

**EVALUATION REPORT FOR EVALUATION OF RESEARCH
ORGANIZATION IN THE SEGMENT OF HIGHER EDUCATION
INSTITUTIONS IN YEAR 2025**

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HIGHER EDUCATION INSTITUTION NAME: UNIVERSITY OF PARDUBICE

COMPANY REGISTRATION NUMBER (CRN): 00216275

THE LIST OF EVALUATION UNITS IN MODULE 3:

- 1. FACULTY OF ARTS AND PHILOSOPHY (FAP)**
- 2. FACULTY OF CHEMICAL TECHNOLOGY (FChT)**
- 3. FACULTY OF ECONOMICS AND ADMINISTRATION (FEA)**
- 4. FACULTY OF ELECTRICAL ENGINEERING AND INFORMATICS (FEEI)**
- 5. FACULTY OF HEALTH STUDIES (FHS)**
- 6. FACULTY OF RESTORATION (FR)**
- 7. FACULTY OF TRANSPORT ENGINEERING (FTE)**

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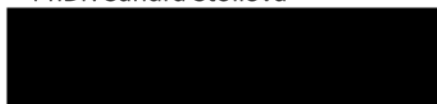
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prof. Jean-Luc ADAM	Evaluator	University of Rennes (CNRS / IUT), Department of Chemistry, France
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prof. Ondřej JAKUBEC	Evaluator	Masaryk University, Department of Art History, Czech Republic

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prof. Andrzej KOTARBA	Evaluator	Jagiellonian University, Faculty of Chemistry, Poland
prof. Blandine LAPERCHÉ	Evaluator	University of Littoral Côte d'Opale, Research Center on Innovation and Industrial Strategies, France
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PhDr. Sandra ŠTOLLOVÁ	Methodologist	Ministry of Education, Youth and Sports, Czech Republic
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Date of on-site visit of higher education institution: 16–18 June 2025

In Hradec Králové, 29 October 2025

Signature 
 (IEP chairperson)

EVALUATION REPORT IN MODULE 3

NAME OF EVALUATED UNIT: Faculty of Arts and Philosophy (FAP)

FORD: 6 - Humanities and the arts

SOCIAL CONTRIBUTION OF THE EVALUATED UNIT

3.1 Introductory information about the unit under evaluation

Indicator 3.1 is a non-evaluated indicator that provides basic information about the evaluated unit such as its mission and vision, organizational structure, size and staffing, or R&D&I capacities.

Commentary:

Faculty of Arts and Philosophy (FAP), as one of the youngest faculties, was established in 2001. It currently consists of seven departments: Department of Education, Department of English and American Studies, Department of Foreign Languages, Department of Literary Culture, Department of Philosophy and Religious Studies, with a specific Centre for Ethics, Department of Social and Cultural Anthropology and Institute of Historical Sciences.

Its roots in the humanities are particularly evident in disciplines such as history, philosophy, ethics, linguistics, religious studies, and literary history, but also to a significant extent in the social sciences, where it focuses mainly on aspects of social resilience and issues such as education sciences, teacher training, cultural anthropology, and sociology. This is reflected in the structure of R&D&I capacities, where most of the results (80 %) belong to FORD 6 (more than half of the results in 6.1 (History and Archaeology) and FORD 6.3 (Philosophy, Ethics, and Religion)), and the remaining 20 % of the results belong to FORD 5. Social Sciences.

There are also specific scientific research Teams at FAP:

The Scientific Team of Šárka Bubíková (Space, Landscape, and Culture in 20th and 21st Century Anglo-American Literature)

The Scientific Team of Laura Candiotta (Loving is Caring Towards a Platonic Care Ethics)

The Scientific Team of Niklas Forsberg (Framing the Animal: Epistemological, Methodological and Conceptual Perspectives on Animal Ethics)

The Scientific Team of Tomáš Hejduk (The Politics and Morality of Neoliberalism)

The Scientific Team of Milena Lenderová (Transformations of Heterosexual Love in the 19th and 20th Century in the Czech Countries)

The Scientific Team of Pavel Marek (Diplomacy and Communication Networks at the Habsburg Courts in the Early Modern Period)

The Scientific Team of Petr Vorel (The Scientific Team of Petr Vorel European and Czech History of the Early Modern Period in the Context of Economic and Social Development)

In the period under review since 2020, FAP had approximately over 100 faculty staff, with a balanced structure of positions of professors, associate professors, assistant professors, assistants, and researchers. The continuity of balanced numbers in the category of early career researchers is important, as is the slight increase in the number of habilitated researchers, who ensure the

sustainability and perspective of the disciplines at FAP (Table 3.1.1). The age structure is balanced esp. at the associate professor and assistant professor levels, while there is currently only one professor under the age of 60, which is a slight improvement compared to 2019, but still not sufficient. Although this corresponds to the usual situation in the given fields of HEI, it is not optimal and more professor positions should be secured in the younger age category (Table 3.1.2). There is also a strong group of four post-doc junior researchers.

The number of students at FAP remained stable during the evaluation period (ranging between 1,069 and 1,114); in 2023, there were 1,080 students, of whom 746 were women. In terms of gender structure, female students make up approximately 70% of the student body, which is typical and characteristic in the context of humanities and social sciences.

FAP currently offers seven bachelor's programs, eight master's programs, and four doctoral programs, as well as three supplementary lifelong learning courses.

FAP represents a typical faculty in the field of humanities and social sciences with strong anchoring primarily in history and philosophy, which is reflected in its scientific profile and international standing. Equally important, however, is the range of social and educational specializations that together define FAP's very strong position in terms of social relevance and broader impact on society. In addition to its own academic (scientific and educational) identity, FAP contributes significantly to the so-called third mission of universities in the sense of the more general dissemination of knowledge, popularization of R&D&I and cultivation of the public sphere.

RECOGNITION BY THE RESEARCH COMMUNITY

3.2 Recognition by the research community

Evaluate the position of the evaluated unit in the R&D&I research community based on the facts presented in indicator 3.2 and its annexed tables (3.2.1 to 3.2.5).

Rating [1–5]:

4 - Very good

Qualitative assessment:¹

It is evident that in the context of its professional focus (predominantly in FORD 6), FAP has strong recognition in the research community, which is apparent when comparing equivalent evaluations on a national scale (from the perspective of the so-called 2017+ Methodology). In this respect, FAP is ranked fifth in the national comparison of HEIs, surpassed only by the three most prominent Czech universities (Charles University in Prague, Masaryk University in Brno, Palacký University in Olomouc); in the case of FORD 6.1 (History and Archaeology), FAP even ranks third alongside Charles University in Prague and Masaryk University in Brno.

As in the previous evaluation (2020), it is worth highlighting the recognition of FAP members at the national and international level in the form of awards received by seven academics – seven at the national level and two at the international level, which is roughly the same number as in the previous evaluation (eight national and two international). Petr Vorel, whose František Palacký Medal of the Academy of Sciences was involved in the previous SER, was not included. A positive feature is that these awards are received by researchers from a wide range of age groups (Table 3.2.1 of SER).

¹ Provide verbal assessment of the indicator and briefly comment on the reasons for awarding the specific rating. Follow a similar procedure for the other indicators.

The participation of FAP members in the editorial boards of international journals is also valuable, as their structure is richer and more diverse in terms of international representation compared to the last evaluation period (Table 3.2.2 of SER).

Similarly, the respected position of FAP members is also reflected in their involvement in the evaluation of national/European research projects. Although the national level dominates, the involvement of FAP members as evaluators at the international level is also evident (Ministry of Education, Research, Development, and Youth of the Slovak Republic, Alexander von Humboldt Stiftung, Germany).

The professional scientific visibility of FAP members is also clear in the international environment in the form of invited lectures given by FAP representatives at prestigious foreign and European institutions, such as the University of Cambridge, the Austrian Academy of Sciences in Vienna, the University of Strasbourg, etc. (see table 3.2.3 of SER).

This overview clearly shows that there is no doubt about the significant recognition of FAP by the research community and that FAP members represent it equally well in various scientific contexts and manifestations at both the national and international level. It should also be noted that this international visibility is largely due to the Centre for Ethics as Study in Human Value at FAP, which consists of five Czech and ten foreign researchers whose activities significantly involve not only FAP but also the entire UPCE in a broad international context.

Recommendations:

All the main aspects representing recognition of FAP by the research community are represented evenly and at a very good level. On the other hand, this visibility is dominated by a relatively limited group of staff, and it is clear that two FAP departments play a key role in this recognition by the research community: the Department of Philosophy and Religious Studies (and its Centre for Ethics) and the Institute of Historical Sciences. This is also an aspect that is reflected in FAP's scientific projects. In this regard, it would be desirable not only to continue to strengthen the position of FAP members in international scientific and editorial boards, but also to extend the dissemination of FAP's scientific potential to other fields and departments within FAP, although it is understandable that not every department has the same potential as the two departments mentioned above. Their scientific potential and capabilities should thus be an impulse sent not only outward, but also inward to the FAP.

RESEARCH PROJECTS

3.3 Research projects

Evaluate the most important research projects of the evaluated unit, especially regarding the results achieved and the application potential of the project, the proportionality with respect to the R&D&I capacities of the evaluated unit, the degree of interdisciplinarity and collaboration with other parts of the evaluated HEI, and the consistency with the declared mission and vision of the evaluated unit. Use the data from the full list of research projects and contract research activities in Tables 3.3.1 and 3.3.2 to supplement the evaluation.

Rating [1–5]:

5 - Outstanding

Qualitative assessment:

FAP has a clear focus on basic research, as evident from the definition of fields within the humanities and from the overview of research projects (Table 3.3 of SER). This clearly corresponds to the strategic plan of FAP and in general and the focus of Humanities and Social Sciences at HEI.

In the evaluation period, FAP received a large amount of funding (a total of EUR 4.7M) mainly from public sources. Within most of these funds (EUR 3.4M) FAP was the lead research institution (for other funds amounting to EUR 0.25M) FAP appeared as a partner research institution in research and applied research projects. Contract research for external funders (EUR 73.035) also participated in the faculty's research budget.

The projects presented in SER clearly represent the diversity of fields and openness of research topics, which are fundamentally based on an interdisciplinary perspective and are also contextually and internationally oriented. Many of these projects are logically linked to scientific research teams, which guarantee focused and high-quality research at FAP.

Most of the basic research projects were funded by public funds, most often from the Czech Science Foundation, the main Czech provider, in particular:

- Representation and Practice of Social Control in Late Medieval Urban Communities
- The Russian Radical Right in Exile, 1918–1945
- The German Response to Uncertainty in International Relations: Germans and Europe between Codified Law and the Law of the Strongest, 1839–1853
- The Sovereign's Debt and State Bankruptcy of 1615 in the Kingdom of Bohemia (Economic Contexts of the Outbreak of the "Bohemian Revolt" in 1618)
- ECEGADMAT / EKEZÚZMHT – A Bad Feeling About Climate, etc., and Its Various Forms

The Ministry of Education, Youth and Sports (Operational Programme Research, Development and Education, MŠMT – OP VVV) was also a specific provider, establishing the exceptional Centre for Ethics, which continues to operate successfully even after the end of the project (2022). Other international projects are also being carried out within this framework (Horizon – MSCA): “Moral Impossibility: Rethinking Choice” and “Conflict and Philosophy as Cultural Self-Knowledge: R. G. Collingwood, Peter Winch, and the Human Sciences”. These projects are guaranteed by the Department of Philosophy and Religious Studies, which currently represents the University of Pardubice in the multi-institutional, prestigious project "Beyond Security: The Role of Conflict in Resilience-Building" provided by the Ministry of Education, Youth and Sports (Operational Programme Johannes Amos Comenius, MŠMT – OP JAK).

All of the projects mentioned (and some others, see Table 3.3.1 of SER) are carried out at two FAP departments: the Department of Philosophy and Religious Studies, with a specific Centre for Ethics, and the Institute of Historical Sciences. The only short-term project based abroad outside these departments is the project "Escape into Nature: Consolatory Interactions with the Natural World in Contemporary Literature and Culture" (Department of English and American Studies), whose lead institution is Jagiellonian University in Krakow.

Recommendations:

It is excellent that FAP provides thematically diverse and significant research on the both national and also international basis, which is supported by the establishment of several scientific research teams, although it is obvious that two departments dominate here – the Department of Philosophy and Religious Studies, with a specific Centre for Ethics, and the Institute of Historical Sciences (with the exception of the scientific team of Šárka Bubíková from the Department of English and American Studies). It would be desirable for other FAP departments to also acquire the necessary scientific focus and emancipate themselves through teams that would have the potential to obtain grants and generate corresponding scientific results. Given the structure and diversity of FAP, it is clear that the dominant position of the Department of Philosophy and Religious Studies (and its Centre for Ethics) and the Institute of Historical Sciences will remain a continuous feature of the faculty's profile. However, it would not be entirely desirable for other departments to become even more involved in projects following the example of these two. An excellent result is the award of an ERC CZ Grant

(No. LL2308; “Combatting Self-Righteousness: a Vice of the Digital Age”s, John Lippitt), which could be an impetus for other similar grants funded by international funders (such as EU Horizon programmes, for example).

3.4 Research results with existing or prospective impact on society

Evaluate the research results already applied in practice or intended to be applied in practice. When evaluating, consider whether the results are proportionate to the R&D&I capacities of the evaluated unit, how they contribute to the fulfilment of the mission and vision of the evaluated unit and, if stated in the self-evaluation, how the results take into account the gender dimension and sustainability. Use the data from the full results summary in Table 3.4.1 to supplement the evaluation.

Rating [1–5]:

4 - Very good

Qualitative assessment:

FAP has implemented several significant projects with an impact on society, not only in terms of the general mission of Humanities and Social Sciences, which by their very nature are difficult to measure in quantifiable economic terms. Nevertheless, the results of the research have an impact on society and cultural identity in terms of concrete results that significantly influence the quality of life. Through its research, FAP therefore not only contributes to the dissemination of knowledge and the development of cultural identity in society, but also to the development of social policies. In some respects, the results have the potential to have an economic impact, particularly in terms of the appreciation of cultural heritage and the subsequent economic impact in the context of tourism development. It is valuable that FAP's research activities are not logically directed only to the nearest region, in cooperation with local partners, but also beyond its regional boundaries. In terms of outputs, the types of results are truly diverse and concrete (Table 3.4.1 of SER).

An example of a specific impact on public social policy is the project "Approaches to Supporting At-Risk Families with Children in the Pardubice Region," which has had a direct impact on family welfare services and public administration with the concrete implementation of innovative approaches in practice.

The exhibition "From the Silver Czech Thaler to the Worldwide Dollar," presented at the Institute of Arts at the Universidad Autónoma del Estado de Hidalgo in Real del Monte, Mexico, undoubtedly had significant international reach. It was the result of long-term research, connecting not only Czech research with a foreign context, but above all presenting the historical connections between global culture and economics.

Projects focused on the development and enhancement of public spaces (“Transformations of Public Space in Pardubice Housing Estates – Dubina”) were important for the local context of the evaluation of cultural heritage. The expert and research potential of the FAP was also demonstrated in several projects accompanying the revitalization of historic buildings, such as "Spatial Identification and Documentation of the Former Military Hospital Complex in Jaroměř – Josefov (Building No. 4) for the Purpose of Historical and Structural Research," "Architectural and Historical Survey of the Former Cavalry Barracks (Building No. 3, Parcel No. 48) in the Cadastral Area of Josefov near Jaroměř." It is also important that FAP students actively participated in this documentation and research. Equally important is the involvement of both public administration and various types of civic organizations in these projects, which leads to highly desirable synergy and cooperation between the university environment and other partners.

On the other hand, in a transregional context, cultural heritage research is represented by the project "Spatial Identification of Underground Casemates of the Former Military Fortress Vyšehrad

(17th–19th Century) in Relation to Above-Ground Structures and Earthworks" and "Architectural and Historical Survey of the Gates of the National Cultural Monument Vyšehrad," which were commissioned by the National Cultural Monument Vyšehrad (a heritage institution administered by the City of Prague) and focused on archaeological, architectural, and historical research and documentation of an important cultural monument. FAP has made a valuable contribution to interdisciplinary cooperation with the Faculty of Transportation Engineering at UPCE (surveys using ground-penetrating radar, geophysical studies, and seismic measurements). The results of this research may have a significant impact on tourism policy.

An example of similar transregional and interdisciplinary research, albeit significantly more complex, was the project "Cemetery Memory: Research and Documentation for the Sustainable Preservation of Sepulchral Monuments in the Former Sudetenland," carried out as part of a specific research program of the Ministry of Culture of the Czech Republic (NAKI II – Program for Applied Research and Experimental Development of National and Cultural Identity). The results of this research can greatly enhance historical awareness of modern Czech history, with an impact on its implementation in secondary school education.

In the context of intangible cultural heritage, the FAP project "Three Decades of East Bohemian Literary Culture (1990–2020)" funded by the Pardubice Magistrate focusing on East Bohemian literary culture in the post-1989 period is a good example. The resulting publication has a significant impact on the cultural identity of the local society.

The implementation potential and tangible social impact is also typical for the project "Teachers' Motivation and Barriers to Further Professional Development", a collaborative project between the Department of Social and Cultural Anthropology at FAP and the non-governmental nonprofit organization (Elixír do škol).

Recommendations:

The impact of FAP's applied research on society is one of the faculty's greatest strengths. Several FAP departments excel in this area, but more staff from different departments could be involved in research projects with a public impact. It will be necessary to maintain the existing diversity of outputs, as well as cooperation with various partners at the local and transregional levels, and the representation of state and non-governmental organizations, which will ensure the appropriate dissemination and, above all, implementation of research results.

TRANSFER OF RESULTS INTO PRACTICE

3.5 Transfer of results into practice

Evaluate the effectiveness of the transfer of results into practice by the unit being evaluated. Pay attention to whether the composition of the stated users of the results or the way the R&D&I results are commercialised (if stated) is consistent with the R&D&I results produced and the mission and vision of the evaluated unit and how successful the evaluated unit is in its activities, such as attracting new users of the results, commercialising the R&D&I results and obtaining funding from non-public, non-grant sources.

Rating [1–5]:

4 - Very good

Qualitative assessment:

From the perspective of the mission of Humanities and Social Sciences, the transfer of research results into practice is mostly non-commercial in nature, even though it often results from contract research projects. Although it does not have a significant impact on the FAP budget, it nevertheless

fulfills the fundamental role of universities and the social relevance of research with an impact on society.

Direct transfer is mainly manifested in research reports and exhibitions, but also various publications, where FAP builds on the transfer of knowledge and results of basic research and their implementation through natural cooperation, especially with local public administration governments, memory institutions, non-governmental organizations, as well as with state public administration (e.g., the Ministry of Labor and Social Affairs).

In this way, FAP actively cooperates primarily at the regional level on a platform of several institutions/initiatives focused on development and innovation, particularly in social and cultural policies (The Regional Innovation Council of the Pardubice Region, The Steering Committee of the Hradec-Pardubice Agglomeration, The Regional Standing Conference of the Pardubice Region).

The effects of this cooperation and transfer from FAP touch on many aspects of social and cultural life, primarily affecting the discourse on education and social policies in the form of sociological studies and methodologies focused on strategies for developing social and community life and evaluating cultural heritage and public space. A good example is the final evaluation report on the implementation of innovative approaches to supporting at-risk families with children in the Pardubice region as part of the project "Innovative Approaches to Supporting At-Risk Families with Children in the Pardubice Region" focused on the area of child protection and family support, which has the potential to be applied not only at the local but also at the national level. Similar results come from other projects related to the application of research results and their impact on society, as defined in category 3.4 of this evaluation report.

Recommendations:

FAP should continue to collaborate primarily with local institutions that have a direct impact on the implementation of basic and applied research results, not only at the local level, but also with potential for application in a national context.

It would be valuable to continue developing the possibility of applying the results on a broad basis covering both social and general educational aspects that enrich public life and space, especially in the context of cultural heritage. As a result, FAP can contribute significantly not only to the expansion of knowledge, but also to the related development of quality of life and the strengthening of social and cultural identity based on local society and communities.

Undoubtedly, however, there is potential for a similar transfer of knowledge and research results in other disciplines and departments of the FAP that have not yet participated in this transfer to such an extent.

POPULARIZATION OF VAVAI

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

Evaluate how active and successful the evaluated unit is in the field of popularisation of R&D&I and communication with the public.

Rating [1–5]:

5 - Outstanding

Qualitative assessment:

There are a number of platforms through which FAP promotes its activities and communicates the results of its scientific and pedagogical work to a wide audience outside the university. First and foremost, it creates a number of its own tools for this policy at the university level, opening up the

academic space to the general public: the thematically diverse University of Leisure at FAP, Universitas Café and "Tea at Five" (presenting research outputs in the form of public lectures), Sociocon (a platform for presenting research guaranteed by the Department of Social and Cultural Anthropology, as part of the annual Multicultural Week in Pardubice), LitCon (presenting the activities of the Department of Literary Culture). This department plays a significant role in presenting its research to the general public through public readings, editing literary anthologies, and reflecting on the literary scene in the Pardubice region. Other activities include online presentations through blogs, podcasts (Philosophy Voiced provided by the Centre for Ethics at FAP), and FAP's participation in Researchers' Night and the Sports Park.

In addition, FAP engages with the public through other external media and platforms, particularly broadcast and podcast platforms (including contributions from FAP experts to programs on Czech Television and Czech Radio). Exhibitions, such as "Hello, Armenia!", also play an important role in communication and presentation.

FAP generates a large number of diverse activities that reach the general public through a range of platforms and tools. This demonstrates not only FAP's highly creative approach, but also the valuable fact that these activities present all of FAP's fields and workplaces in a balanced and equitable manner.

Recommendations:

Continue to develop these activities that communicate with the public and mediate the activities and research of the FAP in a popular and accessible form.

Maintain not only the diversity of these communication and presentation tools in terms of equal representation of disciplines, but also the balance between direct (lectures, personal communication) and indirect (online space and media) tools.

IMPLEMENTATION OF RECOMMENDATIONS

3.7 Implementation of the recommendations in Module 3

Evaluate how the evaluated unit has reflected the recommendations from the previous evaluation of the IEP, if applicable.

If the evaluated unit has not been evaluated before, the indicator will be marked as N/A – Not Applicable.

Rating [1–5]:

4 - Very good

Qualitative assessment:

Several recommendations were addressed to the FAP, and it can be seen that it took note of all of them and successfully sought ways to improve, which it has achieved significantly in many respects. This concerned not only the overall setup of the FAP's internal mechanisms, but also individual departments.

a) For further development of the Faculty, it is recommended to support applied sciences. This may be achieved: by cooperation with other faculties and may result in raising more money from national and international resources; by brainstorming at the Faculty level to establish a road map dedicated to the development of applied research; by reinforcement of contacts with other departments within the University of Pardubice and with equivalent faculties in Czech Republic; by starting a new cooperation and extending the existing one with non-public partners.

In these terms, FAP research activities demonstrate that it is able to exploit the potential of interdisciplinary cooperation (e.g., with the Faculty of Restoration, Faculty of Transportation Engineering, Faculty of Economics and Administration, and Faculty of Electrical Engineering and Informatics), as specified in section 3.7 of the SER. Both completed projects ("Memory of Cemeteries: Survey and Documentation for Sustainable Care of Sepulchral Monuments in the Former Sudetenland") and ongoing projects ("Beyond Security: The Role of Conflict in Resilience-Building", OP JAK Project) are based on the principle of applied research.

FAP also successfully establishes and maintains partnerships with a number of institutions outside the university, both at the level of public administration and state scientific institutions (Czech Academy of Science, Masaryk and Charles Universities), as well as with civic and non-governmental organizations.

FAP's cooperation and openness are also evident at the international level, especially in the case of the Centre for Ethics, which has become a meeting place for both Czech and international researchers, demonstrating the reliability of the ERC CZ project "Combatting Self-Righteousness" as a model for other institutions.

Further prospects are promised by the newly established Laboratory for Documentation and Non-Destructive Research, which is linked to contract and commercial research. Another interesting step is the involvement of FAP UPCE in the preparation of the Pardubice Research and Innovation Centre, in cooperation with the private company P-PINK and the Pardubice Region (development of technology and start-ups focusing on circular economy and AI applications), which also offers interesting development opportunities for the future within the FAP profile.

b) Applied research results: The large, international projects, especially the exhibitions, show the Faculty's potential, which should continue to be used.

In this sense, FAP continues to develop these applied research activities, as excellently demonstrated by the exhibition "From the Silver Czech Thaler to the Worldwide Dollar" (Institute of Arts at Universidad Autónoma del Estado de Hidalgo in Real del Monte, Mexico). Similarly, other projects with published outputs are excellent examples of the potential of applied research with a significant impact on society.

c) Cooperation with non-academic environment and technology transfer: There is no doubt that the network and cooperation with other institutions can still be expanded – which should also be a goal of further efforts. The self-evaluation report in the reporting period contains some particularly important institutions, as far as the cooperation with external non-academic sphere is concerned.

The FAP has also sought to reflect this area (the FAP consulted the Centre for Technology and Knowledge Transfer - CTKT on the possibilities), although it is rather marginal given the focus of the Humanities and Social Sciences at the FAP. Nevertheless, the results of the development of these activities are interesting and show potential in this area, especially in relation to contract research (see Table 3.3.2 of SER). Here, FAP can primarily provide valuable expert analyses and have a concrete social impact in social policy, education, and the dissemination of knowledge and awareness of identity in relation to cultural heritage in the broadest sense.

d) Recognition by the scientific community. Faculty has prominent members of its staff, who are getting awards and increase the international visibility of the Faculty. Nevertheless, the number of prominent staff may be even increased by invited (part-time) professorships. The goal is a further increase of the international visibility.

International visibility has increased significantly in some respects, but the fact remains that these "prominent members" predominantly represent two FAK departments – the Department of

Philosophy and Religious Studies (and its Centre for Ethics) and the Institute of Historical Sciences. In some respects, however, the implementation of the recommendations has been successful (e.g., participation in a wider range of editorial boards of foreign journals).

e) Popularization of R&D&I: The reported policy should be continued. In addition, the visibility of the international open access media, incl. internet, leaves room for improvement. It is recommended to develop more popularisation events in the other fields than the previously mentioned history, esp. in ethics where the centre of excellence has its activities.

FAP has very well-structured and diverse activities. The format of online tools (blogs, podcasts) appears to be intensively developed, and it is clear that FAP pays attention to these tools, precisely in accordance with previous recommendations. It is also clear that these activities are developed across disciplines and departments of FAP.

Recommendations:

It is clear that FAP has conscientiously reflected on the previous recommendations of the MEP. It will therefore be valuable for the next period to continue developing FAP's potential in the key areas targeted by the previous recommendations. In particular, it is worth emphasizing the need to continue efforts to increase the participation of academic staff in international visibility and research. Currently, the trend continues where two departments bear the dominant share in this area: the Department of Philosophy and Religious Studies (and its Centre for Ethics) and the Institute of Historical Sciences. If this trend continues, the gap between scientifically productive departments and those whose strength lies more in teaching could widen even further. In this case, inter-faculty cooperation could provide a welcome stimulus from the two most active departments, which could consider a greater share of joint projects and thus a more significant research activation and participation of other FAP departments.

EVALUATED UNIT RATING: Faculty of Arts and Philosophy (FAP)

Evaluation of unit Having evaluated the individual criteria of module M3, please summarise your evaluation in the context of the module, describing and justifying the strengths and weaknesses of the unit being evaluated.	
3.1 Introductory information about the unit under evaluation	NOT RATED
3.2 Recognition by the research community	4 - Very good
3.3 Research projects	5 - Outstanding
3.4 Research results with existing or prospective impact on society	4 - Very good
3.5 Transfer of results into practice	4 - Very good
3.6 The most important activities in the field of popularization of R&D&I and communication with the public	5 - Outstanding
3.7 Implementation of the recommendations in Module	4 - Very good
Average rating [1–5]:	4 - Very good
Grade [A–D]:	B
Summary assessment: FAP is a very specialized faculty that is dominant in the field of humanities but also covers a significant part of the social sciences, offering a range of disciplines that, in addition to their educational focus, generate a number of activities and research areas. The central feature of FAP is thus its diversity of different fields of study, which creates space for original research, creativity, interdisciplinarity, and mutual cooperation. Through its departments, research teams, and individuals, FAP carries out research projects at both the domestic and international levels. An excellent example of this cooperation is undoubtedly the Center for Ethics, but there are also other departments. A specific feature of this diversity is the ability of FAP, through its research projects, to influence various aspects of social and cultural life through outputs that have a direct impact on education and social policies, as well as public discourse. A strong point of FAP's activities is the involvement of other partners not only at the level of non-university scientific institutions, but also, in terms of the tangible impact of applied research, local institutions and partners in a wide range of public administration bodies, civil society and non-governmental organizations, and also private entities. A significantly strong point of the FAP is its ability to popularize and promote the social impact of its activities and research, which underlines the important role of the faculty, but also of UPCE as a whole, as an entity that actively and purposefully involves the public in its activities, which corresponds to the fundamental interconnection between the mission of the humanities and social sciences fostered at the FAP and its commitments to society.	
Summary recommendations: As part of the recognition of the FAP by the research community, there could be a more significant proportional balance within the structure of the FAP's workplaces and academic staff in international institutional structures (membership in professional societies, editorial boards of	

international scientific journals, invitations to lectures abroad, involvement of staff in the evaluation of national or European projects/programs).

The dominant position of the Department of Philosophy and Religious Studies (and its Center for Ethics) and the Institute of Historical Sciences in research projects and outputs should be further enhanced for the benefit of other FAP departments and their increased participation in research tasks, especially in international context. This disproportion is well illustrated by the structure of actual research and scientific teams

The Center for Ethics could serve here as a model example, which, although it cannot be fully followed in all respects, could nevertheless play a stimulating role alongside other activities of the Department of Philosophy and Religious Studies and the Institute of Historical Sciences.

This proportional balance also applies to the impact of FAP's applied research on society and the related transfer of research results into practice, which is undoubtedly one of the faculty's greatest strengths. In this area, too, some departments could fulfil their potential more effectively.

Continue to develop the inter-faculty and, above all, university cooperation between faculties within research projects.

Seek further opportunities for cooperation with non-university institutions that would not only support the institutional research structure but could also contribute to the financing of the FAP and its projects (however, the role of the private sector has understandable limits here given the nature of the FAP).

Developing the well-established integration of FAP research activities into the regional framework, responding to the needs of the region and its institutions – both public administration and civil and non-governmental organizations – as well as reflecting local communities and society in general in terms of expanding knowledge and strengthening cultural and social identity.

EVALUATION REPORT IN MODULE 3

NAME OF EVALUATED UNIT: Faculty of Chemical Technology (FChT)

FORD: 1 - Natural sciences

SOCIAL CONTRIBUTION OF THE EVALUATED UNIT

3.1 Introductory information about the unit under evaluation

Indicator 3.1 is a non-evaluated indicator that provides basic information about the evaluated unit such as its mission and vision, organizational structure, size and staffing, or R&D&I capacities.

Commentary:

The Faculty of Chemical Technology (FChT) is the oldest faculty of the University of Pardubice, with a distinguished 75-year tradition in education and scientific research. Its academic and research expertise spans a broad spectrum of disciplines, including chemical sciences, materials engineering, and chemical-biological fields. The faculty is regarded as a driving force of the University, contributing significantly to its academic reputation, research outcomes, and innovations.

The Faculty's research activities are primarily focused on: Natural Sciences (approx. 59%), Engineering and Technology (approx. 38%), with additional contributions in: Medical and Health Sciences (1.4%), Agricultural and Veterinary Sciences (0.2%), Social Sciences (2%, primarily applied research).

Organizational Structure and Staffing: FChT comprises twelve institutes/departments and two faculty centres: the Centre for Materials and Nanotechnology and the University Environmental Centre. The Faculty maintains a stable workforce of approximately 260 FTEs, with nearly 50% female representation. The staff composition includes: 63% academic staff, 24% research staff, 13% other R&D&I personnel. A major part of the academic staff are domestic/originally own graduates.

Academic ranks are distributed as follows: 2.5% assistants, 51% assistant professors, 25.5% associate professors, 21% professors.

Early-career researchers make up about 20% of the staff, and the most represented age group is 40–49 years for both genders.

Study Programmes and Student Profile: FChT offers a full range of academic programmes:

Bachelor's programmes (in Czech),

Master's programmes (two accredited in English),

Doctoral programmes (with a Czech-to-English ratio of approx. 1.4:1),

Lifelong learning courses (four offered during the evaluation period).

Over 6,000 students were enrolled during the evaluation period, with a stable gender distribution (approx. 64% female). The student body is composed of: 65% BSc, 21% MSc, 11% PhD students,

Despite a gradual decline in total enrolment, the Faculty seems to maintain a balanced academic structure and continues to support a diverse and inclusive learning environment. It is worth mentioning that the gender balance among both staff and students of the Faculty is quite strong

compared to many technical faculties across the EU. Moreover, the integration of applied research, international collaboration, and lifelong learning initiatives positions the Faculty competitively among mid-sized European universities, especially in the fields of chemistry and materials science.

RECOGNITION BY THE RESEARCH COMMUNITY

3.2 Recognition by the research community

Evaluate the position of the evaluated unit in the R&D&I research community based on the facts presented in indicator 3.2 and its annexed tables (3.2.1 to 3.2.5).

Rating [1–5]:

4 - Very good

Qualitative assessment:

The Faculty demonstrates a strong presence in the R&D&I research community. According to the self-evaluation report and tables (3.2.1 to 3.2.5), the unit has achieved notable visibility via consistent participation in editorial board memberships, collaborative research projects and international conferences. Several faculty members are recognized experts in their fields, contributing to the unit's recognition. The invited talks in prestigious institutions all over the world, and the invited/keynote lectures at high-level international conferences further support the unit's visibility. While the unit is not yet among the global leaders, its trajectory and engagement indicate a solid and respected position within the international research community in the field of chemistry and material science.

Recommendations:

To further enhance its recognition, the Faculty could:

- Increase strategic participation in high-impact international consortia and networks.
- Encourage faculty to pursue leadership roles in international scientific organizations.
- Aim at increasingly recruit – besides own graduates – international top scientists.
- Promote interdisciplinary research that addresses global challenges, which may attract broader recognition.
- Increase visibility through open access publications in international journals published by recognized publishers.

RESEARCH PROJECTS

3.3 Research projects

Evaluate the most important research projects of the evaluated unit, especially regarding the results achieved and the application potential of the project, the proportionality with respect to the R&D&I capacities of the evaluated unit, the degree of interdisciplinarity and collaboration with other parts of the evaluated HEI, and the consistency with the declared mission and vision of the evaluated unit. Use the data from the full list of research projects and contract research activities in Tables 3.3.1 and 3.3.2 to supplement the evaluation.

Rating [1–5]:

4 - Very good

Qualitative assessment:

The Faculty has demonstrated a robust and diverse research portfolio, with over 80 publicly funded projects and 36 contract research activities across various disciplines. The total project-related revenue of over EUR 25M reflects strong research capacity and competitiveness. It is worth mentioning that projects include prestigious ERC grants (ONCOLIPID, CHROMTISOL), Horizon 2020 initiatives (e.g., MADRAS, SALAMANDER, LoveFood2Market), and nationally funded innovations like SMARTFIELD.

These projects align well with the mission and vision of the Faculty, illustrating a balance between fundamental and applied research. The interdisciplinary nature of several projects, such as those combining materials science, environmental monitoring, and biomedical applications, highlights the collaborative culture and integration of the Faculty within the broader HEI ecosystem.

Recommendations:

- Continue to pursue prestige international projects (e.g., ERC, Horizon Europe).
- Utilize more strongly the previous success stories for inspiration and as a model case for similar future endeavors.
- Strengthen internal support for interdisciplinary project development and writing of highly competitive funding proposals.
- Enhance visibility of contract research outcomes to attract more industrial partners.
- Foster deeper collaboration with other faculties and international institutions to broaden impact and innovation potential.
- Broaden the materials chemistry research by including computational modelling.

3.4 Research results with existing or prospective impact on society

Evaluate the research results already applied in practice or intended to be applied in practice. When evaluating, consider whether the results are proportionate to the R&D&I capacities of the evaluated unit, how they contribute to the fulfilment of the mission and vision of the evaluated unit and, if stated in the self-evaluation, how the results take into account the gender dimension and sustainability. Use the data from the full results summary in Table 3.4.1 to supplement the evaluation.

Rating [1–5]:

4 - Very good

Qualitative assessment:

The Faculty has achieved significant societal impact through a broad range of applied research outcomes. The establishment of the spin-off company LipiDiCa, a.s., and the development of a lipidomic test for cancer screening, exemplify high-impact translational research. Several patents and utility models (covering areas from environmental monitoring to memory devices and textile processing) demonstrate the commitment to innovation and sustainability of the Faculty.

Several technologies have already been licensed or commercialized, such as the soil monitoring system and the pine substitution process for paper production, indicating strong application potential. The gender dimension and sustainability aspects are appropriately considered in relevant outputs, in line with a broader societal perspective.

Recommendations:

- Expand efforts to track and report long-term societal outcomes of the implemented technologies.
- Promote broader dissemination of successful case studies to stakeholders and the general public.
- Support departments and research groups in navigating the commercialization process, including patenting and licensing (closer cooperation with Centre for Technology and Knowledge Transfer).

TRANSFER OF RESULTS INTO PRACTICE

3.5 Transfer of results into practice

Evaluate the effectiveness of the transfer of results into practice by the unit being evaluated. Pay attention to whether the composition of the stated users of the results or the way the R&D&I results are commercialised (if stated) is consistent with the R&D&I results produced and the mission and vision of the evaluated unit and how successful the evaluated unit is in its activities, such as attracting new users of the results, commercialising the R&D&I results and obtaining funding from non-public, non-grant sources.

Rating [1–5]:

5 - Outstanding

Qualitative assessment:

The Faculty has demonstrated a strong and structured approach to transferring research results into practice. The Centre for Technology and Knowledge Transfer plays a central role in managing intellectual property, fostering industry collaboration, and supporting proof-of-concept initiatives. The Faculty's partnerships with regional innovation stakeholders and industrial partners further enhance its outreach and practical relevance.

During the evaluation period, the Faculty achieved:

22 patents (including 4 international), 26 verified technologies, 22 utility models, 58 functional samples/prototypes, and 3 certified methodologies.

These outputs have been effectively commercialised via research contracts and licensing agreements, generating over EUR 140.000 from non-public sources. The most spectacular examples include:

- The spin-off LipiDiCa, a.s., translating lipidomic cancer diagnostics into clinical practice
- The sale of the FV3 siccative system to Borchers GmbH
- Licensing agreements with companies such as Mondi Štětí, AGENTURA OSMA, and Pardam Nano4Fibers.

The commercialisation strategy of the Faculty seems to be well-aligned with its mission and vision, targeting sectors such as materials science, industrial chemistry, coatings, catalysis and environmental technologies. The diversity of end-users and the growing funds from non-public sources reflect a maturing system.

Recommendations:

- Strengthen post-licensing monitoring to maximize the long-term impact of transferred technologies.
- Expand profile to attract new industrial partners, particularly in emerging sectors of chemical technologies.

- Promote entrepreneurial training for researchers to encourage and support more spin-off initiatives.
- Enhance visibility of successful stories of technology transfers to further inspire innovation and internal and external collaborations.

POPULARIZATION OF VAVAI

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

Evaluate how active and successful the evaluated unit is in the field of popularisation of R&D&I and communication with the public.

Rating [1–5]:

4 - Very good

Qualitative assessment:

The Faculty has shown a strong commitment to the popularization of science and public engagement. Through a range of organized impactful activities, it has successfully communicated the value of R&D&I to diverse audiences (e.g. schoolchildren, students, educators, and the general public).

Key initiatives include:

Annual flagship events such as Open Days, the Science and Technology Festival for Youth, and European Researchers' Night, which consistently attract large audiences.

High-profile outreach, such as the 2023 public lecture by Nobel Laureate Prof. Jean-Marie Lehn, which significantly raised the visibility of the Faculty and the field of chemistry.

Hands-on learning opportunities, including the FChT Demonstration Laboratory and the Chemistry Summer Day Camp, which foster early interest in science.

Competitions and student engagement, such as the Chemistry Race and the “Best Young Chemist” competition, which reach thousands of students annually and are supported by national institutions.

Support for student research through SOČ and SVOČ, encouraging young talent to engage in scientific inquiry.

Lifelong learning initiatives, including the University of the Third Age and collaboration with SFÉRA Pardubice, which broaden the societal impact of the Faculty.

These activities are well-aligned with the mission of the Faculty to promote natural science education and public understanding of research. The scale, diversity, and consistency of the outreach efforts reflect a strategic approach to communication of scientific activity of the Faculty and beyond.

Recommendations:

- Consider developing impact metrics to better evaluate and improve outreach effectiveness (e.g., participant feedback, media reach, follow-up engagement).
- Expand digital outreach to reach broader and more diverse audiences (e.g., online lectures, social media campaigns).
- Strengthen partnerships with schools and community organizations to tailor content to specific audiences.
- Encourage more involvement of early-career researchers and students in public engagement activities to build a culture of academic communication and debates.

IMPLEMENTATION OF RECOMMENDATIONS

3.7 Implementation of the recommendations in Module 3

Evaluate how the evaluated unit has reflected the recommendations from the previous evaluation of the IEP, if applicable.

If the evaluated unit has not been evaluated before, the indicator will be marked as N/A – Not Applicable.

Rating [1–5]:

5 - Outstanding

Qualitative assessment:

The Faculty has demonstrated a proactive and comprehensive approach to implementing the recommendations from the previous evaluation performed in 2020. The only area previously rated lower: Criterion 3.9 concerning the strategy for spin-offs and commercialization, has seen significant improvement, with tangible outcomes such as the establishment of the spin-off company LipiDiCa, a.s., and increased patent activity in collaboration with industrial partners.

Key improvements include:

- Enhanced industry collaboration through online resources and strategic partnerships with companies like Pfizer and On Semiconductor.
- Expanded international cooperation, evidenced by participation in multiple Horizon Europe consortia.
- Support for student-industry engagement, including scholarship initiatives and new study programmes.
- Strengthened commercialization potential, with the appointment of a technology transfer ambassador and deeper integration with CTKT.
- Promotion of interdisciplinary research, including interfaculty seminars, a university-level doctoral school, and the development of a joint PhD programme.
- Support for applied research, with the formation of excellent teams and targeted funding, resulting in increased applied recognition.

These actions clearly reflect a commitment to steady improvement and correlation with strategic goals, as a result the Faculty's performance across all evaluated areas has been significantly enhanced.

Recommendations:

- Continue to monitor the long-term impact of implemented changes, especially in commercialization and interdisciplinary collaboration.
- Maintain momentum by institutionalizing the improvements (e.g., formalizing roles, processes, and evaluation metrics).
- Consider periodic internal reviews to ensure sustained alignment with evolving strategic priorities and stakeholder needs.

EVALUATED UNIT RATING: Faculty of Chemical Technology (FChT)

Evaluation of unit Having evaluated the individual criteria of module M3, please summarise your evaluation in the context of the module, describing and justifying the strengths and weaknesses of the unit being evaluated.	
3.1 Introductory information about the unit under evaluation	NOT RATED
3.2 Recognition by the research community	4 - Very good
3.3 Research projects	4 - Very good
3.4 Research results with existing or prospective impact on society	4 - Very good
3.5 Transfer of results into practice	5 - Outstanding
3.6 The most important activities in the field of popularization of R&D&I and communication with the public	4 - Very good
3.7 Implementation of the recommendations in Module	5 - Outstanding
Average rating [1–5]:	4 - Very good
Grade [A–D]:	B
Summary assessment: Our grade is a “high-B”. This reflects the facts that while clear improvements are still needed for the unit as a whole to reach the level of global leaders, we could see some major improvements already implemented as compared to the previous assessment, e.g. scientific leadership in ERC programs and creation of a spin-off company in a highly-important societal domain, which could be considered as outstanding achievements.	
Summary recommendations: The major recommendations concern stronger internationalization, further strengthening of interdisciplinary research, continuous investment in staff training (especially focusing on early-career researchers), and long-term monitoring of the impacts of implemented changes.	

EVALUATION REPORT IN MODULE 3

NAME OF EVALUATED UNIT: Faculty of Economics and Administration (FEA)

FORD: 5 - Social sciences

SOCIAL CONTRIBUTION OF THE EVALUATED UNIT

3.1 Introductory information about the unit under evaluation

Indicator 3.1 is a non-evaluated indicator that provides basic information about the evaluated unit such as its mission and vision, organizational structure, size and staffing, or R&D&I capacities.

Commentary:

The Faculty of Economics and Administration (FEA) at the University of Pardubice prepares professionals in economics, management, and public administration for both the public and private sectors. Its mission is to provide high-quality education and expertise that meet the evolving needs of society and the economy. Its vision, as stated in the Strategic Plan 2021+, is to be a respected institution that educates future-oriented economists and managers, fosters creativity, and supports world-class research in an inclusive and innovative environment.

The faculty comprises five institutes and several research teams, with approximately 56 full-time academic staff (FTEs), the majority of whom are women (about 54%). Around 80% of faculty management positions are held by women, reflecting the high number of women in these disciplines as well as a strong commitment to gender equality. Each academic staff member follows an individual career plan, and regular self-assessment and performance reviews are in place to ensure quality and professional development.

The faculty hosts 1,888 students in 2023 across Undergraduate's, Master's, and doctoral programmes (also including students at the University of the Third Age), with a strong emphasis on linking teaching to applied research and practice. Study programmes are regularly updated in consultation with industry and public-sector partners to ensure alignment with current needs.

Research is a strategic pillar of the faculty, supported by a Scientific Research Centre led by Prof. Petr Hájek (among the 2% of most cited scientists worldwide). The faculty has three excellent research teams, and two led by young researchers, focusing on applied and interdisciplinary research in economics, public policy, and the circular economy. FEA actively collaborates with regional authorities, businesses, and international networks (e.g., EU-COST, Horizon-MSCA), with notable outputs such as regional innovation strategies and economic analyses for local governments.

RECOGNITION BY THE RESEARCH COMMUNITY

3.2 Recognition by the research community

Evaluate the position of the evaluated unit in the R&D&I research community based on the facts presented in indicator 3.2 and its annexed tables (3.2.1 to 3.2.5).

Rating [1–5]: 4

4 - Very good

Qualitative assessment:

The Faculty of Economics and Administration (FEA) has demonstrated a growing and well-structured integration into the national and international research community, particularly in applied economic and public administration research. Over the evaluation period, faculty members have contributed to high-quality publications (including Q1–Q2 journals), held editorial board memberships in peer-reviewed journals, and received prestigious national and institutional research awards. Active participation in national and international evaluation panels (e.g., Czech Science Foundation, VEGA, Ministry of Culture) reinforces their scientific reputation and influence in shaping research agendas.

Furthermore, FEA has intensified its international visibility through invited lectures, collaboration within international research networks (e.g., COST actions), and the development of new research infrastructures, notably the Scientific Research Centre led by Prof. Petr Hájek. The Centre plays a pivotal role in consolidating excellent research teams, including two led by early-career researchers.

Despite these achievements, the recognition remains stronger at national and Central European level, with room for greater international impact, particularly through more diversified international partnerships, participation in EU-level R&D&I consortia (beyond COST), and increased involvement in editorial roles for top-tier international journals.

Recommendations:

The Faculty of Economics and Administration (FEA) has built a solid foundation of academic recognition, particularly in applied economics and public governance. To reach a higher level of international competitiveness, it is recommended that the faculty enhance its global scientific visibility and leadership. This may include wider dissemination of research outcomes through conferences, international policy briefs, and other science communication platforms, and special issues in renowned international journals.

The faculty should also leverage the reputation and capacity of its most prominent researchers, notably through the Scientific Research Centre, to take on leadership roles in major EU research projects (e.g., Horizon Europe, MSCA). Further internationalisation of early-career researchers could be achieved through structured mobility programmes, joint PhD supervision with international partners, and targeted support for participation in global research networks.

Finally, establishing a visiting scholars programme and enhancing outreach to policy and industry stakeholders would contribute to increasing the position the FEA as not only a regional academic leader, but also a European player in applied and policy-relevant research.

RESEARCH PROJECTS

3.3 Research projects

Evaluate the most important research projects of the evaluated unit, especially regarding the results achieved and the application potential of the project, the proportionality with respect to the R&D&I capacities of the evaluated unit, the degree of interdisciplinarity and collaboration with other parts of the evaluated HEI, and the consistency with the declared mission and vision of the evaluated unit. Use the data from the full list of research projects and contract research activities in Tables 3.3.1 and 3.3.2 to supplement the evaluation.

Rating [1–5]: 4

4 - Very good

Qualitative assessment:

Since the last evaluation, where the Faculty of Economics and Administration (FEA) was rated “average,” the unit has shown notable progress in the scale, organisation, and impact of its research projects. The faculty has strengthened its capacity to conduct applied and policy-relevant research, in line with its mission of supporting public administration, regional development, and innovation ecosystems.

Projects implemented during the review period reflect a strong alignment with regional needs and demonstrate the faculty’s ability to provide tangible results to local and regional authorities (e.g., innovation strategies, urban process analysis, support to the creative industries). These efforts are backed by a clear internal structure, notably the establishment of the Scientific Research Centre and the support for excellent research teams, including young scholars.

The interdisciplinary dimension of FEA’s work is evident in its collaborations with other faculties (e.g., engineering, health, informatics), particularly on circular economy, transport, and diagnostics. Research outputs include both practical applications and academic publications in peer-reviewed journals (including Q1–Q2), which confirms a solid and evolving scientific base.

While the faculty’s research is still mostly embedded in national and regional frameworks, the recent trajectory is clearly upward. The unit has started engaging in international collaborations (e.g., COST actions) and has established the organisational foundations necessary to reach the next level of international development. The evaluation team acknowledges this significant and encouraging progress and considers the unit to be well positioned for broader participation in international research in the near future.

Recommendations:

The Faculty of Economics and Administration is encouraged to consolidate the progress it has made by continuing to develop applied and interdisciplinary projects that address real needs in the regional economy and public administration. These projects are a clear strength of the faculty and should remain a core focus in future research planning.

Moreover, the faculty could further develop its participation in international collaborative research, especially by gradually increasing its involvement as a partner in European consortia (e.g., Horizon Europe, Interreg, Erasmus+ Knowledge Alliances). Participation in targeted calls that align with the faculty’s applied strengths—such as regional innovation, circular economy, or public sector reform—can help raise visibility and expand research networks.

At the internal level, it may be beneficial to enhance the internal visibility and coherence of the faculty’s research structure—particularly the relationships between institutes, the research centre, and research teams—in order to support transparency and foster synergies. Moreover, supporting staff through informal mentoring, grant-writing workshops, and lightweight administrative

assistance can foster a stronger culture of project development, particularly for early-career researchers. Continuing to promote cross-faculty collaboration—especially with engineering, health sciences, and IT—will further enrich interdisciplinary capacity and open new funding opportunities.

Finally, the faculty may benefit from enhancing the communication and valorisation of its research results, both in academic forums and through more accessible, policy-oriented formats for regional stakeholders. This will not only strengthen societal relevance but also reinforce FEA's profile as a key actor in regional development and evidence-based policymaking.

3.4 Research results with existing or prospective impact on society

Evaluate the research results already applied in practice or intended to be applied in practice. When evaluating, consider whether the results are proportionate to the R&D&I capacities of the evaluated unit, how they contribute to the fulfilment of the mission and vision of the evaluated unit and, if stated in the self-evaluation, how the results take into account the gender dimension and sustainability. Use the data from the full results summary in Table 3.4.1 to supplement the evaluation.

Rating [1–5]: 4

4 - Very good

Qualitative assessment:

The Faculty of Economics and Administration (FEA) has demonstrated a strong and coherent commitment to producing research and knowledge with tangible societal benefits, particularly within the region. Results of applied research have contributed to concrete outputs for public institutions and local stakeholders, such as regional innovation strategies, economic diagnostics, and policy frameworks for creative industries. These outputs reflect a clear alignment with the faculty's mission to support data-informed decision-making and regional development.

Beyond research and consultancy, the faculty also plays an active educational role in society through its participation in the University of the Third Age (U3A). This initiative is implemented with significant involvement from the FEA and offers lifelong learning opportunities to senior citizens. It contributes to social inclusion, intergenerational dialogue, and the diffusion of academic knowledge beyond traditional student populations.

FEA's societal engagement also includes its collaboration with the Pardubice Business Incubator (P-PINK), support for the CE Scan tool, and plans to co-develop a spin-off initiative (Circular Hub) involving academic staff and doctoral students. These examples confirm a stable and well-integrated model of societal impact, proportional to the faculty's size and research capacity.

While most of the impact is regional in scale, its depth, consistency, and practical orientation are commendable. The faculty is gradually integrating sustainability and gender considerations into its applied work and institutional culture, although these elements could be more visible in future projects and reporting.

Recommendations:

The Faculty of Economics and Administration is encouraged to consolidate and promote its applied societal engagement, particularly by continuing to build strong, trust-based relationships with regional public institutions and development agencies. The faculty's ability to translate research into policy-relevant outputs is a distinctive strength and should remain a strategic priority.

Initiatives such as the University of the Third Age (U3A) illustrate the faculty's broader commitment to societal outreach and inclusive education. The FEA may consider taking a leading role in expanding and enriching the U3A offer, in collaboration with other faculties at the University of Pardubice. By integrating topics from health, digital literacy, environmental issues, and cultural

heritage, the U3A could become a truly interdisciplinary and intergenerational platform, fostering long-term dialogue between the university and the civil society.

To maximise the visibility and broader impact of its research, the faculty could also develop public dissemination formats such as policy briefs, open-access repositories, blog articles, or local policy labs. These formats would facilitate a more structured transfer of knowledge and further highlight FEA's role as a regional policy think tank.

Finally, as societal expectations around sustainability and inclusion continue to grow, the faculty is encouraged to embed these dimensions more explicitly into the design, implementation, and evaluation of its applied research projects, including those oriented toward local policy and community engagement.

TRANSFER OF RESULTS INTO PRACTICE

3.5 Transfer of results into practice

Evaluate the effectiveness of the transfer of results into practice by the unit being evaluated. Pay attention to whether the composition of the stated users of the results or the way the R&D&I results are commercialised (if stated) is consistent with the R&D&I results produced and the mission and vision of the evaluated unit and how successful the evaluated unit is in its activities, such as attracting new users of the results, commercialising the R&D&I results and obtaining funding from non-public, non-grant sources.

Rating [1–5]: 4

4 - Very good

Qualitative assessment:

The Faculty of Economics and Administration (FEA) demonstrates a mature and consistent model for transferring research results into practical use, in alignment with its applied mission and regional orientation. Research outputs are primarily transferred to public-sector stakeholders—municipal governments, regional authorities, and innovation support organisations—through commissioned studies, strategic development plans, and expert consultations. These include, for example, the Regional Innovation Centre Strategy, analyses for urban districts, and strategic planning for cultural and creative industries in the Pardubice region.

This transfer model is non-commercial in a traditional sense, but it is highly effective in societal terms and proportional to the faculty's R&D&I focus. Rather than targeting patents or industrial licences, the FEA functions as a knowledge intermediary for evidence-based policymaking and public-sector innovation.

The faculty also demonstrates a promising orientation toward entrepreneurial engagement, notably through its collaboration with the Pardubice Business Incubator (P-PINK) and the development of a spin-off project ("Circular Hub"), co-created with faculty researchers and doctoral students. This marks a meaningful step toward structured knowledge valorisation, expanding the pool of users beyond the public sector.

Although funding from non-public, non-grant sources remains modest, the unit's ability to attract stakeholders through relevance and trust is evident. The variety of users—from regional policymakers to business support platforms—reflects the applied and interdisciplinary nature of the faculty's work and its strategic alignment with its mission.

Recommendations:

Given its strengths in public policy and regional development, the FEA is encouraged to consolidate its role as a facilitator of evidence-based solutions for local and regional stakeholders. In this regard, establishing long-term institutional partnerships—such as framework agreements with municipalities, regional agencies, or chambers of commerce—could formalise and stabilise channels for research uptake.

While full-scale commercialisation may not be a primary objective, FEA could support pilot initiatives for social or public entrepreneurship, building on the Circular Hub experience. Such efforts may also open new pathways for blended funding models, including public-private partnerships or mission-oriented funding schemes.

Finally, closer collaboration with the university's technology transfer office or regional innovation networks could provide targeted support in identifying transferable results with commercial or semi-commercial potential, and in connecting with users outside the public sector.

POPULARIZATION OF VAVAI

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

Evaluate how active and successful the evaluated unit is in the field of popularisation of R&D&I and communication with the public.

Rating [1–5]: 4

4 - Very good

Qualitative assessment:

The Faculty of Economics and Administration (FEA) has taken consistent and meaningful steps to engage with the wider public and to disseminate research results beyond the academic sphere. Its activities in science communication are closely aligned with its mission of supporting regional development and public sector innovation, and they reflect a commitment to making economic and administrative knowledge accessible to society.

A key component of this public-facing engagement is the University of the Third Age (U3A), in which FEA plays a central role. Through this platform, the faculty shares knowledge with senior citizens, offering lifelong learning on themes related to economics, digital skills, and public governance. The U3A fosters intergenerational dialogue and civic awareness, making it a valuable instrument of science popularisation with direct social relevance.

In addition, the faculty contributes to public debate and expert consultation through its involvement in regional policy design, support for local innovation strategies, and participation in collaborative projects with public institutions. Researchers are often involved in producing applied reports and advising public bodies, which reinforces the public visibility of academic expertise, even if it is not always labelled as “science communication.”

Some researchers also participate in public events, media interviews, or thematic workshops, and the faculty has hosted international conferences that are partly accessible to non-academic stakeholders (e.g., CE conference in Pardubice). However, science popularisation still appears dispersed and informal, without a unified institutional communication strategy or centralised platform to highlight these contributions.

Recommendations:

To build on its strengths, the FEA is encouraged to develop a more structured and visible science communication strategy, possibly in collaboration with the university's central communication office. A dedicated page showcasing research stories, applied projects, and community engagement

activities could help raise the faculty's public profile and reinforce its legitimacy as a regional knowledge hub.

Expanding and diversifying the U3A programme, in partnership with other faculties, would not only strengthen interdisciplinary dialogue but also deepen the faculty's role in the university's third mission. Topics such as sustainability, digital transformation, or public services innovation could be explored through joint workshops or thematic lecture series.

Finally, FEA may consider supporting its staff with training opportunities in science communication, particularly for younger researchers, to enhance their ability to engage with different audiences, including media, schools, and civil society organisations. These efforts would help to systematise popularisation activities and position the faculty more clearly in public discourse on economic and administrative matters.

IMPLEMENTATION OF RECOMMENDATIONS

3.7 Implementation of the recommendations in Module 3

Evaluate how the evaluated unit has reflected the recommendations from the previous evaluation of the IEP, if applicable.

If the evaluated unit has not been evaluated before, the indicator will be marked as N/A – Not Applicable.

Rating [1–5]: 5

5 - Outstanding

Qualitative assessment:

Since the last IEP evaluation in 2020, the Faculty of Economics and Administration (FEA) has undergone a remarkable transformation, demonstrating a clear capacity to turn critical recommendations into concrete institutional progress. What was once described as a unit with “untapped potential” has, under the guidance of a new and dynamic leadership team, evolved into a faculty with a strategic research identity, strong regional anchorage, and growing international ambition.

The development and implementation of the Scientific Research Centre stand out as a cornerstone achievement, allowing the faculty to shift from isolated research efforts to coordinated, interdisciplinary, and mission-driven projects. Thematic priorities such as circular economy, public sector innovation, and regional development reflect both the faculty's expertise and its responsiveness to societal needs.

Equally impressive is the expansion of the faculty's societal footprint. Whereas the 2020 review noted a lack of visible societal impact, the FEA now actively contributes to public policy formation, regional innovation strategies, and civic initiatives. The establishment of the Circular Hub—a spin-off co-developed with doctoral students—and the faculty's leadership in the University of the Third Age are strong examples of how academic knowledge is being translated into practice and shared with diverse audiences.

The faculty has also made significant progress in internationalisation, participating in COST actions, hosting international conferences, and building partnerships beyond Czech borders. While challenges remain in scaling up international funding and scientific recognition, the foundation laid in recent years is robust and promising.

What makes this trajectory particularly noteworthy is that it was achieved within a relatively short period, through focused strategic planning, institutional restructuring, and a renewed academic

culture. The momentum generated by the new management team has had a clearly positive and visible effect on the research environment, staff motivation, and external partnerships.

Recommendations:

Building on the progress made since the last evaluation, the Faculty of Economics and Administration is now in a position to consolidate and capitalise on its recent institutional developments. The Scientific Research Centre, the emerging research teams, and the strong partnerships with public and civic actors provide an excellent foundation for the next phase of growth.

The faculty is encouraged to articulate and communicate more clearly its distinctive research identity, by consolidating a small number of flagship themes that combine regional relevance with international visibility—such as circular economy, public innovation, and data-informed governance.

To sustain the dynamic academic culture fostered by the new leadership, continued support for early-career researchers, interdisciplinary collaboration, and research proposal development will be key. Investing in lightweight support structures (internal peer review, mentoring, proposal writing workshops) can help scale the success already achieved.

As the faculty's applied work gains recognition, it would be timely to strengthen communication with external audiences, both academic and non-academic. Targeted science communication strategies, public policy briefs, blogs, and active participation in European networks could reinforce FEA's position as a regional anchor institution with a European outlook.

Finally, the faculty is encouraged to leverage its growing expertise and credibility to explore new funding opportunities—public or mission-driven, but also non-traditional—thus ensuring the long-term sustainability and visibility of its research ecosystem.

EVALUATED UNIT RATING: Faculty of Economics and Administration (FEA)

Evaluation of unit Having evaluated the individual criteria of module M3, please summarise your evaluation in the context of the module, describing and justifying the strengths and weaknesses of the unit being evaluated.	
3.1 Introductory information about the unit under evaluation	NOT RATED
3.2 Recognition by the research community	4 - Very good
3.3 Research projects	4 - Very good
3.4 Research results with existing or prospective impact on society	4 - Very good
3.5 Transfer of results into practice	4 - Very good
3.6 The most important activities in the field of popularization of R&D&I and communication with the public	4 - Very good
3.7 Implementation of the recommendations in Module	5 - Outstanding
Average rating [1–5]:	4 - Very good
Grade [A–D]:	B
Summary assessment: The Faculty of Economics and Administration (FEA) has undergone a notable transformation since the last evaluation, shifting from a teaching-dominant profile to a dynamic and regionally engaged research institution. Under the leadership of a committed new management team, the faculty has implemented structural reforms (such as the creation of the Scientific Research Centre), broadened its research scope, and improved internal coordination. The faculty's research is increasingly recognised for its applied relevance and societal contribution, particularly in supporting regional innovation strategies, public sector reform, and community development. While international funding and high-profile scientific leadership remain areas for development, the faculty's current trajectory is firmly upward. Efforts to popularise science—particularly through the University of the Third Age—and the involvement of early-career researchers in spin-off activities reflect an inclusive and forward-looking academic culture. The implementation of prior recommendations has been exceptional, demonstrating both responsiveness and strategic vision.	
Summary recommendations: - Consolidate recent structural gains (e.g. research centre, interdisciplinary teams) by ensuring continuity, institutional memory, and capacity-building. - Focus on a few flagship themes with strong international potential to increase visibility and funding opportunities. - Expand interfaculty collaboration and international partnerships, especially in applied research for societal challenges.	

- Develop science communication and stakeholder engagement strategies to amplify the faculty's profile and broaden the societal reach of research.
- Support early-career researchers and encourage project development through mentoring and administrative assistance.

EVALUATION REPORT IN MODULE 3

NAME OF EVALUATED UNIT: Faculty of Electrical Engineering and Informatics (FEEI)

FORD: 2 - Engineering and technology

SOCIAL CONTRIBUTION OF THE EVALUATED UNIT

3.1 Introductory information about the unit under evaluation

Indicator 3.1 is a non-evaluated indicator that provides basic information about the evaluated unit such as its mission and vision, organizational structure, size and staffing, or R&D&I capacities.

Commentary: The mission and vision of the faculty is three-fold: 1) Training of highly specialized experts in communication and radar systems, industrial automation, and information technologies, 2) Creating strong ties to industrial leaders in radio detection and related industries 3) Developing high-quality research infrastructure and human resources for R&D activities. The total number of employees is 56.2 consisting of 3 professors, 5.9 associate professors, 24.8 assistant professors, 6.7 young researchers, and 15.8 administrative staff. The total number of students is 676 of which 569 bachelor students, 81 master students, and 26 doctoral students. R&D&I over the years developed into and gained a strong focus and efforts on key enabling technologies (KETs) in the fields of Photonics and micro/nanoelectronics, Artificial Intelligence, Advanced materials and nanotechnology and Digital security and communication. The application sectors of these technologies are Advanced machines and technologies, Digital technologies and electrical engineering and Transport means for the 21st century with a focus on DETECTION – IDENTIFICATION – POSITIONING – CLASSIFICATION. There are three research teams, each led by, respectively, Tomáš Brandejský, Petr Doležel and Tomáš Zálabský.

RECOGNITION BY THE RESEARCH COMMUNITY

3.2 Recognition by the research community

Evaluate the position of the evaluated unit in the R&D&I research community based on the facts presented in indicator 3.2 and its annexed tables (3.2.1 to 3.2.5).

Rating [1–5]:

4 - Very good

Qualitative assessment:¹

The faculty has a strategic scientific plan which prioritizes research based on the application of latest technologies, research in socially relevant topics and cooperation with industry leaders with a focus on detection, identification, positioning and classification in various application domains stated earlier. Several faculty members have Senior IEEE memberships, membership of the International

¹ Provide verbal assessment of the indicator and briefly comment on the reasons for awarding the specific rating. Follow a similar procedure for the other indicators.

RTCM SC-134 Standardisation Committee etc. Academic staff participates in editorial boards of international scientific journals. Academic staff is quite active in giving invited lectures at international institutions such as NTNU, University of Palermo, University of Capetown, Indian Institute of Technology etc. Similarly, the faculty hosts international scientific lectures by foreign researchers. The academic staff also acts as evaluator for national and international projects\programmes. The faculty positions itself well within the R&D&I research community in its strategic research areas.

Recommendations: The faculty should maintain the momentum it gained over some years related to positioning itself within the related R&D&I research community.

RESEARCH PROJECTS

3.3 Research projects

Evaluate the most important research projects of the evaluated unit, especially regarding the results achieved and the application potential of the project, the proportionality with respect to the R&D&I capacities of the evaluated unit, the degree of interdisciplinarity and collaboration with other parts of the evaluated HEI, and the consistency with the declared mission and vision of the evaluated unit. Use the data from the full list of research projects and contract research activities in Tables 3.3.1 and 3.3.2 to supplement the evaluation.

Rating [1–5]:

5 - Outstanding

Qualitative assessment: During the evaluation period, FEEI was successfully awarded numerous significant national and international research projects. These included projects funded under the Horizon 2020 (H2020) programme of the European Commission, the NAVISP programme of the European Space Agency, and national projects supported by the Operational Programme Research, Development and Education (OP VVV) and INTER-EXCELLENCE programmes of the Ministry of Education, Youth and Sports (MŠMT), the Technology Agency of the Czech Republic (TACR), and calls of the Ministry of Industry and Trade (MPO) within the Operational Programme Enterprise and Innovation for Competitiveness (OP PIK). FEEI was the lead beneficiary in six research projects, securing total funding of CZK 42.577.000 (EUR 1.679.566), and acted as a co-beneficiary in eighteen projects, with total funding of CZK 31.517.000 (EUR 1.243.274). Additional funding exceeding CZK 100.000.000 (EUR 4.000.000) was covered through development projects within OP VVV, OP JAK, and the National Recovery Plan (NPO) to support education, research, and creative activities, including investments in laboratory equipment, computing technology, and other expenses. Further projects aimed at the internationalisation of education and the development of postgraduate studies were implemented through various Erasmus+ programmes and Norwegian funds. The faculty listed 10 projects for evaluation.

Results achieved: Considerable achievements were made by each of the projects. For example, one of the projects out of the ten, namely 'Cooperation in Applied Research between the University of Pardubice and companies, in the Field of Positioning, Detection and Simulation Technology for Transport Systems (PosiTrans)'. The project successfully developed and deepened cross-sectoral and cross-disciplinary cooperation in the agglomeration of Hradec/Pardubice. The project helped create cooperation between the research units and application sectors. The project created 118 results. The results of the joint research activity were also presented at foreign conferences in face-to-face and online form. Cooperation with foreign research organizations also took place, for example through the foreign research internship of selected members of the expert team at the University of Burgos and the stay of a foreign expert at the recipient's workplace.

Application potential of the projects: Most of the projects if not all include an industrial component which increases the possibilities of innovation and application potential. This is a unique aspect one can observe at the faculty.

The proportionality with respect to the R&D&I capacities of the evaluated unit: considering that the project and research initiatives would mostly be initiated by more senior researchers at the professor, associate professor and assistant professors levels, the project portfolio size is proportional to the R&D&I capacities of the faculty. The importance of the results achieved by the projects is also proportional.

The degree of interdisciplinarity and collaboration with other parts of the evaluated HEI: The faculty mostly collaborates with the faculty of transportation due to the scope of its strategic areas.

The consistency with the declared mission and vision of the evaluated unit: The project topics and goals very well align with the declared mission and vision of the faculty.

Recommendations: 6 projects as lead + 18 projects as co-beneficiary + additional projects (OP VVV, OP JAK, and the National Recovery Plan (NPO)) projects and the obtained research results, innovation activities and exchange possibilities reflects a very good portfolio for the faculty. 23 research projects in total bring EUR 1.679.566 + EUR 1.243.274 = EUR 2.922.840 to the faculty. The faculty is advised to evaluate if and how the funding amount can be made larger and consider putting more efforts into Horizon funded projects.

3.4 Research results with existing or prospective impact on society

Evaluate the research results already applied in practice or intended to be applied in practice. When evaluating, consider whether the results are proportionate to the R&D&I capacities of the evaluated unit, how they contribute to the fulfilment of the mission and vision of the evaluated unit and, if stated in the self-evaluation, how the results take into account the gender dimension and sustainability. Use the data from the full results summary in Table 3.4.1 to supplement the evaluation.

Rating [1–5]:

4 - Very good

Qualitative assessment

The projects carried out at the faculty mostly have industrial partners. The faculty commented on 10 (considered most significant by the evaluated unit) research results already applied or realistically heading towards application during the period of 2019–2023. The first project result (Primary Radar Sensor Antenna with Polarimetric Measurement Support) presented in the self-evaluation report focuses on the development of an antenna system which will become part of the next generation of radar sensors. The radar system (developed by PROSPEKTOR II project) which will utilize the antenna developed in the project is expected to be utilised by various security and defence institutions, including the Army, Police forces, private security agencies, and the National Security Authority. The second project result listed is the methodology for GNSS-Based Localisation Systems. This methodology defines the legislative and technical prerequisites for implementing GNSS-based localisation methods on the Czech railway network and for the subsequent certification of train locator devices in non-safety-critical applications. Due to the fact that the methodology was developed under a contract with the Ministry of Transport within a TACR project managed by the GNSS Centre of Excellence and having AŽD Praha and the Railway Research Institute participating in the development of the methodology shows a high potential for project's use in the Czech Railway system. Another listed result, namely 'Taste Examination Tester, Test Kit Including This Tester, and Data Collection System for the Test Kit' is actively used by Pardubice hospital and its partners. The

test kit is designed for remote examinations, which makes the access to the test kit easy and increases the impact through the use of the test kit by wider patient audiences. It is also seen that the results are awarded. For example, the sensor developed for Detecting Layering Bricks took first place in the Technology Day Innovation Project Competition at the University of Pardubice and first place in the Innovation of the Pardubice County Competition which shows the importance of the result achieved. Automated Weld Inspection System has been successfully commercialised through a licensing agreement with K2 Machine. In summary, the results are either applied in practice or have the potential for application in practice. With that, the faculty produces significant results, and the results are proportionate to the R&D&I capacities of the faculty. Regarding, how the results contribute to the fulfilment of the mission and vision of the evaluated unit, the results fall under the key strategic fields of Photonics and micro/nanoelectronics, Artificial Intelligence, Advanced materials and nanotechnology and Digital security and communication identified by the faculty alongside with a focus on innovation, applied research, and industry collaboration.

In most of the results provided, gender dimension is stated to be irrelevant. However, in several of the results, gender dimension is elaborated on. Sustainability is not commented in the self-evaluation of the results section.

Recommendations: The faculty has considerable number and scale of project results. The sustainability of results should receive some attention in order to maintain similar high-quality results also in future initiatives.

TRANSFER OF RESULTS INTO PRACTICE

3.5 Transfer of results into practice

Evaluate the effectiveness of the transfer of results into practice by the unit being evaluated. Pay attention to whether the composition of the stated users of the results or the way the R&D&I results are commercialised (if stated) is consistent with the R&D&I results produced and the mission and vision of the evaluated unit and how successful the evaluated unit is in its activities, such as attracting new users of the results, commercialising the R&D&I results and obtaining funding from non-public, non-grant sources.

Rating [1–5]:

4 - Very good

Qualitative assessment:

FEEI uses knowledge and technology transfer mainly through contract research and the sale or licensing of intellectual property. However, given the faculty's research strategy, these activities remain supplementary, and revenues from licensing are negligible compared to other sources of income. Technology transfer is primarily carried out in collaboration with the Centre for Technology and Knowledge Transfer (CTKT) [1], a central university unit responsible for managing industry inquiries related to research and development, identifying scientific partners for joint research, negotiating collaboration terms, and providing systematic support for technology transfer. Additionally, CTKT oversees the management of industrial property, offering comprehensive services related to intellectual and industrial property protection. To engage new industry users, FEEI presents its technologies via technology databases (e.g. Technology overview Transfera.cz), the faculty's website, and technology fairs and conferences. However, the most effective approach remains direct communication with potential partners, based on an established network of industry collaborations. However, given the faculty's research strategy, these activities remain supplementary, and revenues from licensing are negligible compared to other sources of income.

Recommendations: It is advisable that a plan for increasing the revenues from licensing is made. It will also be a benefit to identify the international licensing opportunities.

POPULARIZATION OF VAVAI

3.6 The most important activities in the field of popularization of R&D&I and communication with the public Evaluate how active and successful the evaluated unit is in the field of popularisation of R&D&I and communication with the public.	
Rating [1–5]:	5 - Outstanding
Qualitative assessment: The popularization activities are very reach and covers various platforms from public reach to industrial reach to secondary school, high school etc.	
Recommendations: It is very important for the faculty to maintain the momentum it gained for popularization activities to keep public, industrial and international interest in the R&D&I activities.	

IMPLEMENTATION OF RECOMMENDATIONS

3.7 Implementation of the recommendations in Module 3 Evaluate how the evaluated unit has reflected the recommendations from the previous evaluation of the IEP, if applicable. If the evaluated unit has not been evaluated before, the indicator will be marked as N/A – Not Applicable.	
Rating [1–5]:	4 - Very good
Qualitative assessment: The recommendations have been summarised into the following areas: • International Collaboration and Recognition in the Scientific Community • Research Projects • Support for Technology Transfer • R&D&I Popularisation and Public Engagement • Collaboration with Other Faculties. The faculty has taken the evaluation recommendation seriously and expanded its activities and results in each of the areas.	
Recommendations: The faculty has achieved considerable results related to all of the assessment recommendations from the previous evaluation period. Overall, it is advisable that the faculty extends its collaboration with other faculties than transport engineering while keeping the synergies and cooperation with the transport engineering. It is advisable that the plans for supporting promotion of women staff are more explicit and possibly made part of recruitment texts. There is considerable work done related to industrial collaboration and increases in the licensing revenues should be aimed at and planned better.	

EVALUATED UNIT RATING: Faculty of Electrical Engineering and Informatics (FEEI)

Evaluation of unit Having evaluated the individual criteria of module M3, please summarise your evaluation in the context of the module, describing and justifying the strengths and weaknesses of the unit being evaluated.	
3.1 Introductory information about the unit under evaluation	NOT RATED
3.2 Recognition by the research community	4 - Very good
3.3 Research projects	5 - Outstanding
3.4 Research results with existing or prospective impact on society	4 - Very good
3.5 Transfer of results into practice	4 - Very good
3.6 The most important activities in the field of popularization of R&D&I and communication with the public	5 - Outstanding
3.7 Implementation of the recommendations in Module	4 - Very good
Average rating [1–5]:	4 - Very good
Grade [A–D]:	B
Summary assessment: FEEI is a reasonably large faculty, and it is involved in both teaching and research activities. The faculty has collaboration with international universities for research projects, hosting guest lecturers, giving guest lectures, making research visits etc. and is well recognized with the research community. The faculty has a high number of research projects which is impressive. The current and prospective research impact is visible while there is conscious effort to transfer research results into practice and to disseminate the results both at scientific venues and public platforms. There has been consistent effort to implement the recommendations in the module from the previous evaluation period.	
Summary recommendations: The faculty has a high-quality project portfolio being funded from several sources, at the national and the international level. The faculty has the potential to contribute to high quality research and results more at the European level. Hence it is strongly advised that the faculty seeks for opportunities to become more involved in EU Horizon Research & Innovation (RIA) and Horizon Innovation (IA) action projects and carry research, results and competences obtained from current and past activities to the European level both as partners and coordinator. It is also recommended that the number of female associate professors and professors should increase such that the activities run by female staff can vary more i.e. running a research group. The collaboration with other faculties may also be increased through more closely looking into possibilities of research synergies i.e. looking into the possibility of applying artificial intelligence, image processing competence with the chemical faculty.	

EVALUATION REPORT IN MODULE 3

NAME OF EVALUATED UNIT: Faculty of Health Studies (FHS) FORD: 3 - Medical and health sciences (3.2 and 3.3)

SOCIAL CONTRIBUTION OF THE EVALUATED UNIT

3.1 Introductory information about the unit under evaluation

Indicator 3.1 is a non-evaluated indicator that provides basic information about the evaluated unit such as its mission and vision, organizational structure, size and staffing, or R&D&I capacities.

Commentary:

The societal contribution of the FHS lies primarily in providing high-quality undergraduate and lifelong education for healthcare professionals, namely qualification-based study programmes for regulated professions. During the evaluated period at FHS studied between 681 and 748 Bc students; the number of MSc students was between 178 and 290, respectively. It means there was a continual increase in the number of students between 2019 and 2023. 87 % of the students are female.

The number of academic staff remains stable during the evaluation period (78 personnel). The structure of the employee remains stable as well. The gender balance is typical for this field, with 63 % employees being female.

Main FORD research areas of the FHS are 3.2 Clinical Medicine and 3.3 Health Sciences; approximately 70 % of research activities are oriented to applied research. FHS has been actively expanding its research and development efforts in advancing knowledge and social impact on the healthcare system. The annual budget of FHS is about €3.8M, for research activities €44000, 67 % of the amount is institutional money, only 3.3 % is project money.

The main social benefits of FHS are in the activities of high societal importance; the FHS organises educational courses for the public, with the social benefit for both the non-specialist population and the public administration community.

RECOGNITION BY THE RESEARCH COMMUNITY

3.2 Recognition by the research community

Evaluate the position of the evaluated unit in the R&D&I research community based on the facts presented in indicator 3.2 and its annexed tables (3.2.1 to 3.2.5).

Rating [1–5]:

2 - Below average

The position of FHS within the academic community in the Czech Republic is influenced by its relatively short history (FHS was established in 2007).

During the evaluation period, some members of the FHS academic staff hold positions in expert panels, professional societies, and editorial boards of scientific journals. Two members of FHS actively participate in grant evaluation in the Czech grant agencies.

Very significant limits for the position of FHS in the academic community are the absence of a doctoral study programme and the lack of PhD candidates enrolled at FHS. This was the problem throughout the whole evaluation period.

Another limitation of FHS is the absence of accreditation for habilitation and full professorship. In consequence, FHS has a relatively low number of associate professors and full professors. Despite these facts, the FHS has expanded its research activities over the past five years, producing some high-quality results in applied research, often in collaboration with international institutions.

Recommendations:

Highly recommended is the acquisition of a PhD study programme for at least one programme and the enrolment of PhD candidates.

It is very advisable to start the process of accreditation for habilitation. It could be very helpful to develop a faculty motivation system to support academics in publishing in high-ranked scientific journals.

RESEARCH PROJECTS

3.3 Research projects

Evaluate the most important research projects of the evaluated unit, especially regarding the results achieved and the application potential of the project, the proportionality with respect to the R&D&I capacities of the evaluated unit, the degree of interdisciplinarity and collaboration with other parts of the evaluated HEI, and the consistency with the declared mission and vision of the evaluated unit. Use the data from the full list of research projects and contract research activities in Tables 3.3.1 and 3.3.2 to supplement the evaluation.

Rating [1–5]:

3 - Average

Qualitative assessment:

During the evaluation period, FHS was involved in nine research projects supported by public funds, in three of them the FHS was the beneficiary, and in six of them, FHS participated as a collaborating participant. One project was conducted as contract research. The most significant were these projects:

- **TAČR GAMA** - Taste examination during the COVID-19 pandemic using telemedicine. The project was implemented in collaboration with the Faculty of Chemical Technology and the Faculty of Electrical Engineering and Informatics.
- **TAČR ÉTA** - Competent Nurse for the 21st Century: Analysis and Proposal for Optimising Education and Professional Practice of General Nurses. The outcome of this project is a certified methodology for determining the necessary workforce capacity of general nurses to ensure the provision of healthcare services.
- **MPO** – Development of a Platform for Intelligent Health Protection and Research on Its Economic Impact on the Private and Public Sectors (VANDA). The project was carried out in collaboration with the Faculty of Economics and Administration and with the company Principal Engineering, which served as the main project coordinator.
- Two **ERASMUS+** projects funded by the EU. These project activities focused on key skill management in the operating rooms.

FHS collaborates with the Faculty of Chemical Technology in the project Salivary Cortisol Testing and Parental Experience in the Paediatric Intermediate Care Unit, with the Faculty of Electrical Engineering and Informatics on the development of TASENS dry taste test, and with the Faculty of Economics and Administration on the VANDA project.

Several projects facilitated visits by international experts, and the Erasmus+ project started new cooperation with Aldent University in Tirana (Albania).

Recommendations:

All above mentioned research projects have significant practical applications. Nevertheless, it is important to reach a higher level of national competitiveness. This could be achieved through a faculty programme for the motivation of early-career researchers, supporting active participation in international conferences and in international research networks. This complex programme should also include a motivation system for the publication of research outcomes in renowned international journals.

3.4 Research results with existing or prospective impact on society

Evaluate the research results already applied in practice or intended to be applied in practice. When evaluating, consider whether the results are proportionate to the R&D&I capacities of the evaluated unit, how they contribute to the fulfilment of the mission and vision of the evaluated unit and, if stated in the self-evaluation, how the results take into account the gender dimension and sustainability. Use the data from the full results summary in Table 3.4.1 to supplement the evaluation.

Rating [1–5]:

3 - Average

Qualitative assessment:

In Table 3.4.1, there are listed 10 results (between 1 and 3 each year).

2019

- The Jimp article Dysphagia and Factors Associated with Malnutrition Risk: A 5-Year Multicentre Study examines the relationship between swallowing disorders (dysphagia) and malnutrition. It is a highly cited international publication, with 34 citations in the Web of Science (WOS) and an additional 19 citations outside WOS to date.
- Output type B (monograph): Methods of Translation and Cross-Cultural Validation of Foreign Assessment Tools. This monograph is intended for general nurses and other healthcare professionals involved in translating foreign assessment tools.

2020

- Scientific monograph (type of results B), Quality of Life in Patients with Stable Ischaemic Heart Disease, was published.

2021

- Competent Nurse for the 21st Century - software application developed as part of the TAČR ÉTA project.
- An important case report, Cribriform Plate Injury After Nasal Swab Testing for COVID-19, was published (Jimp article).

2022

- TASENS –Test Kit, Including the Taste Tester and a Data Collection System. This Utility Model No. 36406 (type of result is Fuzit) is an output of the TAČR GAMA project. TASENS test foils are being used at Pardubice Hospital and in collaborating institutions, including clinics in Dresden and Gratz. In 2024, the Czech patent No. 310140 was granted. The European patent is under review.
- As an output type NmetC, the Methodology for Estimating the Required Number of Students and Graduates of General Nursing Education Programmes was developed as part of the TAČR ÉTA project. The Institute of Health Information and Statistics of the Czech Republic

2023	has adopted this methodology for national-level projections of non-medical healthcare workforce needs. • VANDA – An Intelligent Digital Platform to Protect Workers in Companies and Organisations from Infectious Respiratory Diseases. The VANDA uses artificial intelligence and wearable electronic devices to enhance the prevention and protection of workers in companies and organisations against infectious respiratory diseases. VANDA monitors and predicts the spread of diseases within the surroundings of individuals, groups, and communities. The findings indicate that VANDA reduces the incidence of severe respiratory infections requiring prolonged treatment by up to 60 %. Thanks to interdisciplinary collaboration with the FEA at UPCE and the Principal Engineering company, the research findings were swiftly transferred into practice. The primary function was to track, evaluate, and predict the onset and progression of viral respiratory diseases. Successful licensing Income €1900/Year. • Web-Based Educational Platform MyORCO provides training videos on perioperative nursing and a photo library of commonly used surgical instruments and equipment. The implementation of this project and the accessibility of the platform for perioperative nurses across multiple countries are expected to have a positive impact on perioperative care safety. • Quality of Life in Women During the Menopausal Transition (output type B – monograph). This publication is important for the medical community, as this research provides a reliable diagnostic tool effective in gynaecological practice.
	Recommendations: The faculty should continue and extend this type of activity, with focus on a few flagship themes with strong international potential to increase visibility and funding opportunities. The establishment of a complex faculty program for supporting these activities will be important. This should include a programme for supporting staff through informal mentoring, grant-writing workshops, and administrative assistance, particularly for early-career researchers.

TRANSFER OF RESULTS INTO PRACTICE

3.5 Transfer of results into practice Evaluate the effectiveness of the transfer of results into practice by the unit being evaluated. Pay attention to whether the composition of the stated users of the results or the way the R&D&I results are commercialised (if stated) is consistent with the R&D&I results produced and the mission and vision of the evaluated unit and how successful the evaluated unit is in its activities, such as attracting new users of the results, commercialising the R&D&I results and obtaining funding from non-public, non-grant sources.	
Rating [1–5]:	3 - Average
Qualitative assessment: FHS actively collaborates with The Centre for Technology and Knowledge Transfer at the University of Pardubice and employs a complex approach to research results dissemination. The primary method for reaching the scientific community is publishing in high-impact journals. 58 Jimp articles were published, 12 involved international co-authorship. Another approach to knowledge transfer is international cooperation, enabling the exchange of best practices and expertise. As part of this goal, FHS organises international conferences (VANDA,	

Competent Nurse). Within the frame of the TASENS utility model, FHS starts negotiations with potential foreign partners interested in applying the research. Dissemination of Audiovisual Outputs from the MyORCO Project will continue to fund the platform's operation and functionality in several language versions.

Since 2019, FHS has progressively improved its ability to secure funding from non-public sources related to R&D activities. In 2021–2022, FHS received funding through supplementary activities from the National Institute of Public Health to support the implementation of paediatric palliative care into the FHS curriculum. In 2023, FHS secured its first funding from licensing fees for the VANDA project outcomes.

Recommendations:

The total amount of financial donations for research is rather limited. Support from all projects was between 42 and 120 thousand euros per year. It must be an important strategic goal of the FHS to stimulate academic staff to prepare successful research projects.

It would be beneficial for the faculty to prepare a complex programme for the financial motivation of employees engaged in the preparation of successful projects for commercialization. Administrative and logistic support from the faculty and from the university is very advisable.

Promotion of inter-faculty collaboration could increase capacity for research and open new funding opportunities. This could be especially important and open new funding opportunities in the field of technology and the practical application of AI in public health.

POPULARIZATION OF VAVAI

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

Evaluate how active and successful the evaluated unit is in the field of popularisation of R&D&I and communication with the public.

Rating [1–5]:

4 - Very good

Qualitative assessment:

FHS uses several communication channels for the popularisation of research, development, and innovation. Since 2022, FHS (in collaboration with two other faculties) has established the international scientific journal Health & Caring (ISSN 2788-0931). The faculty use this journal to disseminate research findings and facilitate new research collaborations. Since 2023, FHS has been publishing a popular science magazine, MyFHS (available in the Czech language).

Courses for the public provided by FHS include first aid training, psychoprophylaxis courses, and activities for seniors focusing on healthy lifestyles. Courses for healthcare professionals (certified training programmes) are organised in several areas. FHS uses social media platforms and academic networking platforms to spread the ideas of health protection and prevention.

FHS actively participates in the organisation and implementation of various events aimed at both the professional and the general public to contribute to the prevention of lifestyle diseases and the popularisation of science.

Recommendations:

It is recommended that a high level and broad spectrum of these activities should be maintained in the future. Faculty should extend strong, trust-based relationships with regional public institutions.

Very important could be the University of the 3rd age, new topics integrating healthy living style, digital literacy, and environmental issues, could become a platform for dialogue between the university and the civil society. Based on the strong professional qualities, the faculty could be a regional leader in evidence-based public health activities

IMPLEMENTATION OF RECOMMENDATIONS

3.7 Implementation of the recommendations in Module 3

Evaluate how the evaluated unit has reflected the recommendations from the previous evaluation of the IEP, if applicable.

If the evaluated unit has not been evaluated before, the indicator will be marked as N/A – Not Applicable.

Rating [1–5]:

3 - Average

Qualitative assessment:

Based on the previous international evaluation, the most significant weaknesses of FHS are relatively low international recognition of the FHS members, limited international collaboration, and rather low research funding from external sources. There is also a lack of strategy for the support of technology transfer and intellectual property protection. The FHS needs support (e.g., more research professors) and a better strategy for increasing the output in terms of publications, patents, applied project income, international visibility, etc.

During the current evaluation period, there was an increase in the number of publications co-authored with international partners, presentations at international conferences, and participation in international projects. Scientists from the Medical University of Graz and TU Dresden have started using TASENS. There was also a rise in invited lectures given abroad by FHS staff, as well as lectures delivered by international guests at FHS.

The FHS has established a successful collaboration with the University Centre for technology transfer and with the Faculty of Engineering and Transport.

During the evaluation period, the number of publications in impact factor journals (WOS) increased to 58 articles. In recent years, there has been a balanced ratio between Q1+Q2 and Q3+Q4 publications.

What remains a problem is relatively low income from research projects and rather limited recruitment of young researchers.

Recommendations:

It is recommended to deepen and expand these activities in the future. The way forward could be closer collaboration with the university's technology transfer office. Together, they could develop a viable science communication strategy and identify transferable results with commercial potential. The faculty must develop a system for supporting staff with training opportunities in science communication, particularly for younger researchers.

The faculty is encouraged to formulate and communicate more clearly its research identity, maybe focused on several themes that combine regional relevance with international visibility—such as healthy living style, public health, healthy seniors, etc.

EVALUATED UNIT RATING: Faculty of Health Studies (FHS)

Evaluation of unit Having evaluated the individual criteria of module M3, please summarise your evaluation in the context of the module, describing and justifying the strengths and weaknesses of the unit being evaluated.	
3.1 Introductory information about the unit under evaluation	NOT RATED
3.2 Recognition by the research community	2 - Below average
3.3 Research projects	3 - Average
3.4 Research results with existing or prospective impact on society	3 - Average
3.5 Transfer of results into practice	3 - Average
3.6 The most important activities in the field of popularization of R&D&I and communication with the public	4 - Very good
3.7 Implementation of the recommendations in Module	3 - Average
Average rating [1–5]:	3 - Average
Grade [A–D]:	C
Summary assessment: The strength of FHS is in learning and educating health care personnel; this is a very important social role. The research carried out at the FHS is of an applied nature and provides numerous opportunities for applications with large social benefits. The FHS is very active in R&D&I popularisation. The weaknesses of FHS are related to a relatively low international recognition of the majority of FHS employees. There is also a lack of strategy for the support of technology transfer and intellectual property protection.	
Summary recommendations: 1) Some future activities mentioned in the Strategic Plan of the FHS, namely building new facilities for the FHS and modernisation of research facilities, are of the utmost importance. 2) The FHS needs to develop a system for attracting and supporting research professors. 3) The FHS needs to develop a complex strategy for increasing the output in terms of publications, patents, applied project income, and international visibility. Support early-career researchers and encourage project development through mentoring and administrative assistance 4) The recent accreditation for a doctoral study programme Health Sciences in collaboration with FCHT is a very positive step forward. It is important to continue in these efforts and attract good PhD candidates. 5) We highly recommend obtaining national accreditation for habilitation. 6) Expand interfaculty collaboration and international partnerships, especially in applied research for societal challenges.	

EVALUATION REPORT IN MODULE 3

NAME OF EVALUATED UNIT: Faculty of Restoration (FR)

FORD: 6 - Humanities and the arts

SOCIAL CONTRIBUTION OF THE EVALUATED UNIT

3.1 Introductory information about the unit under evaluation

Indicator 3.1 is a non-evaluated indicator that provides basic information about the evaluated unit such as its mission and vision, organizational structure, size and staffing, or R&D&I capacities.

Commentary:

The Faculty of Restoration (FR) is located in the historic town of Litomyšl, 50 kilometers from Pardubice, and was founded in 2005 as a new part of the University of Pardubice. Previously, it existed as a private college under the name Institute of Restoration and Conservation Techniques.

The main mission of the FR is to focus on the preservation of tangible cultural heritage, which is achieved not only through the education of students, but above all through research (especially in materials and technology), which forms an integral part of the faculty's material and technical profile. Its specific position and anchoring in FORD 6 (mainly in category 6.4 Arts – 80%; 6.1 History and Archaeology – 10%; 6.5 Other Humanities and Arts – 10%) is related to the very close interconnection of this material and technological essence of study and research with the creative artistic skills of students, which are developed here as an integral part of cultural heritage preservation. The FR has thus established itself as an interdisciplinary environment based on dialogue between artistic activity, the humanities, and the natural sciences.

The FR's research activities consist primarily of applied research, but it also contributes to basic research and contract research related to conservation and restoration practices in various areas and agendas of cultural heritage care. Through its cooperation with domestic and foreign institutions, the FR boasts an impressive list of partners (e.g., the National Heritage Institute, the National Museum, the State Archives, the National Library of the Czech Republic, the National Technical Museum, the Research Library in Olomouc, the Institute of Theoretical and Applied Mechanics, Czech Academy of Sciences, Institute of Art History, Czech Academy of Sciences, University of Chemistry and Technology in Prague, University of Applied Arts in Vienna (Universität für angewandte Kunst, Vienna, Austria), State Academy of Fine Arts in Stuttgart (Staatliche Akademie der Bildenden Künste Stuttgart, Germany), Technical University of Cologne, Institute for Restoration and Conservation Sciences (Technische Hochschule, Köln, Institut für Restaurierungs- und Konservierungswissenschaft, Germany), Estonian Academy of Arts (Eesti Kunstiakadeemia, Tallinn, Estonia), Hungarian University of Fine Arts (Magyar Képzőművészeti Egyetem, Budapest, Hungary), IBZ Freiberg.

The faculty is the smallest part of the University of Pardubice with actual number of 38 employees. Of these, there are only one professor and one associate professor in academic staff, and in the case of professors only in the category over the age of 60; none of these positions are held by women. In the case of assistant professors, the most numerous category (40–49), the ratio of men to women is 2:1.

The number of students is naturally limited by the "exclusive" nature of the studies – since 2019, the average number of students has been 60, of which approximately 85 % are women. FR provides education in four bachelor's degree programs and four master's degree programs, and since 2021 also in one doctoral degree program. The FR was also accredited by the Ministry of the Interior of the Czech Republic in 2023 for six continuing education programs for public administration officials, and the faculty also offers two special courses for gallery staff.

The faculty has five studios (Studio of Fine Arts Education, Studio of Restoration and Conservation of Works of Art on Paper and Canvas, Studio for the Restoration and Conservation of Paper, Bookbinding and Documents, Studio for the Restoration and Conservation of Stone Sculptures and Related Materials, Studio for the Restoration and Conservation of Wall Paintings, Sgraffito and Mosaics) and two departments (Department of Chemical Technology, Department of Humanities). The FR's facilities and equipment are of an excellent standard, and the faculty's location in historic and partially modernized premises creates a very open and free space that is entirely in keeping with the specific character of the studies offered here.

RECOGNITION BY THE RESEARCH COMMUNITY

3.2 Recognition by the research community

Evaluate the position of the evaluated unit in the R&D&I research community based on the facts presented in indicator 3.2 and its annexed tables (3.2.1 to 3.2.5).

Rating [1–5]:

3 - Average

Qualitative assessment:¹

The recognition of FR by the scientific community is evident first and foremost from the list of partner scientific institutions abroad, as declared by SER (Table 3.1 of SER), which mentions in particular University of Applied Arts in Vienna (Universität für angewandte Kunst, Vienna, Austria), State Academy of Fine Arts in Stuttgart (Staatliche Akademie der Bildenden Künste Stuttgart, Germany), Technical University of Cologne, Institute for Restoration and Conservation Sciences (Technische Hochschule, Köln, Institut für Restaurierungs- und Konservierungswissenschaft, Germany), Estonian Academy of Arts (Eesti Kunstiakadeemia, Tallinn, Estonia), Hungarian University of Fine Arts (Magyar Képzőművészeti Egyetem, Budapest, Hungary), IBZ Freiberg.

Other examples of international professional collaboration demonstrate strong ties, cooperation, and appreciation from foreign partners, both in the preparation of international projects (currently under review) and in the form of invited lectures for FR members abroad, which clearly demonstrate the international visibility of FR employees —e.g., in Germany, Austria, France, Hungary, and Estonia (see Table 3.2.3 of SER). Noteworthy examples include lectures by J. Ďoubal and Ing. Bayer in Israel presenting research on *"Nanomaterials for the Consolidation of Stone and Other Porous Inorganic Materials"*, or K. Bayer in Algeria in 2020, which also had an impact on the subsequent cooperation agreement with the École Nationale Supérieure de Conservation et de Restauration des Biens Culturels in Tipasa, Algeria, and Western Galilee College in Akko, Israel. Similarly, distinguished guests from foreign scientific institutions and universities are invited to give lectures at FR (specified in Table 3.2.4).

Selected FR members are also represented in several professional bodies and organizations, both in the Czech Republic (Ivan Kopáček as the Chairman of the Association of Czech Bookbinders) and abroad (J. Vojtěchovský has been a member of the ENCoRE presidency since 1997, a network

¹ Provide verbal assessment of the indicator and briefly comment on the reasons for awarding the specific rating. Follow a similar procedure for the other indicators.

organization of higher educational institutions in the field of conservation-restoration, which currently has 41 full members from among the leading conservation-restoration study programs in Europe, and 26 leading institutions and organizations active in the field of cultural heritage protection and research are partners of this network; K. Bayer is a member of the Forschungsinstitut für Denkmalpflege und Archäometrie in Potsdam, which brings together specialists from Germany, Austria, and the Czech Republic).

Members of FR are also represented on the scientific committees of international conferences (Jakub Ďoubal since 2023 as part of the International Congress on the Deterioration and Conservation of Stone).

Regarding FR membership in the editorial boards of foreign journals, it is worth mentioning the involvement of J. Ďoubal in ICAR International Journal of Young Conservators and Restorers, a peer-reviewed journal established at the Faculty of Conservation and Restoration of Works of Art at the Academy of Fine Arts in Warsaw, Poland.

FR members also serve as evaluators at the national research project calls relevant to the R&D&I area of the faculty – here, the committee is based at the Ministry of Culture of the Czech Republic within the NAKI research programme (Programme for the Support of Applied Research and Experimental Development of National and Cultural Identity).

The following awards also clearly express recognition by the research community:

- Jiří Kaše: 2022 (in memoriam) Patrimonium pro futuro Award in the category of Personalities in Heritage Preservation for his contribution to heritage preservation and for founding a restoration school in Litomyšl, awarded by the National Heritage Institute
- Zdeňka Míchalová: 2021 – 4th Biennial of Young Authors of the Umění/Art journal, honorable mention, awarded by the Institute of Art History of the Czech Academy of Sciences
- At the university level, Renata Tišlová and Lucie Bartůňková were awarded the Rector's Prize of the University of Pardubice in 2021 for their research and restoration of the tomb of the Hodějovský family from Hodějov.

Recommendations:

Due to its restoration and research activities, the FR is an integral part of international professional structures dealing with the protection of cultural heritage and research methods related to this protection. This is reflected primarily in its participation in conferences, invited lectures, and inter-institutional cooperation in general. However, FR members are not sufficiently represented on foreign editorial and scientific boards and bodies. Similarly, the role of FR members as evaluators is limited to the national level, and in view of the potential of FR and its international cooperation, it would be desirable for FR experts to become more involved in this area in an international context. Although the FR's human resources are limited and specific, more FR staff could participate in this international visibility, ensuring recognition by the research community, which would fully correspond to the faculty's potential.

RESEARCH PROJECTS

3.3 Research projects

Evaluate the most important research projects of the evaluated unit, especially regarding the results achieved and the application potential of the project, the proportionality with respect to the R&D&I capacities of the evaluated unit, the degree of interdisciplinarity and collaboration with other parts of the evaluated HEI, and the consistency with the declared mission and vision of the evaluated unit. Use the data from the full list of research projects and contract research activities in Tables 3.3.1 and 3.3.2 to supplement the evaluation.

Rating [1–5]:

4 - Very good

Qualitative assessment:

In terms of its research activities, the FR fulfills its mission as declared in the faculty's current strategic plan, which defines it as a university centre for education in preserving tangible cultural heritage, keeping up with the latest trends and innovations in the field. This specialization is based primarily on interdisciplinarity and cooperation between various fields involved in the research, restoration, and conservation of various objects of visual culture. Research activities carried out at various levels focus primarily on applied research, and to some extent on basic research. The main topics addressed include methods and procedures for the investigation, conservation, and preservation of tangible cultural heritage in general.

The projects implemented by FR were supported mainly by domestic institutions, in particular the Czech Science Foundation and the Ministry of Culture of the Czech Republic, but also by foreign institutions (the German Federal Environmental Foundation and the European Commission within the Erasmus+ programme). Most of the research funding therefore comes from public sources and providers. However, direct funding from these public sources in projects, where FR is a beneficiary, has been declining since 2019 (from EUR 440.000 in 2019 to EUR 82.000 in 2023). The same applies to projects where FR is involved as another participant (from EUR 96.000 to EUR 56.000 in the period in a given period). On the contrary, income from contract research grew significantly (from EUR 900 to EUR 16.000 in the period in question).

FR's applied research projects are mostly focused on the protection and conservation of intangible cultural heritage, with a dominant focus on "traditional" visual culture in Europe, especially in Central Europe, i.e. mostly focusing on the period from the Middle Ages to the first half of the 20th century. It focuses on various media – classical art media and also art-craft media and materials. (esp. Conservation of Glass and Stone Mosaics of the Czech Mosaics School, Saving the Heritage of Great Sculptors of the First Half of the 20th Century. Restoration and Care for Sculptural Monuments Made of Plaster, Blind Tooling Decoration on Bookbindings, Technology of Restoration of Renaissance Sgraffito Plasters, Renaissance and Mannerist Stucco Work on Bohemian and Moravian Territory Baroque Ceiling Painting between Theory and Praxis, Concept for Preventive Conservation, Securing, and Preservation of the Mural Painting Cycle, in the Cloister of the Emmaus Monastery in Prague).

In addition, however, another research projects of FR also focus innovatively on new materials and visual culture of the second half of the 20th century, which have so far received little attention in terms of protection and conservation: Czech Art in the 1950s-1980s in the Public Space: Recording, Research, and Restoration, New Composite Materials for the Restoration of 20th-Century Architectural Structures (here the project enhances collaboration between the commercial and research sectors. Similarly, cooperation with the private sector also accompanies other projects (e.g., for the company CESNET, the project System and Methodology for Scanning Historic Objects

Using Unmanned Helicopters and Transferring Large Data Volumes for Professional Processing; Reg. No. 620/2017).

Contract research activities are an interesting and growing area at the faculty. Although they represent a relatively small contribution to the FAP budget (Table 3.3.2), they are showing a significant upward trend. It also helps to expand the FR's partner networks, which cooperate on this basis with museum institutions, public administrations, state institutions (National Heritage Institute), specific organizations (Jewish Community of Prague), private entities (Archaeological Center Olomouc, EURODOM, spol. s r.o., ARCHATT s.r.o.) and even individuals.

A specific type of activity is the international project International Cooperation for Professional Training in Heritage Conservation, which focuses on education and awareness of the importance of European cultural heritage. In addition to targeting heritage professionals, it also aims to train local government employees, architects, civil engineers, craftsmen, and private owners of cultural heritage objects.

The common ground for these projects is their practical application, based on methods of research, identification, and documentation, examination and testing of approaches and methodologies for conservation, preservation, also development and testing of traditional and newly invented techniques, then optimization of restoration and conservation procedures, materials research and development of preventive conservation protocols. These projects are based on a consistent interdisciplinary approach, which is also reflected in the involvement of various domestic and foreign institutions as partners in these projects. (e.g. University of Chemistry and Technology, Prague; Institute of Art History and Institute of Theoretical and Applied Mechanics, Czech Academy of Sciences; North Bohemian Museum in Liberec; National Heritage Institute; Technische Hochschule Köln; Staatliche Akademie der Bildenden Künste Stuttgart.

Recommendations:

Keep the projects diverse and focused on applied research that has a direct impact on protecting tangible cultural heritage. FR should continue in working on international cooperation and looking for ways to get international projects, which is already happening. Given the dominant role of public funding in project financing, it is necessary to halt the downward trend in these revenues and turn it around. On the other hand, contract research represents an optimistic development that should be further developed, as its upward trend and revenues are important not only from an economic point of view, but also for the transfer of applied research results into practice.

3.4 Research results with existing or prospective impact on society

Evaluate the research results already applied in practice or intended to be applied in practice. When evaluating, consider whether the results are proportionate to the R&D&I capacities of the evaluated unit, how they contribute to the fulfilment of the mission and vision of the evaluated unit and, if stated in the self-evaluation, how the results take into account the gender dimension and sustainability. Use the data from the full results summary in Table 3.4.1 to supplement the evaluation.

Rating [1–5]:

5 - Outstanding

Qualitative assessment:

With regard to the dominant character of applied research at FR and its focus on the protection of tangible cultural heritage, the impact on society is evident and concrete already at this level of protection and conservation of monuments and objects, both in public spaces and in collection institutions. In addition, these projects and their results are accompanied by the use of a range of resources that have an impact on society. These results are therefore not only used by heritage

professionals or restorers and conservators but also affect property owners and heritage managers responsible for cultural heritage, as well as generally impacting society and the communities for which this cultural heritage is enhanced and valued. This not only increases their identity with their local historical and cultural heritage, but also contributes to expanding knowledge, which in turn significantly improves the quality of life through the enhancement and cultivation of public space.

FR is involved not only in promoting the appreciation of "traditional" visual culture of the past, but also of the relatively recent past of the 20th century, which extends almost to the present day. FR's projects and activities help to rehabilitate these monuments and at the same time strengthen the public's relationship to their values, which are often underestimated. FR thus plays a fundamental role in formulating heritage and cultural values and contributes to their positive acceptance by contemporary society.

The tools used to communicate the results of FR research to the public are varied, ranging from traditional media such as publications (in particular the valuable foreign monograph "Restoration of Plaster Casts") to the most striking presentations in the form of public online tools such as the following: specialized interactive thematic maps, specialized databases, exhibition catalogues, and last but not least, purely practical implementations in the form of certified methodologies and heritage conservation procedures or sets of utility models for restoration and conservation.

Recommendations:

The strength of the FR lies in the development of practical tools for cultural heritage that have a direct impact on society. Online platforms that make cultural heritage, its values, and historical knowledge accessible to the general public are also an important medium. In connection with the rich and particularly attractive research agenda of the FR, it would nevertheless be good to make use of other opportunities in the future – in addition to publications, especially exhibitions and other presentations with an educational purpose that would activate the public more. Closer cooperation with the FAP would be a good opportunity here, where it would certainly be possible to find many more common topics and interests.

TRANSFER OF RESULTS INTO PRACTICE

3.5 Transfer of results into practice

Evaluate the effectiveness of the transfer of results into practice by the unit being evaluated. Pay attention to whether the composition of the stated users of the results or the way the R&D&I results are commercialised (if stated) is consistent with the R&D&I results produced and the mission and vision of the evaluated unit and how successful the evaluated unit is in its activities, such as attracting new users of the results, commercialising the R&D&I results and obtaining funding from non-public, non-grant sources.

Rating [1–5]:

5 - Outstanding

Qualitative assessment:

The transfer of FR's research results takes place primarily in the context of applied research, which results in a number of specific methods, procedures, and processes focused on the material and technological aspects of the protection of tangible cultural heritage. In this sense, the FR closely links and coordinates its activities with the National Heritage Institute. The faculty also cooperates with the university's Centre for Technology and Knowledge Transfer.

The result is a currently very rich network of partners and institutions that ensure the transfer of results into practice, primarily in the form of contract research. In addition to predominantly domestic partners, there are also foreign partners. In the first case, examples of complex and

demanding interdisciplinary research carried out by the FR on exceptionally valuable monuments in the Czech Republic with a specific impact on their protection can be mentioned the following: Survey of the Sgraffito Decorations and Stone Facade of Nelahozeves Castle, Survey and Testing of Restoration Techniques for Damaged Stucco Decorations in the Chapel of Kácov, Including a Model Restoration, Material Research and Testing of Materials for the Restoration of the Epoxy Facsimile of the Allegory of Generosity at Kuks Hospital, and others. In terms of international cooperation, FR cooperates with the German company IBZ Salzchemie GmbH & Co. KG, Freiberg.

FR's numerous activities (well represented in Table 3.3.2 of SER) cover the entire territory of the Czech Republic. Through these demanding surveys and the related protection and rehabilitation of these monuments within the framework of restoration and conservation, it demonstrates its competence, ability to cooperate and, above all, ensures that the results of its research have a concrete and real impact on practice.

Recommendations:

In the context of the FR agenda, i.e. the protection of tangible cultural heritage, transfer into practice is a very strong point of the faculty and essentially defines the *raison d'être* of its research activities, for which transfer into practice is a *conditio sine qua non*. As a result of its research, the FR develops a number of tools with specific impacts on the protection of monuments, which are particularly important for its contract research. This trend should be maintained and developed, as it not only has economic implications for the faculty, but above all ensures a continuous and positive trend of linking FR's research activities with immediate practical implementation.

POPULARIZATION OF VAVAI

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

Evaluate how active and successful the evaluated unit is in the field of popularisation of R&D&I and communication with the public.

Rating [1–5]:

4 - Very good

Qualitative assessment:

It is clear that FR is strongly aware of the need to popularize its research activities among the general public, based on the premise that they significantly impact the public sphere and influence society. Behind this popularization is a general effort to bring the values of cultural heritage closer to the public and strengthen awareness of its historical and cultural values. The impact on tourism, which is associated with this, is also significant.

A common feature of these activities is, of course, their educational potential and the transfer of knowledge, which is aimed at secondary school and university students (especially in the case of educational programs within Lifelong Learning), as well as the general public. FR uses its own tools: guided tours, lectures, presentations at schools, educational courses (especially interesting summer schools), joint colloquia such as Museums, Monuments, and Conservation, presentation of FR activities in Smetana's Litomyšl Art Festival. Here, FR presents itself in the form of exhibitions, and the exhibition format is also used in other ways (e.g., the Studio of Fine Art of FR organizes regular student exhibitions "(O)kraje"). Members of FR regularly exhibit their artworks at the City Gallery Litomyšl – House of the Knights. However, FR also has exhibition activities or participates in them at the supra-regional level, e.g. in cooperation with the National Gallery in Prague.

FR is also involved in university-wide activities: Open Days, Figurama, Sports Park, Science and Technology Fair, Gaudeamus Education Fair (Brno, Prague), Exhibitions at the University Gallery, European Researchers' Night. The FR also declares its use of online media (Faculty and University websites, Facebook, Instagram, LinkedIn). The results of the FR's work are also occasionally presented in the public media.

The e-Monumentica Journal, published by the FR, is also an important tool for communication with the public and well represents the interdisciplinary nature of its focus. A positive feature is that the journal is fully open access.

Recommendations:

FR demonstrates a number of interesting ways in which it popularizes its research. The main bonus is the involvement of the public based on personal experience – especially in the developed format of excursions and guided tours, which also provide access to FR studios. It is remarkable and impressive how many personal contacts and institutions (schools) FR is able to involve in its activities and introduce them to its work. However, online tools, which were not specified in detail in the SER, should be developed further. In this regard, the FR could, in the spirit of the FAP, make use of other platforms and tools such as blogs and podcasts, which have an impact on the public, especially the younger generation, both in terms of popularizing and disseminating knowledge and attracting future applicants.

IMPLEMENTATION OF RECOMMENDATIONS

3.7 Implementation of the recommendations in Module 3

Evaluate how the evaluated unit has reflected the recommendations from the previous evaluation of the IEP, if applicable.

If the evaluated unit has not been evaluated before, the indicator will be marked as N/A – Not Applicable.

Rating [1–5]:

3 - Average

Qualitative assessment:

FR commits to the recommendations of the previous ER of MEP and has incorporated them into its strategic R&D&I plan. In many respects, these recommendations have been accepted, but in some respects, they have not been fully implemented. FR has not exploited the opportunity to define these improvements in the SER, where the response to previous recommendations is formulated in a concise and summarizing manner. Nevertheless, it cannot be denied that since the last evaluation, there has been significant improvement and development in a number of activities in FR, many of which follow up on the recommendations of the previous ER.

a) Applied research and contract research projects, revenues from non-public sources:
Nevertheless, in relative terms, the Faculty seems to perform well concerning funding, and it needs to continue like this. Even more international contacts may help to spread the knowledge of the members of the Faculty and may increase the funding income. The action is recommended towards direct contract research. For example, a part of research activities from non-public sources should be considered under the chapter of contract research.

The faculty maintains existing and recommended international cooperation. Similarly, it fulfills recommendations in terms of developing contract research, which has grown significantly in the past period. This commercialization aspect therefore shows the significant potential of the FR, which in this respect has followed the recommendations of the previous ER. In this sense, the FR

also cooperates more significantly with the university's Centre for Technology and Knowledge Transfer in terms of its strategies.

b) Impact of the applied research on society: The Faculty of Restoration produces results with direct impact on users of techniques, methods and materials for restoration. This strategy should be maintained in the future. It is recommended to strengthen the existing cooperation and to start a new one with other University's faculties (e.g. with the Faculty of Chemical Technology in the area of nanomaterials). To develop common interdisciplinary projects is recommended.

FR continues to pursue activities with a direct impact on society, not only maintaining this trend but also significantly strengthening and developing it. It has also been successful in establishing more significant inter-faculty cooperation (Faculty of Chemical Technology, Faculty of Informatics and Electrical Engineering, Faculty of Arts and Philosophy).

c) Technology transfer: The system of technology transfer and intellectual property protection for the Faculty is ensured and supported by the Centre of Technology and Knowledge Transfer (CTKT), but the activities and support related to patents and licences have not been developed. Even though the Faculty uses the services of CTKT, the Faculty has not applied for patents and licences.

With regard to the nature of FR, the potential for development in this area is limited, although FR is striving to develop this potential in cooperation with private entities, but so far without concrete results, especially in the area of patents and licenses.

d) Strategy for setting up and support of spin-off firms or other forms of commercialisation of R&D&I results: The Faculty should maintain, or even develop, collaboration with non-university entities. If appropriate, FR should evaluate the level of novelty of the methods and techniques under study, for possible intellectual property protection. FR has an excellent communication with organisations that take care of cultural monuments. Nevertheless, the transfer of knowledge and technology to the renovation of monuments and possibly to the application of research results to other companies is problematic. It is recommended to pay more attention to knowledge and technology transfer.

As in the above recommendation, this aspect of commercialization of R&D&I results in FR also has its limits. Nevertheless, due to the nature of its agenda, FR maintains the necessary contacts with non-university entities, which it uses not only in its research but also in the implementation of its results.

e) Recognition by the international R&D&I community: Concerning national and international visibility of the research team, the Faculty of Restoration needs to improve significantly. This could be a problem of the topic, which is more technically than scientifically oriented. Nevertheless, highly skill restoration experts should be able to gain very high reputation and visibility. It is recommended to be more present in the boards of international journals and societies, also to develop participation in international conferences, and to promote more effectively its results beyond the national sphere.

In this area, international visibility and recognition by the scientific community have been strengthened, and cooperation with foreign partners in particular testifies to the respected position of the FR and its staff. However, the strengthening of positions in editorial and scientific councils, as well as in evaluation panels, could be reinforced and extended to a wider range of staff. In this respect, the recommendations have not been fully implemented.

f) Popularisation of R&D&I and communication with the public: The activity of popularisation at the Faculty is at a very good level, with regular participation in many important national and

local events, organised by both the University and FR, targeting the general public and school children. The FR is very active and creative in distributing their results and their innovative research to the general public. This high level of activities must be maintained in the future.

The current reflection of the FR confirms that it remains very active and creative in this area, but here too, more tools could be used, especially online platforms, although this is not explicitly stated in the previous ER.

Recommendations:

The above comments give rise to a general recommendation to maintain the very positive trend of high-quality applied research based on interdisciplinary and inter-institutional cooperation. International cooperation of some projects is also a positive factor. Similarly, the direct social impact and transfer into practice, which is the basis of the FR's R&D&I strategy, should be appreciated. The popularization and dissemination of knowledge is also a strong point of the FR. In all these areas, the FR should maintain the current trend and develop it further, as demonstrated by the positive trend in contract research, for example. However, FR still has potential in a number of areas, such as representation in foreign professional bodies, seeking ways to commercialize research results, expanding the range of popularization activities, and further strengthening inter-faculty cooperation. In terms of reflecting on the implementation of the SER recommendations, it would be good for the next period to specify more precisely how the previous recommendations were followed or, where necessary, why they were not implemented to the required extent.

EVALUATED UNIT RATING: Faculty of Restoration (FR)

Evaluation of unit Having evaluated the individual criteria of module M3, please summarise your evaluation in the context of the module, describing and justifying the strengths and weaknesses of the unit being evaluated.	
3.1 Introductory information about the unit under evaluation	NOT RATED
3.2 Recognition by the research community	3 - Average
3.3 Research projects	4 - Very good
3.4 Research results with existing or prospective impact on society	5 - Outstanding
3.5 Transfer of results into practice	5 - Outstanding
3.6 The most important activities in the field of popularization of R&D&I and communication with the public	4 - Very good
3.7 Implementation of the recommendations in Module	3 - Average
Average rating [1–5]:	4 - Very good
Grade [A–D]:	B
Summary assessment: The FR is a respected educational and research institution at the national and international level, whose focus on cultural heritage protection in the Czech Republic and abroad is based on interdisciplinary research and cooperation with a number of institutions in the Czech Republic and abroad. It is also important that FR's students are integrally involved in these material and technological research projects as part of their studies. The faculty's strength lies in its applied, interdisciplinary research with direct impacts on society and often immediate and fundamental transfers of research results into the practice of tangible cultural heritage protection. It is involved not only in the development and testing of new procedures and materials for the conservation and restoration of cultural heritage monuments, but also in the necessary research into historical materials and techniques (material/technical art history). The principle of FR's research and activities is to link R&D&I activities with practical application, with a visible and significant impact on society in relation to the protection of cultural heritage. FR is able to communicate this aspect of its high social relevance through the necessary popularization activities. Despite its relatively small size, the FR is a key part of the University of Pardubice, with the potential to become a showcase for the university in terms of the fundamental integration of the sciences and the humanities. These two approaches stem naturally from the faculty's central interest in researching, developing, and applying methods for protecting tangible cultural heritage. In this sense, they integrate artistic, creative, historical, and art-historical approaches, as well as material-technological approaches oriented towards natural science methods.	
Summary recommendations: In terms of recognition by the research community, FR members could be better represented in foreign editorial and scientific boards and bodies, not only in terms of the number of these bodies,	

but also in terms of greater and more structured involvement of academic staff of FR, i.e. with regard to gender balance.

There is also a need to strengthen the academic career development of FR staff, particularly the development of a body of associate professors, again with regard to gender balance.

FR still has great potential in terms of visibility and recognition, which can be further developed. One way to do this could be through its own magazine, E-monumentika, which is a respected publication in the field of heritage studies in the Czech Republic. However, it is mainly limited to the Czech environment. It could be much more open to foreign audiences and authors, as well as being a good way to get the journal into the relevant databases.

Given the fundamental links between the sciences and humanities, there is still considerable scope for inter-faculty cooperation within UPCE in the areas of research and project planning, which has been successfully developed in recent years. This trend should be maintained and intensified – in addition to the natural science faculties (e.g., Faculty of Chemical Technology), cooperation with FAP is particularly promising, given the many similarities in their research and study focus.

Stabilize the declining trend in funding from public funds, which make up the majority of research income, and turn this trend around, including with the use of foreign/European grants.

For further qualitative development of studies, consider establishing another new study program (master's or doctoral) in the currently rapidly developing field of "technical art history" as another area, not only for the educational potential of the FR, utilizing the available human resources of the faculty, developing the given interdisciplinary space of study and research based on a cross-section of science and humanities, which would fully correspond to the profile of the FR. This would give the FR not only further opportunities to develop its educational profile, but above all its research focus.

Maintain and further develop tools that target research results to the public sphere – keep a balance between transferring techniques and procedures for protecting cultural heritage and presenting these impacts to the public through various media and popularization tools – in addition to existing ones, others can be developed (e.g., publications, online platforms) that could better present the activities and achievements of the FR. At the same time, the faculty would contribute more to the dissemination of education and awareness of historical and cultural values, the protection and presentation of which is a key mission of the FR.

EVALUATION REPORT IN MODULE 3

NAME OF EVALUATED UNIT: Faculty of Transport Engineering (FTE)

FORD: 2 - Engineering and technology

SOCIAL CONTRIBUTION OF THE EVALUATED UNIT

3.1 Introductory information about the unit under evaluation

Indicator 3.1 is a non-evaluated indicator that provides basic information about the evaluated unit such as its mission and vision, organizational structure, size and staffing, or R&D&I capacities.

Commentary:

The Faculty of Transport Engineering (FTE) was founded in 1993. It aims to educate and train professionals in the field of transport, to conduct high-quality scientific research, innovation and other creative activities and to play a significant role in the scientific, cultural, social and economic development of society. [*FTE Strategic plan 2021*]

The FTE has approximately 1300 students enrolled in a total of 10 bachelors, masters and doctoral degree programmes. 23% of the students are female. [*2023 figures, SER table 3.1.4*]

Student numbers have been fairly steady throughout the review period with a slight drop in 2022 and a slight increase in 2023. Academic staff numbers fell in 2023 by around 10%. [*Presentation by FTE Dean to IEP*]

The Faculty is spread over several locations including impressive laboratory facilities in the Centre for Education and Research in Transport (CERT) at Doubravice which support much of the research as well as some teaching. [*Site visit*]

There are a total of 104 full time equivalent academic staff in the faculty including 8 full professors, 22 Associate professors and 12 early career researchers. The gender balance, although around 70% male (33 women/104 academic staff), is not untypical for this field and the age profile is also fairly normal with 13 RD&I staff over 60 and 26 below 40. [*2023 figures, SER table 3.1.3*]

In research the Faculty emphasises the close connection between theory and practice. There are a significant number of applied research projects being carried out, most of which have industrial involvement. These projects are supported by the laboratory facilities within the Faculty. [*Presentation by FTE Dean to IEP*]

There are four strong research teams within the Faculty: [*Presentation by FTE Dean to IEP*]

- The Material Engineering research team
- The City Logistics research team
- The Rail Vehicles research team
- The Civil Engineering research team

All of these teams are carrying out research projects with international partners and publishing papers in international journals. [*FTE web pages*]

RECOGNITION BY THE RESEARCH COMMUNITY

3.2 Recognition by the research community

Evaluate the position of the evaluated unit in the R&D&I research community based on the facts presented in indicator 3.2 and its annexed tables (3.2.1 to 3.2.5).

Rating [1–5]:

4 - Very good

Qualitative assessment:¹

There is clear evidence that research being carried out by all four main research groups has strong recognition in the research community and this has increased since the last assessment.

Many members of staff hold or have held key positions on National and International boards and committees including:

- Membership of the international Federation for Structural Concrete (fib) Task group 5.1 – FRP reinforcement for Concrete Structures
- Membership of the EU 'Shift2Rail' Scientific Steering Group
- Membership of the Scientific Steering Group of the EU Joint Undertaking 'Europe's Rail'
- Advisor to the UIC on high-speed rail matters
- Membership of the Committee of the Microwave Technology Expert Group of CES z.s.

Members of staff are members of editorial boards of international scientific journals including:

- The International Journal for Traffic and Transport Engineering
- The International Scientific Journal Transport Technic and Technology
- The Journal of Advanced transportation
- Railway Engineering

Representatives of the Faculty also serve on the scientific boards of other universities and faculties and are members of National and International organisations.

Many staff are involved in the evaluation of national projects and project bids although the number involved in evaluation of international projects seems small.

Although assessment of publications is not part of this module it is relevant that many staff in the Faculty are publishing papers in international journals and these publications are increasingly in the journals with the highest level of impact. For example, in 2023 over 60% of publications were in Journals ranked as Quartile 1 or Quartile 2 compared with around 30% in 2015.

Overall, this aspect appears to have improved significantly since the last review in line with the growing reputation of the research being carried out in the Faculty but there is still significant scope for more staff to participate in editorial boards of journals or to take on editor/co-editor/associate editor roles. Much of this increase will happen organically and will rely on the number of invitations to participate in these activities but to some extent it can be stimulated by engagement with external research partners.

Recommendations:

Some staff are members of editorial boards for international journals and a few staff have been guest editors for special issues but, building on the improved quality of journals where FTE staff are now publishing, it would be appropriate for some key researchers to aim to take on editor or co-editor or associate editor roles for journals.

¹ Provide verbal assessment of the indicator and briefly comment on the reasons for awarding the specific rating. Follow a similar procedure for the other indicators.

Where possible more staff should take on the role of evaluator for national and, in particular, international projects.

RESEARCH PROJECTS

3.3 Research projects

Evaluate the most important research projects of the evaluated unit, especially regarding the results achieved and the application potential of the project, the proportionality with respect to the R&D&I capacities of the evaluated unit, the degree of interdisciplinarity and collaboration with other parts of the evaluated HEI, and the consistency with the declared mission and vision of the evaluated unit. Use the data from the full list of research projects and contract research activities in Tables 3.3.1 and 3.3.2 to supplement the evaluation.

Rating [1–5]:

5 - Outstanding

Qualitative assessment:

This is an area of strength for the faculty. A large number of externally funded projects have been carried out during the assessment period. The number of high-status research projects as well as their value and the quality of their outputs has continued at a fairly high level through this assessment period. Income from publicly funded projects is steady and shows slight growth. A total income of €1.25M was received as main recipient and €2.7M as co-recipient over the assessment period.

Income from contract research, at around €1.7M, makes a good contribution to the faculty but is more variable with large peaks in 2019 and 2023.

Many of the projects being carried out are strongly interdisciplinary and most of the projects include practical testing or modelling in the faculty's laboratories or in the field. Some notable examples are:

- S-Code (funded by Horizon Europe): developing new technologies for the next generation of railway switches in partnership with many national and international partners.
- European Bus Rapid Transit of 2030 (funded by Horizon Europe): involving UITP and around 50 public transport organisations from across the EU. The project is developing new concept for high-capacity buses.
- Projects funded by TAČR or the Ministry of Industry and Trade including:
 - Predictive Maintenance of Railway Superstructure
 - Wayside Diagnostics of Railway Vehicle Running gear (DiPo)
 - Josef Božek National Competence Centre for Land Transport Vehicles (JOBNAC)
 - Turnout 4.0
 - Predictive Vehicle Maintenance System
 - Increasing the Efficiency of Railway transport through Energy Optimisation in a Multimodal Mobility System
 - Intelligent Freight Transport flow management
 - Optimisation of Hybrid locomotives

For the size of the Faculty, the number and quality of research projects is impressive. Many of the projects have linked themes and contribute to different aspects of the core areas of research in the Faculty. However, the research projects cover a relatively limited number of disciplines and appear to involve a relatively small proportion of the academic staff in the Faculty (34 staff named as members of research groups out of 104 academic staff). If a greater proportion of the Faculty

academic staff were involved in key projects, the research profile of the Faculty could be significantly improved.

There appear to have been a very high number of quite small contract research projects (<€2k) including laboratory tests and analyses and expert reports. These may be justified by the need to develop links to additional industry partners or development of staff expertise or reputation but if not, consideration should be given to utilising this effort to secure and support larger research led projects for national and international funders.

Recommendations:

The relatively high number of externally funded research projects is a strength for the Faculty and staff from the four main research teams are engaged on many important research projects. Most of these are linked to key industry priorities and are applying state of the art research findings to deliver real results. With a few exceptions most of these projects are funded by National funding providers and a priority should be to build on the existing reputation of the Faculty to increase the number and size of project funded by international funders (eg EU Horizon programmes). The scope and value of the projects could also be expanded to include a wider range of the current research within the Faculty.

Increasing the relatively small proportion of academic staff involved in key research projects could potentially strengthen the growing research profile of the Faculty.

Contract research funding makes a good contribution to the Faculty income but it is unevenly distributed with high values in 2019 and 2023 over a much lower average. The Faculty should aim to even out this distribution to allow more efficient use of staff effort.

Consideration should be given to reducing the very large number of very small contract research projects and utilising this effort to secure and support larger research led projects for national and international funders.

3.4 Research results with existing or prospective impact on society

Evaluate the research results already applied in practice or intended to be applied in practice. When evaluating, consider whether the results are proportionate to the R&D&I capacities of the evaluated unit, how they contribute to the fulfilment of the mission and vision of the evaluated unit and, if stated in the self-evaluation, how the results take into account the gender dimension and sustainability. Use the data from the full results summary in Table 3.4.1 to supplement the evaluation.

Rating [1–5]:

5 - Outstanding

Qualitative assessment:

Some excellent outputs are emerging from the research activity in the Faculty and have led to tangible benefits in several areas for example:

- The development of a new bainitic steel with enhanced rolling contact fatigue is potentially very significant. The new steel was developed with the support of DT Výhybkárna a strojírna a.s. (a manufacturer of railway turnouts) which is now applying the material in its production. The material gives improved wear resistance and was also evaluated in the EU Horizon 2020 'SCODE' project.
- A new railway wheel profile (the ZK-PL-0 profile) has been developed and is being used in tram operations in Plzeň. The new profile has resulted in improved performance with a reduction in track wear and improved passenger comfort.

- An innovative radome has been developed and commercialised using non-conventional materials.
- A software tool developed under the Intelligent Freight Transport flow management project is being marketed by DIGITECH and in use by MD Logistika.

Other projects are leading to outputs that have the potential to benefit industry and the wider community for example:

- A wayside diagnostics system has been developed as part of the related research project and its additional functionality has the potential to improve safety and reduce costs for railway operators. It is understood that a trial is planned for this system.
- The Turnout 4.0 project has led to a follow up TAČR project to include moveable turnout components.
- The predictive maintenance of railway superstructures work has led to a plasma welding technique for creating a contact layer on the rails which has the potential to improve durability of rails and to reduce the risk of structural failures.
- A prototype load bearing frame for a specialised vehicle was tested as part of the Josef Božek National Competence Centre for land transport vehicle project.

The headline outputs mentioned here are impressive and world class. The further potential of the other outputs is likely to lead to additional impact in the next period.

Patents have been applied for to protect and to allow commercialisation of several of the research outcomes mentioned above:

- The new bainitic steel.
- A method for controlling the quality of a press fit joint for railway wheelsets
- A jig for fatigue testing of materials in contact

Software tools have been developed to allow users to benefit from the findings of several of the research projects:

- The time analysis of the traction power demand of railway vehicles
- A logistics emissions calculator

Pilot operation of applications:

- Intelligent management of freight transport flows
- An innovative radome using unconventional materials

These applications are in line with the stated aims of the Faculty and build on the research activity being carried out by the main research teams. The level of commercialisation related to the research activity seems to be growing.

Recommendations:

Continue to strengthen the high-quality research being carried out by the existing research groups and, where possible, additional high impact research activity should be stimulated at the interfaces between existing groups. Possible examples might include materials and vehicles; vehicles and logistics; materials and civil engineering. Depending on resources and staff expertise, consideration should also be given to setting up new research groups.

TRANSFER OF RESULTS INTO PRACTICE

3.5 Transfer of results into practice

Evaluate the effectiveness of the transfer of results into practice by the unit being evaluated. Pay attention to whether the composition of the stated users of the results or the way the R&D&I results are commercialised (if stated) is consistent with the R&D&I results produced and the mission and vision of the evaluated unit and how successful the evaluated unit is in its activities, such as attracting new users of the results, commercialising the R&D&I results and obtaining funding from non-public, non-grant sources.

Rating [1–5]:

3 - Average

Qualitative assessment:

Some examples of transfer of results into practice were given in the previous section.

Key users of the research outcomes include:

- České dráhy a.s. (Czech Railways): support has included assessment of loading and unloading sites, support in preparing the operating timetable and Railway Network Statements and in material analysis.
- Správa železnic (Infrastructure manager): support has included determination of vehicle resistance values for setting train weight limits, assessing the effects of vehicles on track damage.
- Škoda Auto a.s. where support has included testing of adhesives and other components at various temperatures, failure analysis and the evaluation of CO2 emissions and a study on the use of hydrogen for handling equipment.
- CZ Loko a.s. where support has included simulations of vehicle behaviour and the development of software
- Czech Telecommunication Office where an audit of transport time measurement has been carried out.

Funding from non-public sources is relatively low and mainly consists of donations or the gift of materials or small equipment. Excluding a very significant donation of €67k for classroom equipment in 2023 the total is €40k over the review period.

The University 'Centre for Technology and Knowledge Transfer' (CTKT) is very active within FTE. CTKT provides support at all levels of the technology transfer process. Additionally, there is now a Faculty Technology Transfer Ambassador.

The key users listed above and the type of benefit gained is appropriate to the research mission of the Faculty although, as the number of large research projects increases it would be good if the industry engagement focused more on the emerging innovations and the next generation technology being developed rather than on the more routine analysis and assessment which, although clearly beneficial to the industry partner and which enhances the relationship with the University, may take effort away from more 'blue skies' research projects. It may be that a commercial partner or spin out company might be better placed to provide the more basic testing, analysis and assessment.

Recommendations:

The Faculty is providing significant support to industry partners but the majority of this appears to be through routine analysis and testing rather than using the results from research projects. The Faculty should try to increase the transfer of innovations into industry.

The Faculty should encourage further engagement with commercial partners or setting up spin out companies to improve the transfer of research results into practice.

Funding from non-public sources appears to be very low and should be increased through additional sponsorship or in-kind support.

POPULARIZATION OF VAVAI

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

Evaluate how active and successful the evaluated unit is in the field of popularisation of R&D&I and communication with the public.

Rating [1–5]:

4 - Very good

Qualitative assessment:

The Faculty actively participates in public engagement and outreach activities aimed at both the professional and the general public.

Examples given include:

- European Researchers' night which attracts large numbers of visitors to the University. FTE participates with interactive demonstrations and exhibitions of research project outcomes at the Educational and Research Centre in Transport.
- The Pardubice University Science and Technology Fair, similar to the above with a particular focus on primary and secondary schools from the Pardubice region. Plus open days at FTE for secondary schools with expert lectures and guided tours of specialist facilities.
- The FTE Summer Day Camp for primary and secondary school students which operated between 2015 and 2022 and included hands on engineering related activities.

Plus multiple specialised seminars, lectures and podcasts to various groups including the University of the third age, the Czech Chamber of Authorised Engineers and Technicians and The Union of Czech Mathematicians and Physicists.

Recommendations:

Continue to participate in public engagement activities.

Possibly review the reach of the existing activities and identify any potential gaps and evaluate possible additional mechanisms (e.g. 'A Pint of Science').

IMPLEMENTATION OF RECOMMENDATIONS

3.7 Implementation of the recommendations in Module 3

Evaluate how the evaluated unit has reflected the recommendations from the previous evaluation of the IEP, if applicable.

If the evaluated unit has not been evaluated before, the indicator will be marked as N/A – Not Applicable.

Rating [1–5]:

4 - Very good

Qualitative assessment:

There were 5 recommendations following the previous review. All of these have been addressed by the Faculty to the extent that it has been possible.

A recommendation to deepen and possibly expand foreign contract research with other partners and to increase income from contract research with domestic partners:

There has clearly been strong effort put into securing further international funding and the involvement of the University Centre for Technology and Knowledge Transfer and the new Faculty Technology Transfer Ambassador post are examples of this. Contract research funding makes a good contribution to the Faculty income but it is unevenly distributed with high values in 2019 and 2023 over a much lower average overall. This is still an area where a strategic review of the type of contract research being carried out could bring benefits.

A recommendation to focus on more effective application of research results including patents and licences:

Although the number of patents and licences are not large the Faculty has clearly developed relationships with end users and commercial partners and in a number of areas this is resulting in very effective technology transfer and implementation of research outcomes. For example, via the development of software tools and support to produce new technological solutions or to optimise existing methods. Good examples are the new wheel profile; the novel bainitic steel; the innovative radome and the software tool being used to improve rail freight flow.

Again related to the number of patents and commercialisation, a recommendation to streamline the system of transferring research results into practice:

The Faculty has worked with CTKT to try to address this issue. The initiation of the Faculty Technology Transfer Ambassador demonstrates this commitment. This should in time increase the number of opportunities and the growing reputation of the researchers in the Faculty and the increasing number of international research partnerships will also help.

A recommendation to continue to engage in activities aimed at popularising science and engineering:

The Faculty clearly takes this issue very seriously and has initiated and participated in a wide range of public engagement and outreach activities. A new PR officer position has been established.

Recommendations:

Continue to deepen and expand foreign contract research. Consider carrying out a strategic review to ensure that all possible funding opportunities are being engaged with.

EVALUATED UNIT RATING: Faculty of Transport Engineering (FTE)

Evaluation of unit Having evaluated the individual criteria of module M3, please summarise your evaluation in the context of the module, describing and justifying the strengths and weaknesses of the unit being evaluated.	
3.1 Introductory information about the unit under evaluation	NOT RATED
3.2 Recognition by the research community	4 - Very good
3.3 Research projects	5 - Outstanding
3.4 Research results with existing or prospective impact on society	5 - Outstanding
3.5 Transfer of results into practice	3 - Average
3.6 The most important activities in the field of popularization of R&D&I and communication with the public	4 - Very good
3.7 Implementation of the recommendations in Module	4 - Very good
Average rating [1–5]:	4 - Very good
Grade [A–D]:	B
Summary assessment: There are four strong research teams within the faculty. All of these teams are carrying out research projects with international partners and publishing papers in international journals. There is clear evidence that the research being carried out by all four main research groups has strong recognition in the research community and this has increased since the last assessment. For the size of the Faculty, the number and quality of research projects is impressive. Many of the projects have linked themes and contribute to different aspects of the core areas of research in the Faculty. Some excellent outputs are emerging from the research activity in the Faculty and have led to tangible benefits in several areas. These applications are in line with the stated aims of the Faculty and build on the research activity being carried out by the main research teams. The level of commercialisation related to the research activity seems to be growing. The Faculty actively participates in public engagement and outreach activities aimed at both the professional and the general public.	
Summary recommendations: 1. Some staff are members of editorial boards for international journals and a few staff have been guest editors for special issues but it would be appropriate for more key researchers to aim to take on editor or co-editor or associate editor roles. 2. The engagement with externally funded research projects is a strength for the Faculty and staff from the four main research teams are contributing to many important research projects. Most of these are linked to key industry priorities and are applying state of the art research findings to deliver real results. With a few exceptions most of these projects are funded by National funding providers and a priority should be to build on the existing reputation of the Faculty to increase the number and size of projects funded by international funders (eg EU Horizon programmes). 3. The Faculty should continue to strengthen the high quality research being carried out by the existing research groups and, where possible, additional high impact research activity	

should be stimulated at the interfaces between existing groups. Depending on resources and staff expertise, consideration should also be given to setting up new research groups.

4. As the number of large research projects increases it would be beneficial if the industry engagement was focused more on the emerging innovations and the next generation technology being developed rather than on routine analysis and assessment. It may be that a commercial partner or spin out company might be better placed to provide the more basic testing, analysis and assessment work.
5. Funding from non-public sources appears to be very low and should be increased through additional sponsorship or in-kind support.
6. The Faculty should continue to participate in public engagement activities but should review the reach of the existing activities and identify any potential gaps and evaluate possible additional mechanisms.

SUMMARY RATING IN MODULE 3

MODULE 3 – SUMMARY RATING

After evaluating the individual units, please provide a summary evaluation of social relevance in Module 3 for the HEI as a whole. Please assess the balance of the evaluated units, how they contribute to the mission and vision of the HEI and describe the strengths and weaknesses of the HEI assessed in Module 3.

The summary rating is determined in accordance with the rules of the Methodology HEI2025+ as the average of the grades of the individual units, weighted by their size in terms of FTE staff.

EVALUATED UNIT	Grade [A–D]
Faculty of Arts and Philosophy (FAP)	B
Faculty of Chemical Technology (FChT)	B
Faculty of Economics and Administration (FEA)	B
Faculty of Electrical Engineering and Informatics (FEEl)	B
Faculty of Health Studies (FHS)	C
Faculty of Restoration (FR)	B
Faculty of Transport Engineering (FTE)	B
Summary grade	B

Summary quality assessment:

The Faculty of Arts and Philosophy (FAP) is a diversified faculty which, in its dominant field of humanities but also significantly in social sciences, represents not only a broad field for excellent teaching activities, but also a large number of high-quality scientific activities, both nationally and internationally. Excellent examples include the Center for Ethics and the Institute of Historical Sciences. One of FAP's strengths is its relationship to social and cultural policies, i.e., its concrete impact on society and the transfer of research results, including a strong role in popularization, which is fully in line with the faculty's mission to guarantee humanities and social studies. The strengths of the FAP lie primarily in its diversity, reflected in a variety of research areas and forms of societal impact. However, this diversity also carries a risk. This is not in the sense of fragmentation, which is typical given the structure of the faculty, but rather in the sense of widening the gap between the more active units and those which, for various objective reasons, are unable to achieve similar results. In this situation, the faculty management faces the challenge of ensuring a motivational and balanced environment for all units.

The Faculty of Chemical Technology (FChT) presents a strong and diverse research portfolio, with a well-balanced combination of fundamental and applied research. The faculty has demonstrated consistent success in translating research outcomes into practical applications, emphasizing societal relevance. Several faculty members are internationally recognized experts in their scientific fields, and the overall research output has a significant societal impact. Notable progress since the previous evaluation includes scientific leadership in prestigious programs such as the ERC and the establishment of a spin-off company in a strategically important domain, both of which can be considered outstanding achievements. The overall grade for FChT is “high-B,” reflecting that while further improvements are still needed to reach the level of global leaders, significant advancements have already been made.

The Faculty of Economics and Administration (FEA) has undergone a remarkable transition from a primarily teaching-focused profile to a dynamic, research-oriented institution with strong regional engagement. Its research is increasingly recognized for its societal impact, particularly in innovation and community development. International visibility and external funding remain areas for further growth. Overall, the faculty demonstrates an inclusive, forward-looking academic culture and a clearly upward trajectory.

The Faculty of Electrical Engineering and Informatics (FEEI) pursues a threefold mission: 1) training highly specialized experts in communication and radar systems, industrial automation, and information technologies; 2) building strong ties with industrial leaders in radio detection and related industries; and 3) developing high-quality research infrastructure and human resources for R&D activities. Research activities have increasingly focused on key enabling technologies in photonics, micro/nanoelectronics, artificial intelligence, advanced materials, nanotechnology, and digital security. These areas are applied across sectors such as advanced machinery, digital technologies, electrical engineering, and transport. The faculty has established a strategic scientific plan, a solid mix of national and international projects, and significant success in international education initiatives. Technology transfer is conducted mainly in collaboration with the Centre for Technology and Knowledge Transfer (CTKT). The faculty also stands out for its popularization activities and communication of R&D results to the public.

The Faculty of Health Studies (FHS) plays an important social role. It is highly active and successful in training health care personnel as well as in educating the general public. The research conducted is largely of an applied nature. A key weakness, however, lies in the relatively low international recognition of its academic staff.

The Faculty of Restoration (FR) is a fully respected educational and research institution at both national and international levels. Its focus on cultural heritage protection in the Czech Republic and abroad is based on interdisciplinary research and extensive cooperation with national and international institutions. The faculty's strength lies in applied, interdisciplinary research with direct societal impacts, often resulting in immediate and fundamental transfers of research results into the practice of tangible cultural heritage protection. Despite its relatively small size, the breadth of its activities and, above all, the practical application of its research significantly contribute to its social visibility. FR's focus is undoubtedly exceptional, and it should continue to build on this uniqueness. However, given the faculty's structure, one of the main challenges is the academic career development of FR staff, particularly with respect to associate professor positions and gender balance. This could have a positive impact on a number of areas, particularly research and its international relevance.

The Faculty of Transport Engineering (FTE) has significantly strengthened its research activity over the assessment period. It hosts four strong research groups, all of which are carrying out projects with international partners and publishing in international journals. A large number of externally funded projects have been completed during the assessment period, demonstrating strong recognition of the faculty's research in the wider community. The number, value, and quality of high-profile research projects have remained at a high level, with income from publicly funded projects showing steady growth. Some excellent outputs have emerged, leading to tangible benefits in several areas. The faculty is providing significant support to many of its industry partners but much of this appears to be through routine analysis and testing rather than using the results from research projects. The faculty should try to increase the transfer of innovations to industry. Members of the faculty also actively participate in public engagement and outreach activities targeting both professional and general audiences.

The faculties of the University of Pardubice (UPCE) differ considerably in their scientific focus and research performance. Nevertheless, a common strength across the institution is their contribution to socially relevant topics, whether in applied research, collaboration with the industrial sector, or cooperation with public administration and non-profit organisations. Several faculties demonstrate solid international visibility, attract competitive projects, and contribute to the UPCE's overall reputation, while others remain less developed in terms of international recognition and publication output. The overall research landscape of the UPCE thus presents a heterogeneous but complementary picture, with technically oriented units generally stronger in attracting grants and developing applications, and the humanities and social sciences being more active in non-economic societal impact. This diversity is consistent with the UPCE's mission and provides a balanced contribution to its strategic objectives, although further integration of activities across faculties would strengthen institutional coherence and visibility.

Summary recommendation:

For the Faculty of Arts and Philosophy (FAP), the diversity of disciplines is a strength, but balancing the representation of the different parts of the faculty remains important. Efforts should be directed toward ensuring broader participation of academic staff in professional societies, editorial boards of international journals, guest lectures abroad, and evaluation of national and European projects and programs.

The Faculty of Chemical Technology (FChT) is encouraged to strengthen its position through enhanced internationalization, including recruitment of international researchers and development of global research partnerships; further promotion of interdisciplinary initiatives; continuous investment in staff development, particularly early-career mentoring; and systematic monitoring of progress. More specifically, the faculty should broaden recruitment beyond its own graduates, provide stronger internal support for interdisciplinary project planning, and cultivate a culture of ambition to motivate staff in preparing highly competitive funding applications.

The Faculty of Economics and Administration (FEA) should build on its recent structural advances by strengthening continuity and concentrating efforts on a few flagship research themes with strong international resonance. Expanding collaboration across faculties and with international partners will further enhance visibility and impact, particularly in addressing societal challenges. Additional investment in science communication, stakeholder engagement, and support for early-career researchers will also help ensure the faculty's long-term vitality.

The Faculty of Electrical Engineering and Informatics (FEEL) is advised to maintain its positive momentum by further positioning itself in the R&D community and focusing on increasing the scale of funding, including more active pursuit of Horizon Europe projects. Attention should also be paid to ensuring sustainability of results and developing plans for increasing licensing revenues, particularly through international opportunities. Collaboration beyond transport engineering should be expanded, while existing synergies are maintained. Explicit strategies to support the promotion of women staff are recommended. The faculty should also continue its strong efforts in industrial collaboration and public communication of R&D results.

The Faculty of Health Studies (FHS) primarily provides high-quality undergraduate and lifelong education of healthcare professionals. These activities are of high societal importance. FHS needs to develop a strategy for attracting and supporting research professors, while simultaneously increasing outputs in publications, patents, project income, and international visibility. The accreditation of the new doctoral program in Health Sciences, in cooperation with FChT, is a very positive step and should be further built upon by attracting strong PhD candidates.

The Faculty of Restoration (FR) faces challenges related to its small size, including gender parity and the development of associate professors. It is recommended to strengthen inter-faculty

cooperation within the university and to consider expanding the study program, particularly in technical art history. In terms of external visibility, communication with the public should be further developed, and greater efforts should be made to increase the international profile of the faculty journal *E-monumentika*.

The Faculty of Transport Engineering (FTE) should continue strengthening its existing high-quality research groups while stimulating new research initiatives at the interfaces of current groups. Where resources allow, the establishment of new groups could also be considered. Building on its reputation, the faculty should increase its participation in international projects, especially Horizon Europe, and strengthen links with industry by focusing on next-generation technologies rather than routine analysis. Increased engagement with commercial partners or spin-out companies may be beneficial for more applied activities. Funding from non-public sources remains very low and should be expanded through sponsorship and in-kind support.

It is recommended that the University of Pardubice (UPCE) continues to build on its strengths, particularly in applied research, technology transfer and socially relevant projects, while at the same time supporting weaker units in improving their international visibility and research outputs. More emphasis on interfaculty collaboration and mobility of academic staff could foster synergies and raise the overall quality and recognition of research at the UPCE. In addition, promoting internationalisation, not only through projects but also by encouraging participation in international networks, exchanges and joint research initiatives, would help to balance the uneven performance among faculties. Strengthening support structures for grant applications and publications in high-impact journals, especially for the less research-intensive faculties, would further contribute to enhancing the UPCE's profile in the national and international research community.

EVALUATION REPORT FOR MODULES 4 & 5

HIGHER EDUCATION INSTITUTION NAME: UNIVERSITY OF PARDUBICE

COMPANY REGISTRATION NUMBER (CRN): 00216275

MODULE 4 – VIABILITY

ORGANISATION AND MANAGEMENT OF R&D&I

4.1 Organisation and management of R&D&I

Evaluate the organizational structure and setup of the R&D&I management system in relation to the size and type of the university and its mission and vision. Also consider comparisons with foreign universities of similar size and focus.

Rating [1–5]:

5 - Outstanding

Qualitative assessment:¹

The University of Pardubice (UPCE) is a well-recognized center for science, technology, and knowledge in the Czech Republic. With approximately 7.000 students, UPCE stands as a medium – sized university at the national level.

In terms of organization, UPCE is managed by the Rector, assisted by four Vice-Rectors (Education and Quality, Science and Creative Activity, External Relations and Internal Affairs), the Bursar (Administration, Finance, and Law), and the Head of the Rector's Office (Data Protection, Internal Audit and Control, etc.).

In addition, several boards participate in the management, as either executive or advisory entities.

The organization at UPCE is excellent compared to similar universities worldwide. UPCE has clearly integrated into its management strategic missions for the future, such as personal data protection, development of information technologies, technology transfer, and internal audit.

Some UPCE entities are involved more specifically in the organization and management of R&D&I. These entities belong to the Vice-Rectorates for Research and for External Affairs. They provide support to the faculties, which define their own scientific strategy. The Center for Technology and Knowledge Transfer (CTKT) implements coordination and advisory actions for the research teams. CTKT is a key factor in the development of R&D&I at UPCE. One of the best achievements was the establishment of a spin-off company, with the Faculty of Chemical Technology, dedicated to early-stage detection of cancers. In addition to providing technical support to academics for technology transfer, CTKT promotes innovation as an ambassador to the scientists and research teams of UPCE. This role is difficult to play, but it is essential to highlight research achievements with a high potential for technology transfer, including patenting. CTKT also supports new and long-standing relationships with industry, particularly in technical faculties.

External Affairs also plays an important role in the development of international collaborations in R&D&I. The ongoing Wide Across Europe program for performance in research and innovation is an outstanding achievement. With UPCE as coordinator, this program involves five European

¹ Provide verbal assessment of the indicator and briefly comment on the reasons for awarding the specific rating. Follow a similar procedure for the other indicators.

countries. Successes in ERC, ERC-CZ, and other international collaboration projects are additional indicators of the quality of research and efficiency of the management. In addition, UPCE supports the broad network of international partner institutions established by the scientists.

Recommendations:

The management and organization of R&D&I at the UPCE are excellent. The recommendation is to pursue the efforts essentially in two directions: 1) technology transfer, especially by further developing the role of “innovation ambassador” of CTKT with UPCE scientists, and 2) international collaborations, especially with high-ranking institutions.

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

Evaluate the systems/measures/tools described to stimulate high-quality science at the HEI being evaluated. In your evaluation, consider the documented effectiveness of the measures described, their impact on achieving the mission and vision of the HEI being evaluated, the realization of excellent science and the possible absence of key systems/measures/tools.

Rating [1–5]:

4 - Very good

Qualitative assessment:

The UPCE's system for the support of high-quality R&D&I projects is structured at several levels. Very important are a system for institutional funding for Long-Term Conceptual Development of Research Organizations (LCDRO), and a system for financial remuneration of individuals. Administrative support for project acquisition is provided by two offices, ORD and ODPA. There is also a flexible incentive tool for extraordinary bonuses in recognition of exceptional publications or other research achievements. The whole complex system of support works very effectively.

Institutional funding for LCDRO is efficiently distributed among specific research teams based on their achieved results and ongoing projects. This system reflects the quality of research outputs. This approach provides department, institute, and research team leaders with flexibility, allowing them to use funds effectively. The personal allowances system is in accordance with the Internal Salary Regulations of UPCE and with the internal regulation Rules of the Quality Assurance and Evaluation System of Educational, Creative and Other Related Activities. The system operates mainly at the faculty level and considers both the quality and quantity of research. Data for the assessment of academic staff are stored in the Academic Staff Evaluation Information System. This is a very complex and unique database system operating at the level of the whole university.

In addition to the financial support mentioned above, the UPCE also systematically builds a high-quality research environment and infrastructure and state-of-the-art research equipment. There are also two offices for project acquisition support: the Office for Research and Development (ORD) for national projects and the Office for Development and Project Activities (ODPA) for international projects.

The ORD supports research projects by assisting in identifying funding opportunities for research activities and providing administrative and methodological support in the preparation and submission of project applications to national funding bodies. ORD also promotes interdisciplinary and interfaculty collaboration by organizing workshops on Interfaculty and Interdisciplinary Collaboration. The ODPA provides information on funding calls, their requirements, and relevant submission platforms, as well as methodological and advisory support throughout the project cycle,

management and administration of university-wide projects, and cross-faculty initiatives. ODPa organizes training courses on project preparation, team leadership, and other related topics for early-career and less experienced academic and research staff, as well as courses on project administration and financial management for faculty-based project support staff.

Another very important support for projects at the whole university is the Internal Grant Agency, which allocates funding for specific university research through an internal competitive grant scheme. This funding primarily targets doctoral students and other early-career researchers. Support is available for exploratory research visits, participation in conferences, workshops, and internships. Each faculty has its own specific systems and rules, typically set out in internal regulations. The fundamental principles of supporting high-quality publications and excellent research teams are consistent across faculties. At the faculty level, there are internal funding instruments for support of excellent research teams, for funding proof-of-concept projects, and for providing financial support for the preparation of ERC project proposals.

At the whole university, there is a complex system for supporting research excellence. This includes project consultancy, acquisition support system, management for R&D&I transfer, personnel, data analysts, business and innovation advisors, administrative support, etc. Special support measures are in place for applicants for prestigious projects such as ERC grants. These applicants receive assistance from both the project office of their faculty and the university-wide ODPa. In the event of a successful application, further methodological support is provided for project implementation, financial management, administration, and reporting.

Based on its HR Award Certification, UPCE implements strategic documents and action plans aimed at strengthening human resources in research and development. UPCE ensures open and transparent recruitment processes and continuous support for research staff, thereby enhancing the overall work environment for researchers at UPCE.

The System of Research Stimulation for Students-Young Researchers defines support measures for early-career academic and research staff at UPCE. The primary aim is to ensure that these researchers meet both formal and discipline-specific requirements for their involvement in teaching, research, and creative activities.

The system for administrative support for research and creative activities at UPCE is provided by data analysts and Open Science support mechanisms. The university PR Office assists with public engagement and the dissemination of research results. The Centre for Technology and Knowledge Transfer (CTKT) is the UPCE's primary unit responsible for knowledge transfer and the commercialisation of research results. The operations of the CTKT team are funded through Long-Term Conceptual Development of Research Organisations' resources. These projects aim to support the commercial application of R&D&I results, including external analyses, developing functional prototypes, obtaining intellectual property protection, and marketing presentations.

The University of Pardubice also develops a system for knowledge transfer in R&D&I. These activities have been partially funded through the university-wide project "Development of a Proof-of-Concept Project Support System at the University of Pardubice". To enhance technology transfer, UPCE has introduced transparent and equitable conditions for accessing funds from the UPCE's Licensing Reserve, which supports intellectual property protection and the commercialisation of research results. UPCE has also focused on enhancing the societal impact of its research activities by optimising its technology transfer, innovation, and entrepreneurship support system. As part of this effort, UPCE has established a network of Technology Transfer and Business Support Ambassadors across selected faculties. The project "Building Systems and Capacities for the Effective Transfer of

Research and Innovation Results into Practice at the University of Pardubice” has significantly contributed to achieving this goal. A very successful outcome of these activities was the establishment of the spin-off company Lipidica.

Very important for a high-quality research environment at the whole university is the internationalization of UPCE. This is in line with the “Strategy and Implementation Framework for the Internationalisation of the University of Pardubice 2021+” and the “HR Strategy for the Development of the University of Pardubice”. The Office for International Relations offers support for international scientists in all aspects. This system is working very effectively.

Recommendations:

The system for supporting the research activity at UPCE is very complex, elaborated in detail, and covers all aspects of this area. The way the institutional fundings are distributed to individual scientific teams and scientists is fair. It includes a high degree of motivation to achieve excellent research results. For the last five years, the whole system has been working very effectively with remarkable achievements even at the international level. It is important to continue these activities.

What we appreciate is a very effective system for continuous monitoring of individuals and units of the university. What could be recommended is to analyse why some faculties are less successful and spread successful examples to all faculties. It is also recommended to deepen the internal research evaluation system so that it can be used for the evaluation of PhD candidates as well.

4.3 Quality control system for R&D&I environment

Evaluate the described internal and external evaluation system in terms of its quality, effectiveness and suitability for the HEI.

Rating [1–5]:

4 - Very good

Qualitative assessment:

Internal quality control follows a framework for research activities that establishes fundamental principles for research funding at the University level. Overall rules of quality assurance apply and include assessment of creative and other related activities. This is implemented at the Faculty level through individual annual assessment meetings with staff and formal evaluations and annual plans. The process is overseen by a University level “Internal Evaluation Board”.

External quality control involves input from advisory boards including a scientific board and an international scientific council. Individual Faculties also have specific external advisory boards.

Recommendations:

Overall this seems to be a well-structured and effectively implemented process.

Some external benchmarks for quality assurance would be helpful, for example, by giving staff up-to-date guidance on the quality of publications and other outputs.

4.4 Sustainability and resilience of R&D&I

Evaluate the described system of measures for sustainability and resilience of R&D&I in terms of their quality, effectiveness or possible absence of key measures.

Rating [1–5]:

5 - Outstanding

Qualitative assessment:

UPCE's strategic document, "Sustainable Development Strategy of the University of Pardubice", provides the initial framework for the sustainability and resilience of R&D&I. This document is linked to domestic and international standards and recommendations, providing a binding framework for the entire university. This approach is consistent with the way UPCE sets up the internal management processes of its research organisation. Similarly, UPCE has clearly defined key areas for sustainability and resilience in the development of R&D&I. These relate to its own research, development and creative activities; cooperation; the impact of R&D&I activities on society; environmentally friendly practices within university management; and the maintenance of an ethically and socially safe environment.

This general framework is presented through a series of specific strategies and tools that have been established at UPCE (HR Strategy; Equal Opportunities Plan; Code and the UPCE Ethics Committee; Code of Good Research Practice of the University of Pardubice; Concept for Supporting Early-Career Researchers; SAFE UPCE Initiative; APUPA Advisory Centre; Career Centre; UPCE Ombudsperson and Whistleblowing Policy; ALMA Centre for students with specific needs or disabilities). This conceptual framework is implemented through concrete initiatives, such as supporting student projects, identifying energy-saving measures and promoting biodiversity in UPCE complexes, etc.

UPCE also has a well-developed concept for data protection and sharing. This system is overseen by a dedicated university-wide unit, the Center for Information Technology and Services (CITS), and the university operates a specific intelligence system. UPCE has also developed an institutional repository (the Digital Library of UPCE) that has systematically stored the records and full texts of published research outputs since 2016.

The institutional strategy for open science and its UPCE policy are also well established. It is based primarily on the document "Open Science System at UPCE" and other university documents that support the open science system in accordance with national and international legal and conceptual documents and frameworks. Since 2023, the concept of open science has also been clearly visible on the university library's website, where detailed information on open access policies is available to researchers and project teams.

The transfer of knowledge and technology into practice is significantly and systematically connected with the Centre for Technology and Knowledge Transfer (CTKT), which seeks collaboration opportunities with industry. The UPCE's first step is to meet with industry partners, and it follows the University's Strategic Plan programmatically.

Personal data protection and intellectual property rights are clearly among UPCE's significant priorities, as the company recognises the seriousness of these issues. The GDPR is reflected in internal regulations and documents, and employees are well informed about this issue through training. UPCE requires the protection of this data within the framework of contractual obligations, including with external partners.

Recommendations:

The University of Pardubice has a well-established institutional framework for the sustainability and resilience of R&D&I. However, the large number of standards, agendas and strategic frameworks could potentially lead to a complex and fragile system in which declaratory rhetoric misses the mark in terms of concrete implementation of the given tools. While these are well defined and the system is solidly set up in all aspects, bureaucratisation and the formalisation of processes may be a risk potentially. Therefore, the university authorities must not only supervise but also engage in consistent self-reflection and ongoing verification of the practical application of this policy. The mechanisms are correctly set up, and it will be crucial to maintain their functioning.

It is essential to maintain a stable and predictable environment in which all sustainability and resilience of R&D&I agendas are clearly communicated, both within the university and externally.

PERSONEL POLICY

4.5 Structure of human resources

Evaluate the described structure of human resources at the evaluated HEI in terms of age composition, degree of internationalization, distribution by job classification, and gender balance. For the assessment, use the data from the annexed tables 4.5.1 and 4.5.2; it is also possible to draw on the more detailed staffing data presented in indicator 3.1 of the self-evaluation reports for the evaluated units.

Rating [1–5]:

3 - Average

Qualitative assessment:

The total number of employees has declined due to decreased institutional funding. However, since the staff reductions were implemented evenly across all employee categories, the structure of the academic staff remained essentially unchanged.

The ratio between research and teaching duties of the academic staff reflects the faculty vision; this ratio is highest for the Faculty of Chemical Technology (63%) and the lowest for the Faculty of Health Studies (14%); the former is of good international level, while the latter – focusing almost entirely on teaching – is too low for an academic institute.

In the professor and associate professor categories, the average age remained unchanged, and very high. For example, among the professors, more than 30% are over 70 years old. Since the overall funding is not foreseen to significantly increase, the policy that there is no retirement age means that the promotion prospects of younger scientists in their academic path are limited. For example, more than half of the assistant professors are in the age group of 40-49 years, which is quite high. Postdoctoral position was only recently formally adopted.

In the previous evaluation period (2014-18) the number of international staff had shown a significant upward trend; for the latest evaluation period this level has stabilized. However, this levelling off cannot be considered fully satisfactory, as the numbers are still very low. For example, among the different professor levels (full, associate, and assistant), the percentage of foreign staff is less than 5%.

Finally, the increasing numbers of female assistants and assistant professors should be mentioned as a positive trend.

Recommendations:

- Create opportunities for top young researchers for earlier promotion.
- Find effective measures to decrease the average age of professors.
- The positive trend of increasing foreign academic staff in the previous evaluation period should be continued.
- The postdoc system should be strengthened.
- Faculties with the lowest investment in research so far should be encouraged to invest more in research (of competitive international level).

4.6 Academic and Research Careers

Evaluate the described system for the recruitment and career development of academic and research staff. Evaluate the system in terms of its quality and effectiveness, as well as the potential absence of key elements.

Rating [1–5]:

4 - Very good

Qualitative assessment:

The University of Pardubice has developed a comprehensive and internationally aligned system for academic and research careers, anchored in European standards and strategic alignment with the Bologna Process, ERA principles, and Open Science. The system exhibits strong foundations and remarkable achievements. However, some areas would benefit from further development and broader implementation to ensure consistency across faculties and disciplines.

The institution holds the HR Excellence in Research Award (renewed in 2023) and has implemented the HRS4R framework, OTM-R policy, and a Gender Equality Plan (2022–2025). Structured mentoring, a University Doctoral School (established in 2023), and career tracking mechanisms have been implemented. The planned Return Programme (Návraty) is a promising initiative to support reintegration after parental leave or illness.

Recruitment and Career Development

Recruitment processes are public, transparent, and non-discriminatory, with international visibility through EURAXESS and discipline-specific boards. Principal investigators lead recruitment, with selection based on qualifications, research achievements, and future potential.

Career development is supported through mentoring (individual, peer, structured), soft-skills training, research ethics, academic writing, and performance-based remuneration. Annual evaluations and support for academic promotion (habilitation, professorship) are standardized across faculties.

Support for Early-Career Researchers

Early-career researchers are integrated into research teams and benefit from proof-of-concept funding and tailored programmes. Career progression is systematically evaluated and monitored. However, the visibility of these programmes could be improved, and more structured onboarding and mentoring for international early-career researchers would strengthen the system.

Internationalisation

UPCE actively promotes internationalisation through PhD programmes in English, cotutelle and joint degrees, as well as mobility schemes. International research teams participate in ERC and Horizon Europe projects. Dedicated support services are available for international staff and students. The integration support for international staff could be expanded, particularly in terms of onboarding, language assistance, and social inclusion.

Technology Transfer and Societal Impact

The Centre for Technology and Knowledge Transfer (CTKT) coordinates licensing, IP protection, and commercialisation. Faculty ambassadors and a commercialisation board foster industry partnerships. Spin-offs (e.g., Lipidica) and contract research are active, with growing potential beyond STEM fields. While the infrastructure is strong, the uptake in non-STEM faculties is limited, and further cross-disciplinary engagement is encouraged.

Recommendations:

- Expand mentoring programmes across all faculties, especially for international employees and early-career researchers.
- Provide examples of career paths and adaptation models to illustrate how the system is effective
- Clarify and strengthen sabbatical policies and make statistics, including reintegration and support after the leave.
- Improve visibility of career development tools, such as career codes and reintegration programmes.
- Monitor and publish results of HR policies, including gender balance, contract chaining, and career progression metrics.
- Enhance support for international staff, including onboarding, language support, orientation, and integration into academic life.

4.7 Gender equality measures

Evaluate the gender equality measures described in self-evaluation. Evaluate the measures in terms of their quality and effectiveness, as well as the potential absence of key measures.

Rating [1–5]:

5 - Outstanding

Qualitative assessment:

The University of Pardubice has established a comprehensive, multi-layered, and coherent framework to advance gender equality across all core academic and administrative functions. The 2022-2025 Gender Equality Plan is well aligned with the institution's broader strategic goals and international standards, notably through the HRS4R process and the HR Excellence in Research Award.

The measures cover all key dimensions: recruitment, promotion, governance, pay equity, work-life balance, and prevention of misconduct. Particularly notable is the proactive support for parenting and flexible work arrangements, as well as the institutionalisation of a dedicated ombudsperson role and the SAFE UPCE initiative. These efforts reflect a culture of inclusiveness, responsiveness, and long-term commitment.

While challenges remain in achieving full gender parity in some senior academic roles, the progress in increasing female representation, especially at vice-dean and senior administrative levels, is tangible. The institutional approach is strategic, data-informed, and backed by leadership engagement, placing UPCE at the forefront of gender equality efforts in its context.

Recommendations:

UPCE is encouraged to continue promoting gender balance in the top academic and governance positions, particularly among deans and full professors. Expanding targeted mentoring and leadership development for women researchers would support this goal. In addition, encouraging each faculty to develop its own tailored action plan, aligned with the university-wide Gender Equality Plan, could help translate institutional commitments into concrete, context-specific measures across all academic units.

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

Evaluate the described mobility of academic and researcher staff. Pay attention to whether the evaluated HEI achieves the set objectives, whether the mobility objectives are appropriately set for the HEI and whether the strategies in place lead to their achievement or help remove existing barriers to mobility.

Rating [1–5]:

4 - Very good

Qualitative assessment: The University of Pardubice supports mobility considering its secondary effects such as involvement in international projects, strengthening strategic cooperation, achieving excellence in publications, co-authorship, and the organisation of international conferences. It is compulsory for doctoral students to make long-term international visits, with funds coming from Erasmus+ and other programs. Mobility agreements have been achieved with 320 foreign institutions in 46 countries. Employees take 400–500 trips each year lasting more than four days. The employees are constrained by teaching duties and the availability of funding for carrying out the trips. Hundreds of visits are made by international researchers with funds from Marie Skłodowska-Curie Fellowship and Erasmus+. For example, the Centre for Ethics has hosted dozens of international doctoral students, postdoctoral researchers, and senior scholars, who engage in public outreach activities, research seminars, conferences, and teaching. The international visits both ways result in common publications. UPCE is an active participant in the EURAXESS network. Examples of incoming and outgoing mobility for both genders are provided, which is positive.

Recommendations: It is not clear whether UPCE stated whether the number of visits is made mainly by doctoral students, postdocs and/or faculty. Fruitful incoming and outgoing mobility examples are given, and doctoral students receive financial incentives if they write their thesis in English and under dual supervision. It is also stated that some mobility opportunities are funded in line with research priorities through individual research projects. This raises a question about individual staff growth possibilities through mobility, particularly for faculty with higher teaching loads and a smaller number of research projects. It is suggested that for faculty with fewer mobility opportunities but with mobility interest, incentives for mobility are created. It is also suggested that a list of international projects, strengthened strategic cooperation, achieved excellence in publications, co-authorship, and the organisation of international conferences should be made available to understand the actual outcomes of international mobility.

RESEARCH INFRASTRUCTURE

4.9 Research infrastructure

Evaluate the system described for the acquisition/optimisation of core facilities and other equipment and their renewal. Evaluate the system in terms of its effectiveness and suitability for the HEI. Also consider the system for sharing instruments and equipment, including core facilities and equipment of evaluated units. Use the data in Annex Table 4.9.1 to support your evaluation.

Rating [1–5]:

4 - Very good

Qualitative assessment:

Research teams and research centers operate an extensive network of equipment at UPCE. There are three research centers: the Centre for Ethics as Study in Human Value (FAP), the Training and Research Centre in Transport – TRCT (FTE), and the Center for Materials and Nanotechnologies – CEMNAT (FChT).

With a complete panel of state-of-the-art equipment dedicated to the characterization of materials, CEMNAT is a key research center at UPCE. CEMNAT is an open-access infrastructure, listed on the

Roadmap of Large Research Infrastructures. The center hosts 24 shared instruments, with an average of 240 research requests per year during 2020–2024. Requests are from UPCE, other Czech universities, and international users. CEMNAT benefits from strong international recognition and is regularly a laureate in national and European scientific programs.

TRCT, which operates as part of FTE, houses laboratories and classrooms equipped with specialized technology. TRCT provides state-of-the-art laboratory facilities for teaching at FTE and serves as a hub for experimental activities in research projects and commercial research.

Research centers strongly contribute to the quality of science at UPCE.

Financial resources for the acquisition and renewal of costly instruments originate from UPCE (institutional support grant for Long-term Conceptual Development of a Research Organisation) and from research projects. The system for financing instruments depends on the funding source.

When acquiring such instruments using UPCE institutional support, the UPCE's Executive Board allocates financial resources to faculties, according to the quality of each faculty's R&D&I outputs, as evaluated in the previous period. In addition, the faculty size, the strategies of UPCE, faculties and research centers, and the anticipated impact of financial support are considered.

The allocation of financial resources from European structural funds follows the specific call conditions set by the funding provider.

Each faculty/center has developed its own system for the use and sharing of equipment. The sharing of equipment is subject to the conditions attached to the financial resources from which the equipment was acquired. When permitted by legislation, faculties offer equipment and related services to industry partners through subcontracting, contract research, or payment for supplementary activities. Sharing equipment between faculties is based on mutual agreement. A good example is the TESCAN Scanning Electron Microscope, with an approximate sharing ratio of 70% FTE / 30% FChT. Most of the acquired equipment is utilized for both R&D&I activities and education.

The policy implemented at UPCE for the acquisition of scientific equipment is efficient, as evidenced by the large number of state-of-the-art scientific instruments operated by faculties and research centers. When appropriate, equipment sharing is well considered. A number of items of equipment are shared between faculties, open to external users (including international users), or utilized for educational purposes. Maintenance and replacement of equipment are also well accounted for, thanks to institutional and external funding. The entire process, from acquisition to usage of scientific equipment, is robust, as shown by the continuous development of faculties and research centers in the last ten years.

Recommendations:

- The replacement of expensive equipment should be planned well in advance, to secure the viability of scientific infrastructures.
- Research centers should be used even more to promote, at the international level, the high-quality science produced at UPCE.

FINANCES

4.10 Budget and structure of financial resources

Evaluate the budget and financial resource structure of the evaluated HEI in terms of its suitability for the HEI, i.e. whether the financial resource structure is appropriate for the size and type of the evaluated HEI. You should also pay attention to the ability of the evaluated HEI to attract prestigious research projects. Use the data in the annexed tables 4.10.1 to 4.10.5 to support your evaluation.

Rating [1–5]:

4 - Very good

Qualitative assessment:

The total budget of the University of Pardubice was relatively stable during the evaluation period. In 2024, it was EUR 264.6M; of this FAP EUR 24.9M, FR EUR 7.4M, FChT EUR 106.1M, FEA EUR 20.3 M, FTE EUR 28.0M, FEEI EUR 16.8M, FHS EUR 16.1M (remaining EUR 44.8M are other units of the university). These data confirm significant differences in the size of individual faculties. On the other side, the proportion between Czech-public, foreign-public, and non-public resources at individual faculties is relatively constant (95 %, 3 % and 2 % respectively). Approximately half of the expenditure (48 %) was covered by grants provided by the Czech Ministry of Education, Youth and Sports, devoted to funding educational activities. Approximately 44 % of non-investment funding was used for R&D&I activity. Financial resources from other income sources are in the range of 8 %. According to the evaluation report, the structure of resources for research at the University of Pardubice was 67 % for basic research, 19 % for applied research, and 14 % for innovation. This is relevant for the research university.

Non-investment financial resources for R&D&I are allocated as follows: institutional support for long-term conceptual development of research organisations (LCDRO) was 45 %, projects funded by national providers (17.5 %), projects funded by international providers (8.2 %), support for large research infrastructures (5.1 %), specific research primarily related to the scientific, research, and creative activities of doctoral students (3.8 %), contractual research (3.5 %). According to the evaluation report, basic research was 65 %, applied research 20 % and innovation 15 %.

The most important achievement in the 2020–2024 period was a significant increase in funding from international providers, which clearly demonstrates the ability of the University of Pardubice to successfully compete at the international level. While revenue from international projects amounted to approximately EUR 150.000 per year in 2020, 2021, and 2022, it reached EUR 300.000 in 2023 and EUR 3.1M in 2024. It is a very remarkable achievement.

Financial resources from the Czech providers (namely, Czech national grant agencies) are EUR 6.4M per year as a beneficiary and EUR 1.8M per year as another participant.

From the perspective of organisational units of the university, non-investment financial resources for R&D&I are allocated as follows: FChT (61.5 %), FAP (11.1 %), FTE (8.2 %), FEA (3.3 %), FEEI (4.7 %), FR (2.4 %), and FHS (0.7 %). This distribution does not correspond directly to the size of the faculty; it reflects specific differences in the focus of each faculty.

The quality of grants is impressive. There are the best examples. Really exceptional at the level of the whole Czech Republic is EU/ERC Advanced Grant, FChT, Prof. Holčápek, 2023–2028 – “Oncolipidomics: Why is Lipidomic Dysregulation Pattern in Blood Similar for Various Cancers?” The project develops new methods for cancer detection and contributes to the development of pharmaceuticals designed to address dysregulated pathways. It led to new methods for the

detection of pancreatic cancer, covered by international patents. Currently, a spin-off company of the university, Lipidica has been established.

Another very successful project from FChT is the project MADRAS – New Materials and Processing in Organic Electronics (EU/Horizon 2020, FChT, Assoc. Prof. Syrový, 2020–2023). This multidisciplinary project has wide applicability to the development of printed structures for sensor applications in monitoring food storage conditions and sensors for the automotive industry.

Project HELMET – EGNSS High Integrity Layer for Multimodal Eco-Friendly Transport (Horizon 2020 – Collaborative Projects, FEEL, 2020–2023, 2024–2027) focused on the utilisation of EGNSS satellite systems to develop safe mobility applications enabling highly accurate and integrity-assured vehicle positioning services. This is essential for autonomous vehicles, railway safety, and surveillance systems for road and rail infrastructure. The follow-up project aims to accelerate the adoption of the European Global Navigation Satellite System for an efficient and competitive. This project is a key step towards safety-critical railway applications and has contributed to the development of innovative solutions.

The project Combatting Self-Righteousness: a Vice of the Digital Age (ERC CZ, 2024–2028, Faculty of Arts and Philosophy), is based on moral philosophy and the sociology of digital media cultures and addresses a significant ethical challenge: mainly our ability to coexist with mutual understanding and respect for differing views.

Recommendations:

The University of Pardubice has a budget corresponding to the size of the university (number of students) and its activities in research and innovation. Practically half of the non-investment money is related to educational activities, and half of the money is obtained from grants for research and development. In the case of financial resources for research, we really appreciate that 45 % of the financial resources are from the program for long-term conceptual development of research organisations. The second half is based on project (grant) money. From these, one-third is from international grant agencies. It is a very good proportion for a research university. We recommend continuing with this balanced system of financial resources for research.

Another recommendation is to continue and extend the system for the financial motivation of employees and further expand the administrative and logistic support for preparing international grant applications.

4.11 Rules for the use of institutional support for the LCDRO

Evaluate the strategy described and the rules for the use of institutional support for the LCDRO. In your evaluation, consider the effectiveness of the implemented strategy and policies and whether they contribute to the mission and vision of the HEI.

Rating [1–5]:

4 - Very good

Qualitative assessment:

Institutional support for LCDRO is very significant, accounting for around 45% of non-investment financial resources allocated to research. Internal funding is allocated to faculties without major bidding requirements and is targeted at highly performing teams and individuals as well as at nurturing young researchers.

Allocation of funding to faculties is based on performance, following published rules and an analysis of income over a rolling 10-year period (from 2009 to 2019 in the latest round). Additional support is available for early-career researchers.

Funding can be used by staff in different ways and according to faculty procedures, for example, to reduce teaching load or to enhance salary.

Strategic decisions on research priorities are made at the faculty level and informed by advisory boards and other bodies.

Recommendations:

The strategy, including support for early-career researchers as well as successful teams and individuals, is sensible and seems to be delivering growth in many areas.

The light-touch bidding process means that staff effort is used efficiently, but the UPCE should ensure that this process is transparent and that the views of all staff are sought in assessing the effectiveness of generating an effective research culture.

NATIONAL AND INTERNATIONAL COOPERATION

4.12 Significant collaborations in R&D

Evaluate listed examples of significant R&D&I collaborations with respect to the effectiveness of the collaborations established, their proportionality and appropriateness to the type of HEI and its mission and vision.

Rating [1–5]:

4 - Very good

Qualitative assessment:

UPCE's cooperations are based on its involvement in a wide-ranging network of national and international structures covering a variety of industries, public institutions, and research organisations. UPCE fulfils its key research and innovation goals through its partnerships, which cover a number of important areas. This cooperation aligns with the specific focus of individual faculties, enabling the partnership to span a broad spectrum, from the sciences to the humanities and social sciences.

International collaborations are key, such as, e.g., the work carried out by FChT with the University of Naples Federico II in Italy (focuses on urgent social issues related to damage prevention in earthquake analysis). FChT also cooperates with several European universities and research institutions on several Horizon Europe and Horizon 2020 projects and has formed strategic partnerships with a number of French universities as well. The common principle of transferring the research results into practice is also behind FR's long-term collaboration with German research institutions. However, FAP's international network of contacts also applies, especially to its Centre for Ethics as a Study of Human Values.

The same applies to UPCE's cooperation with national institutions, which is based on the transfer of very specific research results and knowledge into practice. One example of this is the collaboration in medicine and the medical industry, which connects the FChT with a number of private and public institutions, particularly healthcare ones. The FChT's network of contacts in the field of nanotechnology is also important. The circle of partners for FTE is significant as well, with key partners ensuring the application of research results in practice, including organisations such as České dráhy (Czech Railways) and the automotive industry (Škoda Auto).

From a different perspective of social-cultural impact, the cooperation between FR and the National Heritage Institute in Prague regarding the protection of specific examples of tangible cultural heritage is fundamental and unique. In the case of FAP, establishing links with institutions in the Pardubice Region involved in the child protection system is important.

The positive element of UPCE is that it involves all its units in different structures of cooperation. This diversity allows it to form and maintain partnerships across government, public administration, industry, and civil society organisations.

Recommendations:

- Maintain and strengthen existing partnerships and seek new opportunities for collaboration.
- Keep a balance between international and national institutions with which partnerships in the field of R&D&I are established.
- Encourage faculties, especially those with less developed networks, to seek out more opportunities for collaboration.
- Make effective use of the mechanisms that the university has systematically set up for the purpose of collaborative exchanges.

STUDIES

4.13 Doctoral studies

Evaluate the described organisation of doctoral studies. Pay attention to the setup and quality of the processes, as well as their effectiveness through basic statistics, such as drop-out rate or data on the future career of graduates.

Rating [1–5]:

4 - Very good

Qualitative assessment:

The University of Pardubice offers doctoral degree programmes in nine study fields. The PhD programmes have well-established subject advisory boards with external members. The close industry collaboration of many of the programmes (particularly those of the technical faculties) is evident and highly commendable.

The number of PhD students varies significantly between the different faculties; regrettably, for some of the faculties, the doctoral education contribution is only marginal. Another issue that should receive more attention in the future is the still quite low number of international PhD students (around 25% on average). A positive fact is that most of the doctoral programmes are accredited in English. Also, the number of cotutelle (jointly supervised) students shared with foreign universities has increased during the evaluation period.

There are some evident barriers (not necessarily directly depending on the university's own policies and measures) to the enrollment of foreign students in the PhD programmes; these include immigration policy measures and complicated visa procedures. Also, the relatively low financial compensation provided for doctoral students in the Czech Republic in general makes the country less attractive for some international PhD student candidates. Here, the seamless support from the International Office and the Centre for International Mobility is important.

The recruitment of international PhD students is primarily conducted on an individual basis, built on existing international collaboration relations of the senior researchers/departments. Some of the research groups may be more successful than the others in attracting top foreign students, depending on the supervisor's international reputation and visibility.

Since 2023, a centrally organized Doctoral School has been implemented to support newly enrolled doctoral students in practical aspects. Doctoral projects are closely integrated with senior researchers' projects, ensuring that the doctoral students are involved in cutting-edge research and that their research is productive and of a high scientific and technological standard. A highly commendable practice is that a long-term stay abroad is a mandatory part of all doctoral study plans.

Through the International Grant Agency (IGA), financial resources are distributed to doctoral research projects via the Student Grant Competition (SGS). All full-time doctoral students receive a basic institutional monthly stipend of ca. EUR 450. Then, each faculty applies its own incentive-based criteria to determine additional scholarship payments, depending on the students' academic performance and research progress. Doctoral students also compete for additional funding through the Student Grant Competition; this is an important incentive to encourage the students' academic development. The aim of UPCE is to guarantee a minimum of ca. EUR 1000 payment for each doctoral student, which hopefully can be fully implemented in the near future.

The PhD graduates are well-educated and trained within the doctoral programmes, and many of them are willing to pursue academic/research careers. The UPCE's Career Centre provides the PhD students with valuable support for a smooth transition into the job market. For those aiming at a career in academia, a clearly outlined career path that would be in line with international standards. Presently, the first step – the postdoctoral position – is not clearly defined.

Recommendations:

- Motivate the research groups to intensify their efforts to recruit top PhD students from abroad, by providing continuous administration support and also – if possible – some financial incentives.
- The long-term stay abroad is already a mandatory part of all doctoral study plans; however, it is not clear if this has also been realised in practice. A recommendation here is to organize informal seminars or similar events in which the PhD students could share with their peers the positive experiences they have from their stays abroad.
- The aim of UPCE to guarantee a 1000 EUR payment for each doctoral student should be fully implemented in practice.
- Implementation of a clearly defined postdoctoral position is recommended.

IMPLEMENTATION OF RECOMMENDATIONS

4.14 Implementation of recommendations in Module 4

Evaluate how the HEI has reflected the recommendations from the previous evaluation of the IEP, if applicable.

If the HEI has not been evaluated before, the indicator will be marked as N/A – Not Applicable.

Rating [1–5]:

5 - Outstanding

Qualitative assessment:

The University of Pardubice responded to the recommendations of the previous International Evaluation Panel by developing a coordinated strategy at several levels. Implementations are monitored at faculties and central levels, based on reporting, policy updates, and institutional tools.

Key areas of progress include:

- Technology Transfer and Commercialisation: The restructuring of the Centre for Technology and Knowledge Transfer (CTKT), the introduction of Innovation Ambassadors, proof-of-concept funding, and a licensing reserve have significantly strengthened the

commercialisation capacity of UPCE. The establishment of spin-offs (e.g., Lipidica), patenting activity, and over CZK 45 million in contract research revenue reflect solid outcomes.

- **Interfaculty and Interdisciplinary Collaboration:** Joint doctoral programmes (e.g., FHS & FChT), interfaculty TA CR projects, and cross-disciplinary research initiatives (AI, heritage, architecture, sociology) demonstrate a proactive approach to bridging isolating research and promoting innovations.
- **Internationalisation:** UPCE has expanded its participation in ERC, MSCA, Horizon Europe, COST, and bilateral projects. International staff and student mobility has increased, supported by PhD programs in English and active engagement in international research consortia.
- **Research Excellence and Career Development:** Support for excellent and junior research teams, motivations for Q1/Q2 publications, annual evaluations, performance-based remuneration, mentoring, sabbaticals, and the renewed HR Excellence in Research Award (2023) reflect a mature and developing research environment.
- **Societal Impact:** Research findings have been implemented in legislation, healthcare, public policy, regional development, digital transformation, sustainable mobility, and heritage conservation, demonstrating the commitment of UPCE to relevance and public engagement.
- **Gender Equality and Work-Life Balance:** The Equal Opportunities Plan (2022–2025), flexible contracts, baby-friendly campus, ombudsperson, and SAFE UPCE initiative contribute to a supportive and inclusive academic culture.
- **Sustainability and Open Science:** The Sustainable Development Strategy (2024–2030), Centre for Sustainable Development, green infrastructure, and digital transformation initiatives align with national and EU priorities. Open access policies, institutional repository, and plans for trusted digital repository certification further enhance transparency and accessibility.
- **Quality Assurance:** The Internal Evaluation Board, external advisory bodies (IEP, Scientific Councils), benchmarking, and compliance with national/EU standards ensure robust oversight and continuous improvement.
- **Funding and Institutional Tools:** Diversified funding sources, transparent allocation, targeted support for priority disciplines, and project office support are complemented by strategic documents (e.g., Strategic Plan, Codes of Ethics, HR/Gender/OTM-R policies, Proof-of-Concept Plan, and guidebooks for international staff/students).

Recommendations:

- Continue monitoring the effectiveness of implemented actions and measures through external benchmarking and stakeholder feedback.
- Expand interdisciplinary initiatives to include underrepresented fields and promote broader societal engagement.
- Strengthen visibility and accessibility of institutional tools and support mechanisms, especially for international and early-career researchers.
- Ensure sustainability goals are integrated into all levels of research planning and infrastructure development.
- Maintain momentum in commercialisation, particularly in non-STEM disciplines, through tailored support and motivations.

MODULE 4 RATING

MODULE 4 – SUMMARY EVALUATION

After evaluating each indicator, please provide an overall evaluation of Module 4. Assess the overall state of the research and institutional environment and the quality of the internal processes of the HEI. Consider whether and how the set processes contribute to the fulfilment of the HEI's mission and vision.

The aggregate grade is determined in accordance with the rules of the Methodology HEI2025+ as a simple average of the scores for each indicator.

INDICATOR	RATING [1–5]
4.1 Organisation and management of R&D&I	5 - Outstanding
4.2 System of support for a quality R&D&I environment and incentive measures for quality science	4 - Very good
4.3 Quality control system for R&D&I environment	4 - Very good
4.4 Sustainability and resilience of R&D&I	5 - Outstanding
4.5 Structure of human resources	3 - Average
4.6 Academic and Research Careers	4 - Very good
4.7 Gender equality measures	5 - Outstanding
4.8 Mobility of academic and research staff (including sectoral and inter-sectoral mobility)	4 - Very good
4.9 Research infrastructure	4 - Very good
4.10 Budget and structure of financial resources	4 - Very good
4.11 Rules for the use of institutional support for the LCDRO	4 - Very good
4.12 Important collaborations in R&D&I	4 - Very good
4.13 Doctoral studies	4 - Very good
4.14 Implementation of recommendations in Module 4	5 - Outstanding
AVERAGE RATING	4 - Very good
GRADE [A–D]	B

Summary assessment:

The University of Pardubice (UPCE) has developed a comprehensive and well-structured system for managing, supporting, and evaluating research, development, and innovation (R&D&I) activities. The overall organisation of UPCE demonstrates a clear strategic vision, efficient governance, and transparent internal structures that enable effective coordination between central management and individual faculties. Strategic leadership is strong, with clearly defined responsibilities and processes that ensure quality, accountability, and long-term development across all levels of the institution.

UPCE operates an integrated support framework for research excellence that includes well-established project offices, internal grant mechanisms, and targeted institutional funding. The system for distributing Long-Term Conceptual Development of Research Organisations (LCDRO) funding is transparent and performance-based, ensuring that resources are allocated fairly to high-

performing teams and individuals. Financial stability has been maintained throughout the assessment period, with an impressive increase in international funding, reflecting UPCE's growing competitiveness on a global scale. UPCE also demonstrates an efficient balance between basic and applied research, and strong performance in technology transfer through the Centre for Technology and Knowledge Transfer (CTKT).

Internal and external quality assurance mechanisms are robust. The Internal Evaluation Board, together with advisory and scientific councils, ensures regular monitoring and evaluation of research activities. The implementation of the HR Excellence in Research Award, Gender Equality Plan, and Open Science policy has further strengthened UPCE's commitment to transparency, inclusiveness, and sustainable research development. Institutional frameworks for sustainability, data protection, ethics, and intellectual property management are well established and reflect a mature and responsible research environment.

UPCE has made significant progress in developing its human resources and career systems, supported by the HR Award, structured mentoring, and the recently established Doctoral School. The university provides comprehensive support for early-career researchers, promotes international mobility, and encourages interdisciplinary collaboration. Despite progress, challenges remain regarding the ageing academic staff, limited numbers of international researchers, and variability in research intensity across faculties. Nevertheless, the institutional approach to human resource development and gender equality demonstrates strategic foresight and alignment with European standards.

Research infrastructure is of a high standard, with several state-of-the-art centres such as CEMNAT, TRCT, and the Centre for Ethics, which play a crucial role in advancing research quality and visibility. The sharing of equipment and collaboration between faculties are well organised and contribute to efficient use of resources. Partnerships with industry, public institutions, and international universities are well established and contribute significantly to both applied research and societal impact.

Doctoral education at UPCE shows a clear structure, internationalisation, and growing quality. The integration of PhD projects into broader research teams, mandatory international stays, and competitive internal funding schemes (e.g. Student Grant Competition) provide a solid foundation for the next generation of researchers. The university's Career Centre supports graduates in transitioning to research and professional careers.

Overall, the University of Pardubice demonstrates a coherent, well-functioning, and continuously improving R&D&I system, aligned with European best practices. The combination of strong institutional frameworks, dedicated support structures, financial stability, and international engagement provides a solid base for further growth. Continued efforts to strengthen internationalisation, expand interdisciplinary initiatives, and enhance the visibility of non-STEM research will help UPCE sustain its momentum and consolidate its position as a competitive and socially relevant research university.

Summary recommendations:

The University of Pardubice (UPCE) has built an efficient and coherent research management system, but several areas offer potential for further strengthening and consolidation. Based on the overall analysis, the following strategic recommendations are proposed.

First, UPCE should continue to support and expand its comprehensive system for managing R&D&I activities. The coordination between central administration, faculties, and research centres is effective and should be maintained through regular self-evaluation, benchmarking, and stakeholder feedback. The Centre for Technology and Knowledge Transfer (CTKT) should continue to develop its role as an innovation ambassador, facilitating collaboration across faculties and industries, while promoting broader involvement of non-STEM fields in technology transfer and applied research.

In research funding, it is recommended to sustain the existing balanced mix of institutional and project-based support, including national and international funding sources. Further strengthening administrative and logistical support for the preparation of international grant applications would help enhance UPCE's international competitiveness. It is also advisable to maintain a transparent internal funding allocation system while sharing examples of best practice across faculties to ensure consistent performance and motivation for excellence.

In terms of human resources, UPCE should create more opportunities for young researchers and facilitate earlier career advancement through clearly structured pathways, including postdoctoral positions. The university should address the ageing profile of academic staff by encouraging generational renewal, expanding international recruitment, and reinforcing mentoring programmes. Continued investment in gender equality, leadership training, and work-life balance policies will further strengthen institutional inclusiveness and academic vitality.

UPCE's strong commitment to sustainability and open science should remain a long-term strategic focus. The large number of institutional policies and strategies, while comprehensive, may benefit from simplification and continuous monitoring to ensure practical implementation and to avoid excessive formalisation. Consistent internal reflection and communication of sustainability goals—both internally and externally—will enhance transparency and engagement.

Internationalisation remains a key driver of excellence. The university is encouraged to continue fostering mobility, joint research projects, and partnerships with top-ranking institutions. Greater incentives should be offered to faculties and staff with limited mobility opportunities, while maintaining the strong support for doctoral and early-career researchers. Increased visibility of international projects and measurable outcomes of mobility will further strengthen UPCE's global position.

Doctoral education should continue to receive focused attention. The goal of ensuring competitive financial support for PhD students (around EUR 1,000 per month) should be realised as soon as possible. Implementing a clearly defined postdoctoral framework would create continuity in research careers and strengthen talent retention. The Doctoral School should also continue sharing best practices to foster collaboration and international visibility.

The university's infrastructure policy should anticipate long-term equipment replacement and investment needs to maintain high-quality research facilities. Research centres such as CEMNAT, TRCT, and the Centre for Ethics should be further used to promote UPCE's research achievements internationally. Enhanced interdisciplinary cooperation across faculties will also improve efficiency and innovation potential.

Finally, UPCE is encouraged to maintain regular monitoring of its progress, using external benchmarks and comparative analysis with leading European universities. The continuous evaluation of the effectiveness of research support mechanisms, quality assurance tools, and implementation of institutional strategies will be key to ensuring sustained excellence.

Strengthening visibility, international engagement, and the societal relevance of research will help consolidate UPCE's position as a dynamic and competitive European research university.

MODULE 5 – STRATEGY AND POLICIES

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

Evaluate the described vision and general mission of the university emphasizing R&D&I (in context of its educational function and the educational policy strategy of the state or the relevant ministry for higher education. Compare the defined mission with reality. The evaluation should consider how the mission and vision of the HEI has been fulfilled in the past five-year period and whether the vision for the next five-year period is adequately set and realistically achievable.

Rating [1–5]:

5 - Outstanding

Qualitative assessment:

Over the past five years, the University of Pardubice has shown consistent and strategically grounded implementation of its mission and vision, particularly in integrating R&D&I with high-quality education. The institution has evolved from its origins as a technical university to become a modern, multidisciplinary institution, active in five of the six major research domains, and institutionally accredited in six educational fields.

The UPCE's vision, to be an internationally recognised centre for education, research, and innovation, has been clearly operationalised. Key achievements include:

- the consolidation of excellent research teams, producing high-impact scientific output in internationally competitive fields (including ERC-funded projects),
- alignment with European and national strategies (Bologna Process, ERA, RIS3, Czech Innovation Strategy 2030),
- the HR Excellence in Research Award and implementation of the HRS4R framework,
- and substantial investments in research infrastructure, shared-use labs, and data management systems.

UPCE's vision reflects a realistic and well-prioritised strategy. By focusing on a few well-defined areas of excellence, such as chemical sciences, materials engineering, computer science, and philosophy and history, the university has made measurable progress in international recognition, cross-sectoral application, and scientific impact.

At the same time, the development of R&D capacities has become more balanced across the university. Technical and natural science faculties (FChT, FEEI, FTE) continue to concentrate the strongest historical R&D&I capacities, as reflected in their share of funding and academic workload. However, some faculties, such as the Faculty of Economics and Administration (FEA) have made noteworthy progress in building applied research capabilities, increasing their research output, and engaging in interdisciplinary and regionally relevant projects. In contrast, some units, such as the Faculty of Health Studies (FHS), could benefit from greater institutional support to strengthen their R&D activities, particularly in applied and collaborative formats.

In terms of societal mission, UPCE maintains a strong regional role, while expanding its international cooperation and fostering early-career researchers. The integration of research, education, and engagement with public sector and industry demonstrates a mature and cohesive institutional strategy.

The vision for the next period is clearly formulated and realistically achievable, supported by mechanisms such as the FORD-based reclassification of study programmes and the planned review of research domains. These initiatives, combined with structural cohesion and financial sustainability, provide a solid foundation for continued development.

Recommendations:

- Continue investing in areas of established excellence, especially within technical and scientific faculties.
- Support emerging research-oriented faculties through targeted interdisciplinary initiatives and access to international competitive research funding.
- Encourage increased research activity in the less R&D-intensive faculties by fostering collaboration and integrating them into applied research projects.
- Use the upcoming FORD-based review of R&D capacities to identify new synergies and promote cross-disciplinary alignment with UPCE's strategic goals.

5.2 Research and development objectives

Evaluate the set goals of the HEI in both the area of R&D&I and the development of the HEI as an institution. Consider whether the goals are adequately established in relation to the size and type of the HEI, as well as its mission and vision, and whether they are achievable within the proposed timeframe.

Rating [1–5]:

5 - Outstanding

Qualitative assessment:

The University of Pardubice has set an ambitious yet well-structured portfolio of strategic goals in R&D&I and institutional development for the period leading up to 2030. These goals are fully aligned with the university's mission and vision and are appropriate in scale and scope for a medium-sized, regionally anchored university with growing international ambitions.

In R&D&I, UPCE defines ten specific objectives that cover the full spectrum of research development: infrastructure investment, excellence in research teams, targeted support for key disciplines, international cooperation, interfaculty collaboration, early-career support, quality assessment, technology transfer, research ethics, and the sustainability of its three research centres. These goals are clearly articulated, realistic, and already backed by concrete actions (e.g. construction of a new FHS building, restructuring of CTKT, integration of international placements in doctoral programmes).

In terms of institutional development, the university has also articulated a comprehensive plan, with objectives in human resources, working conditions, sustainability, digital transformation, AI integration, and Open Science. The vision goes beyond compliance with national strategies; it reflects a proactive effort to position UPCE as a forward-looking institution rooted in academic quality, social responsibility, and operational resilience.

This strategic planning is underpinned by the university's experience in effectively managing European and national programmes (e.g. OP JAK, National Recovery Plan) and its ability to coordinate internal change across faculties. Importantly, the strategic goals reflect the diversity of disciplinary profiles across the faculties: from those with well-established and externally recognised R&D&I capacities (e.g. FChT, CEMNAT) to others whose research is more contextually anchored (e.g. FEA, FHS), and where development efforts focus on consolidation, interdisciplinarity, and increasing visibility within their respective academic and societal ecosystems.

Recommendations:

The strategic goals presented by the University are ambitious yet generally well-calibrated to its current institutional maturity, research profile, and regional position. Moving forward, it is recommended to:

- Leverage the UPCE's unique multidisciplinary composition not just for internal coordination, but to actively position UPCE as a national model for integrated science-humanities-technology collaboration, particularly in areas of high societal relevance such as sustainability, digital ethics, healthcare systems innovation or regional development.
- Translate strategic priorities into agile, faculty-level operational frameworks. While the university-wide objectives are clearly defined, ensuring their effective implementation will depend on the ability of each faculty to translate them into context-sensitive roadmaps, with appropriate support mechanisms and evaluation milestones.
- Encourage experimentation and institutional learning, for example through pilot projects, sandbox initiatives in technology transfer, or the development of new education formats and outreach models. Recent initiatives such as modular certifications tailored to professional needs or inclusive lifelong learning programmes reflect on UPCE's potential to lead in rethinking the boundaries between university, society, and the labour market. These approaches could help the University remain adaptive while reinforcing its third mission and increasing its visibility as civic institution.
- Foster an institutional culture that values differentiated excellence, recognising that impact and quality may take diverse forms across disciplines, and ensure that evaluation systems and incentives remain sensitive to this diversity.
- Strengthen UPCE's international positioning not only through formal partnerships but also through thematic leadership in selected research domains where it already demonstrates excellence (e.g., materials science, transport, ethics of technology). This would help UPCE evolve from being a participant to being a proactive agenda-setter in European research networks.

5.3 Institutional instruments and measures for the implementation of the research and development strategy

Evaluate the described institutional and strategic instruments for the fulfilment of the research and development objectives regarding how they will contribute to the fulfilment of these objectives. In your evaluation, also pay attention to the possible absence of key instruments or measures.

Rating [1–5]:

5 - Outstanding

Qualitative assessment:

At the faculty level, the emphasis is primarily on enhancing the quality of education, research, creative activities, and internationalisation. Some highly ambitious strategic objectives are fully aligned with both the current and future capacities of UPCE. Full access to all analysed data stored in UPCE's data warehouses is granted to all members of the management team, which presents the overall evaluation framework. The ability to monitor key performance indicators in real time serves as a critical tool for strategic management at both the university and faculty levels. In many cases, publicly available data also enables benchmarking against comparable universities and faculties in related disciplines.

Institutional Instruments and measures are classified under six categories:

- 1) Institutional and Strategic Instruments for Ensuring High-Quality R&D, Excellence, and Knowledge and Skills Transfer,
- 2) Institutional and Strategic Instruments for Ensuring Research Excellence at the Faculty Level,
- 3) Institutional and Strategic Instruments for Developing Human Potential and Creating High-Quality Working Conditions,

- 4) Institutional and Strategic Instruments for Creating an Innovative Environment and Enhancing the International R&D&I Competitiveness of University Research,
- 5) Institutional and Strategic Instruments for Strengthening Institutional Resilience, and
- 6) Institutional and Strategic Instruments for Ensuring Compliance with Ethical Principles, Scientific Integrity, and Best Practices in R&D.

Data warehouse represents a strategic reformist decision and enables dynamic data access and analysis for making fact-based decisions.

Recommendations:

Institutional tools and measures are quite comprehensive, and for each listed instrument, one or more aspects and the corresponding measures are provided. It is advised that all the instruments and measures be maintained and revised as necessary in the coming terms to ensure effective continuation of research and development.

5.4 Implementation of recommendations in Module 5

Evaluate how the HEI has reflected the recommendations from the previous evaluation of the IEP, if applicable.

If the HEI has not been evaluated before, the indicator will be marked as N/A – Not Applicable.

Rating [1–5]:

5 - Outstanding

Qualitative assessment:

UPCE has implemented the following measures in response to the recommendations from the previous evaluation period, with also observed results included:

- 1) Strengthening Innovation Performance and Research Competitiveness through Increased Collaboration with Industry,
- 2) Enhancing Research Quality through International Collaboration,
- 3) Targeted and Systematic Support for Excellent Research Teams and Researchers,
- 4) Development of Joint Study Programmes and Postdoctoral Systems to Attract International Graduates,
- 5) Increasing International Mobility for Staff and Students,
- 6) Focus on Internationally Recognised Scientists, Teams, and Institutions/Disciplines,
- 7) Regular Evaluation of Research Teams and Institutions,
- 8) Attaining the HR Award and Strengthening HR Development, and
- 9) Enhancing the Use of Software Tools and Information Systems for Evaluating Academic and Research Activities at the Managerial Level of Individual Departments and Units to Support and Motivate Staff.

These actions are an indication of well-planned and consistent efforts to improve and implement the recommendations from the previous evaluation period, and they clearly demonstrate the effects of these efforts.

Recommendations:

The panel appreciates how the university has responded to the recommendations from the previous IEP evaluation. We recommend that UPCE shows at least the same level of effort in taking into

account the recommendations from the current evaluation and continues to invest in further excellence in research, innovation, and development across all departments, while fostering collaboration among departments at both national and international levels.

MODULE 5 RATING

MODULE 5 – SUMMARY EVALUATION

After evaluating each indicator, please provide an overall evaluation of Module 5. Evaluate the overall setting of the HEI's strategic objectives and development plan.

The aggregate grade is determined in accordance with the rules of the Methodology HEI2025+ as a simple average of the scores for each indicator.

INDICATOR	RATING [1–5]
5.1 Mission and vision of the evaluated institution in R&D&I	5 - Outstanding
5.2 Research and development objectives	5 - Outstanding
5.3 Institutional instruments and measures for the implementation of the research and development strategy	5 - Outstanding
5.4 Implementation of recommendations in Module 5	5 - Outstanding
AVERAGE RATING	5 - Outstanding
GRADE [A–D]	A
Summary assessment: The University of Pardubice demonstrates a coherent, well-structured, and forward-looking approach to research, development, and innovation (R&D&I). Over the past five years, the University has made significant progress in integrating high-quality research with education and in strengthening its international visibility. Its mission and vision have been effectively operationalised through clearly defined priorities, strategic goals, and institutional mechanisms. UPCE's R&D&I system is balanced across disciplines, with strong capacities in technical and natural sciences, complemented by steady progress in the social sciences and humanities. The University's strategic documents, including the Sustainable Development Strategy and the HR Excellence in Research framework, ensure long-term alignment with European and national priorities. Institutional instruments such as the data warehouse, the Centre for Technology and Knowledge Transfer, and the Internal Evaluation Board enhance transparency, coordination, and performance monitoring across faculties. At the operational level, UPCE's goals for the period leading up to 2030 cover a broad spectrum — from internationalisation and interdisciplinary collaboration to technology transfer, research ethics, and sustainability. The University has demonstrated its ability to translate these strategic ambitions into concrete actions, including investments in infrastructure, human resources, and digital transformation. The response to recommendations from the previous evaluation period confirms institutional maturity, adaptability, and commitment to continuous improvement.	
Summary recommendations: UPCE is encouraged to continue building on its established areas of excellence, particularly in technical and scientific faculties, while supporting emerging research capacities in other fields through targeted interdisciplinary initiatives and stronger integration into international research networks.	

It is recommended to maintain and regularly review the institutional tools that support research and development, ensuring they remain flexible and aligned with evolving strategic priorities. Faculties with less developed R&D&I profiles should be further motivated to engage in applied and collaborative research.

UPCE should also focus on translating its strategic goals into faculty-level frameworks with clear evaluation criteria, and continue fostering a culture of differentiated excellence that values diverse forms of academic impact. Strengthening international positioning through thematic leadership and sustained collaboration with high-ranking partners will further enhance the university's global visibility and competitiveness.

The panel appreciates how UPCE has responded to the recommendations from the previous IEP evaluation and encourages the university to demonstrate at least the same level of effort in addressing the recommendations from the current evaluation, continuing to invest in excellence in research, innovation, and development across all departments while fostering collaboration at both national and international levels.

OVERALL EVALUATION IN MODULES 1 TO 5

OVERALL EVALUATION Provide a summary evaluation of the HEI as a whole across all five modules. Justify your evaluation and highlight the main strengths and/or weaknesses of the evaluated HEI. The overall grade is determined according to the rules of the "Methodology VŠ2025+".		
MODULE	MODULE WEIGHT	GRADE [A–D]
MODULE 1 and 2	50 %	B
MODULE 3	30 %	B
MODULE 4	10 %	B
MODULE 5	10 %	A
OVERALL RATING		B – Very good
Qualitative assessment: The University of Pardubice (UPCE) demonstrates a coherent, well-structured, and continuously improving system for research, development, and innovation (R&D&I), which aligns with European standards and national strategic priorities. Over the past evaluation period, UPCE has made measurable progress in strengthening its institutional capacities, promoting research excellence, and integrating scientific, educational, and societal objectives. Its governance model ensures effective coordination between central management and individual faculties, supporting both disciplinary depth and interdisciplinary cooperation. UPCE maintains a balanced research profile, with strong performance in technical and natural sciences complemented by steady development in the humanities, social sciences, and health-related disciplines. Several research centres, including the Centre for Materials and Nanotechnology, the Centre for Ethics, and the Centre for Technology and Knowledge Transfer, play a pivotal role in advancing the UPCE's visibility and competitiveness. Institutional instruments such as the Internal Evaluation Board, HR Excellence in Research framework, and Gender Equality Plan provide a robust foundation for quality assurance, inclusiveness, and responsible research conduct. Although Modules 1 and 2 were not subject to direct evaluation by the International Evaluation Panel, the results from these modules, assessed at national level, confirm the UPCE's overall balance across disciplines. In Module 1, UPCE performs particularly well in Humanities — notably in History, Archaeology, Philosophy, and Ethics — where several outputs achieved top evaluations (grade 1) and the overall performance was rated A by the Humanities Panel. The Natural Sciences received an overall grade B, while Engineering and Social Sciences showed more mixed results, leading to a grade C in Module 2. The tripartite national evaluation consequently confirmed an overall institutional grade B for UPCE, reflecting both excellence in selected domains and moderate performance in others. Within the modules assessed by the international panel (Modules 3–5), UPCE demonstrates clear strategic direction, professional research management, and commitment to improvement. The research environment is shaped by strong institutional frameworks, transparent funding mechanisms, and a supportive infrastructure that fosters both basic and applied research. UPCE		

effectively combines its traditional strengths in chemical, transport, and electrical engineering with emerging capacities in social sciences, humanities, and healthcare.

Human resources and career development remain an important strategic priority. The implementation of the HR Award, mentoring systems, and the Doctoral School have considerably improved the quality of researcher support, mobility, and internationalisation. At the same time, challenges persist in the form of an ageing academic population, limited international recruitment, and uneven research intensity among faculties. These challenges are recognised and systematically addressed through institutional policies and targeted programmes.

Doctoral education is well organised and increasingly competitive. The integration of PhD projects into broader research teams, along with internal grant support and mandatory international experience, demonstrates UPCE's commitment to nurturing future research talent. The Centre for Technology and Knowledge Transfer continues to play a crucial role in connecting research with practice and promoting societal impact.

Overall, the UPCE presents itself as a mature and strategically managed institution with a stable position in the Czech and European academic environment. Its ability to balance excellence in selected research areas with the development of emerging fields contributes to its long-term sustainability. Continued efforts to expand international cooperation, reinforce interdisciplinarity, and raise the visibility of non-STEM disciplines will help the UPCE consolidate its position as a dynamic, competitive, and socially relevant research institution.

Recommendations:

Building on the progress achieved across all evaluated modules, including the results from Modules 1 and 2, the University of Pardubice (UPCE) should continue to develop its research, innovation, and academic environment in a strategic, sustainable, and internationally oriented manner. The UPCE has established a coherent institutional system, but several areas offer potential for further strengthening and consolidation.

UPCE is encouraged to maintain and further develop its comprehensive framework for R&D&I management. Coordination between central administration, faculties, and research centres should remain transparent and based on regular self-evaluation, benchmarking, and open communication. The UPCE should continue to use the outcomes from Modules 1 and 2 as a feedback mechanism to balance its disciplinary strengths and address areas of weaker performance, especially in engineering and social sciences. Continuous comparison with European universities of similar profile would provide valuable external feedback and stimulate ongoing improvement.

Sustaining a balanced mix of institutional and project-based funding remains essential for supporting both basic and applied research. Strengthening administrative and technical support for the preparation of international grant applications, particularly within the Horizon Europe framework, would enhance UPCE's competitiveness and visibility. Sharing examples of best practice across faculties and establishing internal platforms for collaboration on large-scale interdisciplinary projects would foster a stronger research culture. Faculties with lower research intensity should be actively encouraged to engage in joint projects and align their research priorities with broader university goals.

Human capital remains a key driver of development. UPCE should continue to create attractive and transparent career paths for researchers, including postdoctoral positions and structured mentoring schemes. Addressing the ageing profile of academic staff through generational renewal and proactive international recruitment should remain a priority. Continued investment in

leadership training, gender equality, and work–life balance policies will reinforce institutional inclusiveness and help retain talent. Support for early-career researchers, particularly through competitive internal grants and mobility opportunities, should be sustained and expanded.

UPCE should further strengthen its international engagement through active participation in global research networks, joint projects, and strategic partnerships. Providing incentives for faculties with lower international activity and promoting the visibility of international collaborations will be beneficial. The UPCE is encouraged to further develop its thematic leadership and make stronger use of its international research networks to achieve global recognition in selected areas of excellence.

The UPCE’s multidisciplinary structure offers strong potential for interdisciplinary initiatives. UPCE should actively promote cross-faculty research and teaching collaborations to enhance coherence and innovation capacity. The Centre for Technology and Knowledge Transfer can play an expanded role as a facilitator of interdisciplinary and inter-sectoral cooperation, encouraging participation from both STEM and non-STEM fields.

Maintaining a long-term infrastructure strategy is essential to ensure that high-quality research facilities remain competitive. Regular evaluation of equipment needs and investment planning should be part of the institutional agenda. UPCE’s ongoing commitment to sustainability and Open Science should continue to guide decision-making, supported by clear communication of goals and measurable indicators of progress.

Doctoral education remains a strategic pillar of UPCE’s research ecosystem. Competitive financial conditions for PhD students should be ensured as soon as possible, while a structured postdoctoral framework would strengthen talent retention and career continuity. The Doctoral School should continue to promote international visibility and share best practices across faculties.

Finally, UPCE is encouraged to maintain regular monitoring of its overall progress and to measure the impact of its strategies through transparent indicators. Strengthening visibility, enhancing international engagement, and deepening collaboration with both academic and industrial partners will help consolidate UPCE’s position as a dynamic and competitive European research university.