which were either organized by VSFS itself or in which it contributed significantly as a joint organizer. Scholarly discussion seminars and workshops were also held.

In accordance with the university's strategy, support for doctoral students was continued. Doctoral students were reimbursed for costs associated with the presentation of their research results at national and international conferences, costs associated with study visits abroad, and publishing fees. From 2022, VSFS introduced financial remuneration for doctoral students for publishing activities exceeding their basic duties in the form of a special-purpose scholarship. Another form of support for doctoral student research was the regular annual organization of the Doctoral Student Conference and the subsequent publication of the proceedings of peer-reviewed papers in print and online. Support for doctoral students also consisted of their active involvement in research projects. In 2023, our university was awarded a development project from Operational Programme Johannes Amos Comenius, aimed at supporting the research and development activities of Ph.D. students.

Cooperation with the application sphere was mainly implemented through contract research. During the period under review, VSFS was awarded 10 contract research projects.

Research results were mainly reflected in standard publishing outputs such as articles in peer-reviewed journals such as J_{imp} and J_{sc} , scientific monographs, chapters in scholarly books, and papers in conference proceedings. In addition, other applied outputs were produced, such as certified methodologies, specialized maps, results reflected in legislation, or software solutions.

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

Field of Research	FORD	FORD share [%]	Predominant type of research	Total share of field of reaserch [%]
1. Natural Sciences	1.1 Mathematics	2	Applied research	11
	1.2 Computer and information sciences	9	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.	1
	2.2 Electrical engineering, Electronic engineering, Information engineering	1	Applied research	
	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.	0
	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.	0
	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	4	Applied research	87
	5.2 Economics and Business	39	Balanced basic and applied research	
	5.3 Education		Zvolte položku.	

	5.4 Sociology	7	Applied research	
		30	Balanced basic and applied research	
	5.5 Law			
	5.6 Political science	1	Balanced basic and applied research	
	5.7 Social and economic geography	1	Balanced basic and applied research	
	5.8 Media and communications	5	Applied research	
	5.9 Other social sciences		Zvolte položku.	
6. Humanities and the Arts	6.1 History and Archaeology		Zvolte položku.	1
	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)	1	Applied research	
	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	2	Applied research	14
		12	Balanced basic and applied research	
	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.	1
	2.2 Electrical engineering, Electronic engineering, Information engineering	1	Applied research	
	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.	0
	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.	0
	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	3	Applied research	83
	5.2 Economics and Business	35	Balanced basic and applied research	
	5.3 Education		Zvolte položku.	
	5.4 Sociology	7	Applied research	
	5.5 Law	30	Balanced basic and applied research	
	5.6 Political science		Zvolte položku.	
	5.7 Social and economic geography		Zvolte položku.	
	5.8 Media and communications	8	Applied research	
	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	1	Basic research	
	6.4 Arts (arts, history of arts, performing arts, music)	1	Applied research	
	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 Research, Development and Innovation Policy of the Czech Republic 2021+ (Government of the Czech Republic)	Concept of research and development at VSFS for the years 2021-2027
The Strategic Plan of the Ministry for Higher Education for the period from 2021 Strategy for the Education Policy of the Czech Republic up to 2030+ The Internationalisation of Higher Education Strategy for the period from 2021	2021+ Strategic plan of the VSFS
Plan for implementation of the Strategic Plan for Higher Education 2024 (Ministry of Education, Youth and Sports)	Plan for implementing the Strategic Plan of VSFS for the year 2024
Gender Equality Strategy for 2021-2030 (Government of the Czech Republic)	Gender Equality Plan for women and men for the period 2024-2026 (VSFS)

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:

A priority goal of VSFS in the area of research is to maintain the status of a research organization and the related execution of research projects including projects with public support from important providers (Czech and foreign).

The main areas of our research should remain economics and economic policy, finance, business administration disciplines including management and marketing, selected areas of law and criminalistics, and fields of public administration.

Another key objective is active engagement in addressing global research challenges – through international research consortia – in keeping with the university's accredited degree programs. We focus primarily on areas such as financial stability, the digital economy and Industry 4.0, and security including cybersecurity.

To achieve these goals, it is a strategic objective to maintain and reinforce the quality level of publishing activities and to create favorable conditions for research with respect to personnel, financial, institutional, and material resources. For this purpose, VSFS plans to make use of annual support of the Ministry of Education, Youth, and Sport of the Czech Republic (LCDRO or Specific University Research Fund – according to a proposed legislative change, the latter type of support is to be merged with LCDRO) and to emphasize multi-source research funding. This includes external research projects, contract research, and supplemental activities such as consulting, expertise, training, and professional instruction.

Additional strategic approaches are defined by rules and requirements of providers of support for research such as the Czech Science Foundation, Technology Agency of the Czech Republic, Ministry of the Interior of the Czech Republic, Ministry of Agriculture of the Czech Republic, Ministry of Culture of the Czech Republic, and others defined by their research concepts, research programs, and public competitions.

Research and development objectives for the upcoming period:

- Implementation of the recommendations derived from the assessment of research organizations in the higher education segment
- Organize academic conferences, seminars, and discussion forums to present research results, exchange views, and share experiences within the scientific community, including the organization of competitions with prizes for winning papers.
- Regularly evaluate and financially reward high quality publishing activities.
- Give priority and maximum financial support to the publication of research results by academics in the form of articles in open access journals with an international scientific reputation, especially impact articles in journals registered in the Web of Science database.

- As part of the internal quality assessment of R&D&I, consistently ensure compliance with the ethical principles for publishing and other research activities set out in the *Code of Ethics of VSFS*.
- Targeted renewal and replenishment of the library collection based on the recommendations of the departments and other academic institutions in relation to the research being conducted and considered.
- Ensure the availability of key electronic information resources, including databases ProQuest Central, ProQuest e-Books, ASPI, EBSCO eBooks, Cambridge Books Online, Taylor & Francis eBooks, Oxford Scholarship Online.
- Continue the current strategy of publishing two scholarly journals, scholarly books, conference proceedings, with a preference for the electronic form of publishing.
- Endeavour for the journal *Acta VSFS* to be included in the Web of Science database.
- Provide a DOI (Digital object identifier) for all journal articles, e-books, proceedings, and other relevant production of VSFS Publishing.
- Conduct an annual review of faculty research topics and add new ones taking into account accredited or upcoming degree programs, with special emphasis on international aspects.
- Participate in public competitions of the Czech Science Foundation, prepare and submit at least two project proposals each year as an applicant or co-applicant.
- Prepare and submit project proposals in applied research to relevant providers of funding, such as the Technology Agency of the Czech Republic and others.
- Continue to seek collaboration with companies and public institutions in the form of contract research.
- Evaluate submitted internal project proposals on the basis of peer review, consistently evaluate ongoing projects from previous years and suggest possible modifications. Evaluate completed internal projects and reflect the results of the assessment in new calls for proposals.
- Financially support the participation of academic staff in major international academic conferences, if the output consists of a publication (particularly journal articles) by international teams of authors.
- To financially support the research and publishing activities of doctoral students such as to create the conditions for them to fulfill their R&D&I obligations.
- Strengthen the infrastructural facilities for the study and research activities of doctoral students.
- Support the doctoral program with relevant research.
- Actively involve doctoral students in projects to the maximum extent possible.
- Continue to organize regular Doctoral Student Conferences involving doctoral students from other universities.
- Support the mobility of doctoral students abroad.
- Ensure continuity of research by strengthening the competencies of early career researchers (e.g. through junior internal research projects).
- Fill post-doc positions with early career researchers. Target researchers from abroad, which would contribute to strengthening the internationalisation of VSFS.
- Involve foreign experts in the doctoral studies advisory boards of VSFS.
- In the area of developing human potential, implement training seminars for academic staff, focusing in particular on the use of modern technologies, the school's information system, distance forms of communication, and plagiarism detection software.
- Develop and improve the incentive system for remunerating academic staff, taking into account their scientific research and other creative activities.

- Build infrastructure through modern tools and instruments and specialized classrooms, laboratories, and offices, equipping the library with learning resources, and other related facilities of the school.
- Support improvements to support services, especially in information technologies and human resources.
- Use university organizations for collaboration between VSFS and other higher education institutions.
- Make use of the membership of the school's academic staff in domestic and foreign professional organizations to establish potential collaborations.
- Seek new forms of collaboration, especially with foreign partners.
- Support the mobility of academic staff.
- Continuously simplify administrative activities within the organization and make maximum use of electronic tools, especially in relation to the electronic circulation of documents.
- Digitalize processes related to the submission and handling of internal projects and the approval and execution of foreign and domestic travel.

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:

In order to fulfill its mission and vision, VSFS intends to make use in particular of the following strategic tools:

- 1) Use institutional rules to motivate the creative activity of academic personnel, especially:
 - By increasing the emphasis on research quality – regular evaluating with an emphasis on scholarly benefit and international impact.
 - Through effective management of academic activities – by consistently setting up and regularly evaluating the “*Personal Records*” of academic staff to reinforce quality research activities and identify excellent outputs.
 - By supporting excellent publishing performance – by strengthening rewards for quality publishing activity and reserving sufficient funds for the support of such activities.
 - By optimizing the financing of publishing fees – by adjusting the rules for reimbursement of fees associated with publishing in high-impact journals.
- 2) Effectively use public support of research, in particular:

- By maximizing student involvement in research – by consistently applying the rules for internal research projects, including research as part of specific university research, and supporting early career researchers and developing their careers.
- By supporting the preparation of external project applications – using internal research projects to intensively incentivize the formation of research teams and project proposals for external providers.
- By cultivating new research topics – using the knowledge and experience from projects undertaken to develop new (interdisciplinary) topics for VSFS and financing them.
- By supporting quality publishing – giving preference to “Open Access” publishing of articles in journals with international scientific distinction in open access modes, reimbursing fees for publication in quality journals to the maximum extent possible. Conversely, do not encourage participation at low-impact conferences with low participation of international academia or operational practice, especially in conjunction with low-value publications in the form of papers (or even just abstracts) in conference proceedings.

3) To provide professional support to academic staff for execution of R&D (and consequently their career development), in particular via the following facilities:

- Department of Research and Development: searching for external grant opportunities (both national and international), administration and financial management of projects, internal assessment of the quality of R&D&I, transfer of information for external assessment of R&D&I; strategic development and administrative support for the operation of the Internal Grant Agency, including assessment of projects at the proposal stage, during implementation, and after completion, which also includes administrative support for staff during implementation of these projects; administrative and technical support for the production of publication outputs, documenting research and other creative activities, regularly evaluating them and reflecting them in guiding processes.
- The Library Services Centre – prof. Mojmír Helísek Specialized Library: ensuring the purchase and management of information resources for research needs, including electronic databases and other specialized academic resources.
- VSFS Publishing: publishing academic journals and scholarly books with an emphasis on quality and the scholarly contribution of these publications.
- University Research Centre: support for research and project teams of VSFS through the implementation of regular project seminars on the conceptual focuses of projects; support for the marketing department of the school, especially in the form of processing neuromarketing research for the needs of the marketing of the school (once per year); material and technical support for neuromarketing and criminalistics research, including the involvement of students in these researches, infrastructure for organizing academic conferences in these areas (e.g. the annual academic conferences “*Criminal Law and Criminalistic Aspects of Evidence*”); support for the development of entrepreneurial thinking and entrepreneurship through projects in this area.

The following internal regulations are primarily designed to implement the research and development strategy:

- Directive no. 25_11: Motivation of VSFS employees

- Directive no. 18_22: Use of employee benefits
- Rector Decision No. 291/2023: Requirements for research, publishing, and other creative activities and their evaluation
- Rector Decision No. 250/2019 – Internal grant agency
- Methodological instruction of the vice rector for R&D No. 2/2023 – Process for evaluating and compensating above-standard publication activities
- Methodological Instruction of the Vice-rector for R&D no. 3/2023 - Reimbursement of costs associated with attending a scientific research event
- Instruction of the vice rector for R&D no. 1/2016–2017 – Maintaining records on results of research, experimental development and innovation, rights to those results and their usage
- Instruction of the Vice-rector for R&D no. 2/2022 - Publication fee reimbursement
- Instruction of the Vice-rector for R&D no. 1/2022 – Involving doctoral students in teaching and research
- Gender Equality Plan for women and men for the period 2024-2026
- Code of Ethics of the University of Finance and Administration

Other essential tools (apart from the internal regulations) include the “*Personal Records*” of academic staff and their evaluation, the regular annual “*Doctoral Student Assessment*”, interim and final assessments of internal projects and assessments of publishing activities and other creative activities.

These regulations and other strategic management tools will be adapted, supplemented, or expanded as needed, including on the basis of the recommendations of this assessment.

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
Gender Equality Plan for women and men for the period 2024-2026	The Gender Equality Plan for women and men for the period 2024-2026 sets out the objectives, institutional measures, responsible persons, and timeframes for implementing the university's gender strategy.	Implemented partially	2025
Rules for the safe use of AI in research activities	Create VSFS rules for the safe use of tools of artificial intelligence in research activities.	Not-implemented	2026
Filling the post-doc position	Fill the post-doc position at VSFS with successful applicants of incoming grants with a preference for employment of foreign researchers.	Not-implemented	2026
Requirements for research, publishing, and other creative activities and their evaluation	Adjustment of minimum requirements for research, publishing, and other creative activities based on anticipated changes in the 2025+ Assessment Methodology.	Implemented partially	2025-2029
Code of Ethics	Update of the Code of Ethics of VSFS in relation to the use of AI tools.	Not-implemented	2027
Plagiarism detection system	Use of additional software to check the originality of text and detect plagiarism.	Not-implemented	2027

Adjustment of the rules for the reimbursement of publication fees	Updating the rules for reimbursement of publishing fees in keeping with changes under the 2025+ Assessment Methodology	Not-implemented	2026
Revision of faculty research topics	Conduct an annual review of faculty research topics, add new topics in connection with newly accredited degree programs (or degree programs preparing for accreditation), with an emphasis on international dimensions.	Implemented partially	2025-2029
Involve international experts in the Doctoral Studies Subject Area Board	Involve foreign experts in the doctoral studies subject area board, which should contribute to reinforcing the internationalization of studies and international contacts of VSFS for future collaboration in R&D.	Not-implemented	2025-2029
Educational seminars for academic staff and doctoral students	Conduct annual educational seminars for academic staff and doctoral students, focusing in particular on the use of modern technologies, the school's information system, distance forms of communication, and plagiarism detection software	Not-implemented	2025-2029
Electronic circulation of documents	Continuously digitize processes related to the submitting and handling internal projects, approval and execution of domestic and international travel, and other activities within the RD&I organization.	Implemented partially	2025-2029
Rewards for career development	Review financial rewards for career advancement (attainment of Ph.D., associate professor, professor).	Implemented partially	2025-2029

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:

- During the period under review, VSFS focused on recommendations for obtaining more international projects and attracting more international students and academics. We have won a total of 3 international projects (see in Tab. 4.10.3). 43 foreign students from various countries joined the doctoral studies program. We have not yet been successful in our efforts to recruit foreign academics to the school, but we are currently in the process of filling the post-doc position with two foreign scholars.
- According to the recommendation to improve the language skills of its staff, VSFS has expanded the range of language courses on offer and intensified their promotion to staff and Ph.D. students. In addition to language courses organized on the premises of VSFS, the university offers language courses abroad (Malta, Spain). A total of 10 employees travelled abroad for language courses in 2020-2024.
- Based on the recommendation to devote substantial attention to the quality of doctoral dissertations, VSFS has proceeded with annual updates to the dissertation topics on offer so that the topics correspond to the research areas developed at VSFS and to the research work of the supervisors. To further strengthen communication between students and supervisors, an internal *"Supervisor's Manual"* has been created, which clearly defines the faculty supervisor's responsibilities and sets out a timetable for key tasks. The standard of doctoral studies is evaluated at meetings of the Doctoral Subject Area Board.

- VSFS has specified the international context of its strategic plan for research development and defined specific tools for its fulfillment. The *Strategic Plan*, its annual updates, as well as the *R&D Concept for 2021-2027* elaborate the objectives of international collaboration of VSFS in the area of research. This consists, for example: involvement in research programs supporting international collaboration; preparing and submitting proposals for international research projects; seeking collaboration with foreign companies, particularly in the form of contract research; filling the newly introduced post-doc position for early career researchers; financial support of participation in international conferences; orientation of collaboration outside the area of Central and Eastern Europe, namely to countries with developed evaluation culture and high performance in R&D; involvement in specific challenges in support of international mobility; annual revision of research topics with an emphasis on an international dimensions to research; reinforcement of international collaboration in the area of academic journals issued by VSFS; attracting foreign authors and maintaining partner relationships with the editors of foreign journals.
- The university has expanded its collaboration with foreign institutions mainly through joint foreign projects, joint conferences, and mobility. Cooperation has been established mainly with foreign universities, e.g. East European University (GEO), Inland Norway University of Applied Sciences (NOR), University of Oslo (NOR), Diamond Harbor Women's University (IND), University of Piraeus (GRC), EPHEC University College (FRA), University of Zaragoza (ESP), University of Cyprus (CYP), University of Salerno (ITA), University of Lapland Rovaniemi (FIN), University of Coimbra (PRT), CEU San Pablo University (ESP), Inholland University of Applied Science (NLD), University of Nicosia (CYP), University of Cordoba (ESP), Stockholm University (SWE), Savonia University of Applied Science (FIN), Anadolu University (TUR), University of Agder (NOR), Magna Graecia University (ITA), University of Naples Federico II (ITA), UCO Nantes (FRA), Thomas More University (BEL). Cooperation was also established with the business sector, e.g. with Georgian Small and Medium Enterprises (GEO) and Budapest Enterprise Agency (HUN).
- To support the inclusion of doctoral students in research, specific methods and incentives for their involvement have been defined. Internal regulations have been updated for this purpose. A coordinator for doctoral studies has been appointed, whose tasks consist of facilitate communication between doctoral students and supervisors, to inform doctoral students of new measures and internal regulations affecting their studies, and to coordinate internal processes such as admissions, ongoing assessments, final examinations, and defence of qualification theses. The main forms of support include reimbursement of the costs for participation in conferences, reimbursement of costs associated with study visits abroad, reimbursement of publishing fees, financial rewards for fulfilling requirements exceeding basic study obligations, etc. To improve the infrastructural facilities for Ph.D. students, a development grant project was obtained, which has been used to build a research workroom for Ph.D. students, to purchase permanent online collections of scholarly books, and to purchase additional scholarly literature on an ongoing basis. There are also plans to construct an audio-visual classroom in the future.
- VSFS has focused its research on specific topics of global importance such as Industry 4.0, artificial intelligence, Internet of Things, e-Government and cybersecurity.
- VSFS does not have a fully-international scientific board focused on R&D management. However, it uses the opinions and recommendations of the Scientific Board of VSFS established as per the Higher Education Act (at least one third of its 27 members are experts from outside the VSFS). In addition, VSFS also has the Internal Assessment Board, 2/5 of whose membership are persons from outside the VSFS.

- VSFS has established specific criteria for evaluating superior publishing activity and has clearly defined the design of rewards for this activity. The rules are now stipulated in the relevant decision of the Rector and the methodological instruction of the Vice Rector.
- A quality assessment of journal articles has been introduced according to AIS (Article Influence Score) quartiles in WoS journals and the SJR (Scimago Journal Ranking) quartiles in Scopus journals.
- VSFS has established mechanisms and periodicity for internal R&D assessment. Each year, the publishing activity of academic staff for the past academic year is reviewed and evaluated, as well as the fulfilment of the requirements for the three-year period. Every six months, a qualitative assessment of the *Personal Records* of academic staff is also carried out at the departments' level. The assessment focuses on the fulfillment of planned research objectives (publishing, projects, cooperation) and career advancement (obtaining a Ph.D. or associate or full professorship). The assessment of the entire area of RD&I activities takes place at VSFS once every 5 years.
- The tools used to implement the research strategy are continuously modified based on the recommendations. The Strategic Plan for VSFS is updated every year.

A LIST OF SUPPORTING DOCUMENTS/LINKS FOR MODULE 5

Document name	No. criteria	Location (link in HTML)
Gender Equality Plan for women and men for the period 2024-2026	5.1	https://www.vsfs.cz/prilohy/gender_equality_plan_vsfs_en.pdf
2021+ Strategic Plan of the VSFS	5.1 5.2 5.3	https://www.vsfs.cz/prilohy/strategic_plan_vsfs_2021_eng.pdf
Plan for implementing the Strategic Plan of VSFS for the year 2024	5.1 5.2 5.3	https://www.vsfs.cz/prilohy/strategic_plan_vsfs_implementation_plan_2024.pdf
Concept of research and development at VSFS for the years 2021-2027	5.1 5.2 5.3	https://www.vsfs.cz/prilohy/concept_rd_vsfs_2021_2027_eng.pdf