

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

HIGHER EDUCATION INSTITUTION NAME: Palacký University, Olomouc

COMPANY REGISTRATION NUMBER (CRN): 61989592

THE LIST OF EVALUATION UNITS IN MODULE 3:

Sts Cyril and Methodius Faculty of Theology

Faculty of Medicine and Dentistry

Faculty of Arts

Faculty of Science

Faculty of Education

Faculty of Physical Culture

Faculty of Law

Faculty of Health Sciences

Czech Institute of Research and Advanced Technologies - CATRIN

CHAIRPERSON OF INTERNATIONAL EVALUATION PANEL

Name and surname: **Gesson Jean-Pierre**

Phone number:

E-mail:



LIST OF INTERNATIONAL EVALUATION PANEL MEMBERS

Name and surname	Position in IEP	Current position
Banaszek Konrad	member	Pr., U. Warsaw (Poland)
Florcza-Wątor Monika	member	Pr., Jagiellonian U. Cracow (Poland)
Galmiche Xavier	member	Pr., Sorbonne U., Paris (France)
Gesson Jean-Pierre	chair	Emeritus Pr., U. Poitiers (France)
Kras Pawel	member	Pr., Catholic U. Lublin (Poland)
Mota Jorge	member	Pr., U. Porto (Portugal)
Müller Sigrid	member	Pr., U. Vienna (Austria)

Pirtošek Zvezdan	member	Pr., U. Ljubljana (Slovenia)
Szklarz Grazyna	member	Pr., West Virginia U. (USA)
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PROVIDERS METHODOLOGIST

Dr. Sandra Štollová

Name and
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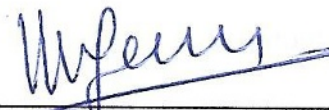


Date of on-site visit of higher education institution:

June 24 – June 26 2025

In Portico date 16-10-2025

Signature


(IEP chairperson)

EVALUATION REPORT IN MODULE 3

NAME OF EVALUATED UNIT: Sts Cyril and Methodius Faculty of Theology

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 Sts. Cyril and Method Theological Faculty's mission is "the development of theology, both through the cultivation of the disciplines traditionally developed in Catholic theology and through interdisciplinary collaboration, especially in addressing current social issues." (SER 3.1) The Faculty focuses on two areas: theology and social health. For the latter research, the faculty created the Olomouc University Social Health Institute (OUSHI) in 2011. Social health combines psychological and theological methods with approaches from health sciences and social work, which has initiated a shift towards more applied research with societal impact.

The Sts. Cyril and Method Theological Faculty is interdisciplinary in its composition, teaching, and research, and cooperates also with other Faculties of the University. The biggest shares of FTEs according to F.O.R.D.s are Philosophy, Ethics, Religion (40%), other Social Sciences (20%); Health sciences (10%), Education (9%); Psychology and Cognitive Sciences (7%); all these fields have a balanced basic and applied research (Table 3.1.6). The research field of social health acquires the biggest share of third-party funded research projects (45%), followed by classical theological research fields, as historical studies and philosophical research (together 26%), education (24%) and social work (5%).

There is an average of 5 full professors at the Faculty (10 in total over the period of evaluation), three in their fifties, 1 each in their sixties and seventies. In the evaluation period, all have been men; by the time of the onsite visit, one female member of the faculty, a psychologist, was promoted to a full professorship, which is excellent. In 2023, there were 17 associate professors (1 in his 30ies, 6 each in their forties and fifties, 4 being over sixty). This shows that the core group of full professors and associate professors is quite small.

There were 47 assistant professors (9 in their 30ties, 28 in their forties, 9 in their fifties and 1 over 60). In other categories of employment, among assistants (9), R & D personnel (7), researchers in other categories (8), technical and economic staff (4), an increasing number of female colleagues has joined the faculty so that a gender balance is reached among employees aged between 30 and 50 (see Table 3.1.3). In total numbers the relationship between assistants and professors is balanced. The age distribution shows that a challenge consists in creating space for younger scholars and promoting transition from assistant to associate professors, as well as from associate to full professors.

It is noticeable that not all of the 97 persons who are evaluated are working full time, since they are equivalent to 64,3 FTE. This means that the CMTF consists of a relatively small number of

researchers in comparison to some other faculties. Nevertheless, the Faculty has been able to increase the number of students, which is a unique situation in view of other theological faculties in Europe that rather observe decreasing numbers of students (Table 3.1.4).

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 (in 2023) is composed of FTE 64,3 (97 persons). 17 of these scholars are mentioned because they have contributed to at least one of the excellence factors, some of them in different categories. The Faculty seems to encourage especially emerging scholars in creating international visibility for their research. Table 3.2.1 shows that of the seven mentions of prestigious R&D&I awards, three are prizes and recognitions gained by doctoral students (best student award; prize for professional article by students of a doctoral program; Jacques Derrida Prize of the French Embassy).

In addition, during the on-site visit the IEP learnt that the Faculty supports an emerging scholar and assistant professor to create a research group in philosophy for which he hires international emerging scholars. This is an excellent way of strengthening high level research, international cooperation and visibility of the Faculty with the help of younger scholars.

A similar picture is given by the fact that 6 members of the faculty are members of editorial boards of 8 international journals, of which 6 are indexed in Scopus or belong to the prestigious Springer editing house, one is indexed in the Polish accreditation system; two are international online journals that are oriented towards social practice. One of the scholars is a member of three editorial boards.

In addition, nine faculty members have delivered lectures at 10 foreign universities in Europe, USA, and Israel, only one destination was mentioned twice. Also, seven members of the Faculty have been active as evaluators of 10 research projects/programmes at a national and European Level.

The number of different names presented shows that a large part of the Faculty is visible and active in their academic fields and has contributed to fulfilling the excellence criteria. The faculty is also internationally visible: ten professors, among them three from the US, three from Germany, one each from Austria, Spain, Italy and Lichtenstein visited the Faculty as guest speakers.

In general, the Faculty leadership has identified the challenges posed by social changes and reflected on the new expectations of the job market, formulating a strategy for the Faculty's development in the years to come. The Faculty possesses vibrant potential that can be effectively utilized to address emerging research problems, contribute to interdisciplinary studies, secure funding, and initiate international cooperation.

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.

Recommendations:

- If financial means exist, explore the strategy of inviting international researchers to work at the Faculty (e.g. also as guest fellows for doing some research), to initiate international cooperation in the field of research.
- To improve the visibility of the Faculty, which may support its further development, the research results of past and current projects should be made available in digital format.
- We suggest that the Faculty staff more actively engage in interdisciplinary networking projects within the humanities and social sciences. With its human resources, particularly its well-trained and ambitious younger scholars, the Faculty is a resilient research institution, well-positioned to become a partner in major international projects financed by EU funds.

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 listed eight research projects initiated and conducted by its own scholars, as well as two additional projects in which it contributed as a research partner. Two of these projects focus on fundamental research in theology and philosophy, while six belong to the fields of educational and social health studies. The distribution of these projects aligns with the distribution of FTEs within the Faculty. In terms of financial income, the social health department has been particularly strong. The Social Health Institute accounts for 45% of the Faculty's funding and has also administered a project in the field of education.

During the site visit, the IEP was informed that the Faculty has applied for several European projects but has not yet been successful. However, it should be noted that obtaining European funding for projects with a specifically theological focus is nearly impossible.

Fundamental Research

The first project, *Biblical Exegesis of the Other Clement of Alexandria*, was excellent. It involved both senior and emerging scholars, achieved a very high output, and gained significant visibility by organizing a workshop during the International Patristic Conference in Oxford (2019). The project also resulted in well-placed publications and established valuable international contacts.

The second project, *Value and Teleology: Towards a More Fruitful Encounter between Material Value Ethics and Traditional Ethics*, is also excellent, particularly in terms of its publications and its continuation of international collaboration with the Franciscan University of Steubenville, USA.

Fundamental Research with Applied Aspects

The third and fourth projects, both related to Church History, focus on historical liturgical textiles and sacral objects. These projects are highly innovative, involving the public through exhibitions and installations, as well as developing methodologies for heritage care. The third project

collaborated with the National Heritage Institute of the Czech Republic, while the fourth project explores ways to use such objects for tourism and education.

Societal Contribution

An empirical project on social work (*Christian Social Work*) analyzed the spiritual sensitivity of social workers, developed training programs, and assessed their effectiveness. This project employed interdisciplinary methods, including theology, psychology, and sociology.

Two projects from the Social Health Institute focused on the school education of marginalized groups in the Olomouc region (especially Roma communities) and an empirical study on improving the quality of life for children with epilepsy. Another project, *FAST (Family and School Together)*, concentrated on fostering cooperation between parents and schools and creating an optimal school climate.

European and National Czech Projects

The Faculty contributed as a participant to one work package of the Horizon 2020 SHAPES project (*Smart and Healthy Ageing through People Involved in Support Systems*), where it developed an integrative IT platform. Additionally, the Faculty contributed to a work package of the TECHSCALE (*Technology Beyond the Nanoscale*) project, which unites several Czech universities.

Contract Research Activities

Contract research activities are relatively low (approximately 9.5 k€), primarily derived from producing research data and conducting statistical analyses. However, contract research is rarely associated with theology, and potential customers for social health research, such as city or state administrations, are uncommon.

Overall Assessment

It is highly positive that various fields within the Faculty are engaged in third-party-funded research projects, spanning a wide range of research types—from fundamental to applied—with significant societal relevance. This aligns with the Faculty's goal of promoting both traditional theology and social health. While technology-oriented and European research projects typically attract higher funding, they are challenging to secure for faculties within the Humanities. Despite these challenges, the Faculty has been very successful in attracting third-party funding under the given circumstances.

The integration of empirical research through the OUSHI Institute is particularly promising and even exceptional compared to other theological faculties. The Faculty's productivity is further demonstrated by its acknowledgment that additional projects exist but could not be included in the list due to the 10-project limit.

In total, the Faculty has secured approximately 1.9 M € in third-party funding, which is an excellent achievement relative to its FTEs and the limited funding opportunities available for classical theological fields. This success is particularly notable given the decreasing availability of public funds for humanities projects, as highlighted by various members of related faculties during the site visit.

The Faculty has extensive experience in preparing and conducting ambitious research projects within its areas of expertise and boasts a dynamic, well-educated staff capable of tackling challenging tasks. Faculty members have secured prestigious financial grants from the Czech Ministry of Science, Sport, and Youth, as well as from various Czech grant agencies. However, engaging in international projects and applying for European funding for both individual and network research remains a significant challenge.

Recommendations:

The Faculty should maintain the positive momentum behind its research projects in the areas of theology, philosophy, and social health, which have yielded important results, generated valuable publications, and often had a visible impact on society. At the same time, the Faculty should significantly expand its international projects financed by European funds, enabling it to create research networks and become part of larger research consortia. The Faculty possesses the staff and tools to effectively apply for European funding; however, a strategy for planning larger network projects is needed, along with financial and managerial support from the UP for such endeavors.

To strengthen the Faculty staff in applications for major European grants, the UP should provide Faculty members with financial and managerial support. In particular, we recommend that the UP more substantially support early-career scholars in balancing and properly managing their research, teaching, and organizational duties. More effective interfaculty collaboration, stimulated by the UP, should offer Faculty staff new opportunities to share their expertise and develop interdisciplinary projects with a strong focus on theology, philosophy, and social health.

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 [see SER 3.4.1]:

The Faculty provides an overview of eight projects, each with more than ten components, that have had a significant impact on society. All of them are open to all genders. The Faculty's projects aim to integrate vulnerable social and ethnic groups into society and schools.

The Faculty has produced research results, such as online materials and web-based modules, which are accessible to the public via the 'Health Talks' homepage. These resources target specific groups of patients and their families (e.g., those dealing with palliative care, Lyme disease, hearing impairments, and epilepsy), as well as interested healthcare professionals. These efforts align with Sustainable Development Goal (SDG) 3: 'Good Health and Wellbeing.'

Another notable research outcome is the volunteer center at UPOL (Romspido), where Roma children are prepared for education. This initiative addresses SDG 1: 'No Poverty' and is particularly significant given the traditionally underprivileged position of girls in the Roma community.

Additionally, the Faculty has implemented the American FAST program to foster parent-school cooperation in Czech schools. This initiative contributes to SDG 16: 'Strong Institutions' and SDG 4: 'Quality Education.'

The Faculty also provides support networks for the prevention of mental illness among school children up to the age of 18. This service contributes to SDG 3: 'Good Health and Wellbeing' by offering accessible psychological support.

Another impactful result is the development of digital technology solutions to support healthy and active aging (SHAPES).

The Faculty's projects have a considerable impact on society. There is a strong record of recent initiatives aimed at producing applicable results. Furthermore, the Faculty has established excellent cooperation with the media (television and newspapers), which helps disseminate its research findings.

Through all these measures, the Faculty fully aligns with its mission to promote social health.

Recommendations:

The Faculty of Arts should be involved in interfaculty programmes focused on collecting, processing, and analyzing linguistic, religious, and cultural data related to ethnic minorities living in Moravia and other regions of the Czech Republic, such as the Roma people.

Given the Faculty's research excellence in religious studies, its staff should take a more active role in counseling and providing expertise to state, regional, and cultural institutions on how to address new challenges caused by the growing secularization of Czech society on the one hand, and the arrival of migrants representing various ethnic and religious traditions on the other.

To promote ecumenical dialogue and foster a better understanding of different religious traditions, it is recommended that the Faculty initiate and develop interactive projects aimed at local communities and organized in cooperation with NGOs.

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 established a laboratory for measuring stress (e.g., salivary cortisol levels) and has launched its own spin-off company. Additionally, the Faculty has set up a non-governmental therapy center that holds contracts with insurance companies, primarily focusing on students, and offers psychotherapy services. Furthermore, it provides integrative psychotherapy training to increase the number of qualified therapists.

Psychotherapy services generate an annual revenue of 7–9 k€/year, while courses and exercises in psychosomatics and self-experience (lifelong learning) generated a revenue of 77 k€ in 2023.

Globally, these are considerable revenues in relation to the Faculty's R&D&I mission, especially when compared to other theological faculties. The Faculty has made significant progress in this field compared to the previous evaluation period

Recommendations:

The Faculty has taken steps to ensure that its research results find practical application, particularly in studies related to psychotherapy during the Covid pandemic. However, their impact and commercialization have been limited. We recommend developing strategies to facilitate the practical application of research findings in the Faculty's areas of expertise, including social health, philosophy, and theology. Establishing contact with NGOs that run projects aimed at combating youth addictions, supporting socially excluded individuals and groups, and deepening the

understanding of the region's religious and cultural heritage may be particularly important, perhaps by editing handbooks or brochures on controversial issues.

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 offers a broad range of popularization initiatives that it organizes and provides digitally (e.g., Health Talks, Scientific Stand-Up, and the VĚDOUSHI Podcasts). It also offers in-person popularization activities, such as the annual International Teaching Week, which is aimed at various types of students and conducted in English. Furthermore, the Faculty regularly participates in other events organized at the national or local level, such as Scientists' Night and the International Festival of Popular Science Films, Academia Film Olomouc.

In this way, the Faculty maintains regular public visibility. Additionally, the first Olomouc Psychosomatic Conference, titled 'Stress and Adaptation in the Context of Psychosomatics' (March 17, 2023), was organized by the Faculty and raised public awareness of both the topic and the Faculty itself.

The Faculty also utilized three major events to draw attention to its research: a widely acclaimed book on the history of the Knights of the Holy Sepulchre in the Czech lands; an exhibition and installation in the crypt of Olomouc Cathedral, curated around the theme of plants as inspiration for artists and craftsmen; and the granting of an honorary doctorate to the renowned Cardinal of Vienna, Christoph Schönborn, which garnered international attention for the Faculty.

The number of regular initiatives to engage with the public is very high. Together, these efforts significantly enhance the visibility of the Faculty.

Recommendations:

Most regular popularisation measures are directed towards adults or young adults. If the Faculty would wish to extend the range of addressees, it could use formats like "philosophising with children" that can be applied even with pre-school children, or formats like "summer university" (for school children) if the University was to organise such an event.

The Faculty should develop a long-term strategy to popularize its research findings and engage with a wider public. Its human resources should be further involved in planning and initiating events and activities in collaboration with local government institutions, cultural centers, schools, and NGOs. With its highly qualified staff specializing in theology, philosophy, and social health, the Faculty already organizes large events for students (the international teaching week).

It also has the potential to organize regular events such as film festivals, open lecture series, workshops, and more, for other social groups, particularly school-aged youth and seniors. We encourage the proactive development of programmes for such events and their implementation in partnership with external entities, which should help secure funding from ministries, foundations, and local government institutions.

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 (see SER 3.7):

The Faculty has maintained its partnership with the fields of health sciences and medicine (recommendation 1), with the intention of creating collaborations for future projects, including at the European level.

The Faculty has also fostered stronger links with other faculties (recommendation 2), particularly with CATRIN (e.g., the TECHSCALE project) and the Faculty of Medicine.

Research on ethics in the information sector, broadly defined (recommendation 3), has been incorporated into new study programs (*Ethics and Culture in Media Communication* and *Crisis Communication*). Although a research project was developed in collaboration with UP, it was unfortunately not funded.

Projects with and without economic impact have been clearly distinguished and defined, and a concept for transferring theoretical knowledge into the application sphere, along with its subsequent commercialization, has been developed (recommendation 4).

A series of topics for collaboration with the non-academic sphere has been identified (recommendation 5), and the Faculty has established its own spin-off company.

A Dean's Award to encourage initiatives (recommendation 6) was introduced for distinguished creative achievements and announced in 2025.

To enhance the Faculty's recognition outside Europe (recommendation 7), two projects have been realized: one focusing on social work in collaboration with Israel and another on philosophical cooperation related to Hildebrand.

The Faculty has made considerable efforts to implement all the recommendations it received and has demonstrated significant improvement.

Recommendations:

None.

EVALUATED UNIT RATING

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	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	5 - Outstanding
Average rating [1–5]:	5 - Outstanding
Grade [A–D]:	A
Summary assessment:	
The Faculty is very active both in fundamental and applied research, and in creating societal impact by developing projects with the help of its Institute for Social Health OUSHI. Though the Faculty is small in numbers, it is hugely engaged to serve the local needs and create societal impact, e.g. with its activities for a wider public and projects that support marginalized persons or groups. In addition to that, it has created international visibility at various levels. It has set in place a strategy for supporting an emerging scholar's international research group, which is a promising step for career development and international cooperation. A weak point is the lack of European research projects, but it might be possible, with the help of the University's Research Support, to overcome the difficulties.	
Summary recommendations:	
The main task of the future is to maintain or even augment the degree of international visibility, especially in research and to support the career path of its professors. With the help of the University, a strategy should be developed for presenting the Faculty's Social Health Institute OUSHI as a partner for European research consortia, which should lead to applications for European grants, both as a partner within a consortium and as the leader of such consortia.	

EVALUATION REPORT IN MODULE 3

NAME OF EVALUATED UNIT: Faculty of Medicine and Dentistry

FORD: 3 - Medical and health 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 Medicine and Dentistry (FMD) is one of the largest faculties at Palacký University and with its clinical departments of the University Hospital Olomouc, a major socio-economic actor in the city but also in the region and even in the country with its specialized health centres. It is rated as one of the best medical research institutions in the Czech Republic, with its top-notch healthcare facility that serves more than one million people, i.e. one tenth of the country's population.

The research at FMD covers both basic (theoretical) and applied (preclinical and clinical) areas. The Institute of Molecular and Translational Medicine (IMTM), opened in 2012, serves as a universal partner for all departments for research in the preclinical and clinical environment. IMTM is partly shared with CATRIN.

In the last 5 years, research at FMD has centred on cancer (including clinical oncology), neurodegenerative disorders and immunological disorders, conducted in collaboration with multiple partners in the country, in Europe, as well as in the USA and Asia.

The total number of FTEs in 2023 was 416 with a good global gender equilibrium. Little variation has been observed over the evaluation period, although it is difficult to compare gender distribution at the assistant professor and other research categories, as observed for other faculties, due to different considerations between these categories. The ratios of professors/associate professors/assistant professors, as well as the age distribution between categories are rather similar to those observed for other medical faculties, with a high proportion of professors above 60 (29 out of 65 in 2023, with only 4 women). Although the gender distribution reflects the lower percentage of women in the top positions (professors, associate professors), one may note that the situation has improved over the evaluation period, especially for younger staff members.

In contrast to other UP faculties, the number of PhD students has been stable (421, 2023 data) with a 50/50 female/male equilibrium. The number of PhD programmes in English has doubled, as well as the number of students registered in these programs.

As expected, the research field is mainly Ford 3 "Medical and Health Sciences" (68%) with a significant part of Ford 1 "Natural Sciences" (28.5%). The IMTM website provides an impressive list of 27 ongoing projects, some of them (2024) being related to modernisation of technological equipment with the support of MEYS (P JAC).

The FMD is a major faculty for the university, but also for the region and beyond, with a significant

impact on society in general.

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 FMD staff is involved in preclinical and clinical research (up to Phase III) and as such participates in multiple national projects and initiatives in panels and committees, including those with the Ministry of Health of the Czech Republic. The expertise of the FMD is used to recommend clinical practices at the national level.

The faculty occupies a significant position in the Czech Republic's research community, including a notable international overlap. However, a rather limited list (4 out of 10 possibly listed) of awards is given and none of them appears to be related to outstanding awards. Participation on editorial boards of international journals is good (9 staff members), and includes some top ranked journals (LANCET Oncology, The American Journal of Medicine, Immunology, Clinical Chemistry and Laboratory Medicine). Moreover, 5 staff members have been elected as members of several international professional boards, such as EATRIS-ERIC platform, European Pancreatic Club in Basic Science, European boards of Transplant Immunology and of Ophthalmology, Lupus Working Part Board. The same positive evaluation can be made with respect to invited lectures, with many lectures given at international conferences (USA, Europe, Japan). Invited lecturers from renowned universities (USA, Europe, India and Israel) confirm the international recognition of the FMD.

The FMD staff was also involved in the evaluation of programme calls at the national level with the Health Research Agency and the Czech Science Foundation, 2 examples were given with the COST Association and the European Reference Networks, as well as one with the Slovenian Research and Innovation Agency.

The recognition of the unit at the national level is excellent in some areas, such as cancer research or neurological disorders, and very good at the international level, although there are probably possibilities to increase the European and international visibility in more research themes.

Recommendations:

- Support initiatives to increase international recognition of promising young staff, such as a Young Investigator Programme with internal seed funding and mentorship by senior professors; pair this with targeted tenure-track recruitment to counterbalance the high > 60 age group among professors.
- Provide more details regarding research in the area of dentistry.

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.

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:

The FMD has provided a list of 10 research projects which are covering various themes of high national interest. This is the case for the “National Institute for Cancer Research” project which plan to establish this institute as an infrastructure “covering and coordinating research activities in the given field in the Czech Republic”. This platform is based on 3 nodes at Charles U., Masaryk U. and UP thus demonstrating the important position of the FMD in this interesting initiative. The same objectives of coordination and management hold for the National Institute of Virology and Bacteriology and the National Institute for Neurological Disorders, but the FMD seems to be a less prominent partner in these platforms, the latter gathering 11 institutions in the Czech Republic.

A molecular, cellular and clinical project focussing on healthy ageing has been also developed in the Moravian region with the help of international partners, which is a key issue due to the demographic ageing of the population in Europe.

Other projects involve the development of personalised medicine with use of AI to improve diagnostic methods and drug choices suitable for specific groups of patients (PerMed T2BA), and early detection and screening of haematological malignancies (SANGUINE). Another project focused on identifying the role of karyotype in risk measurement for the premature cardiovascular morbidity and mortality of females with the Turner syndrome. Moreover, one of the research projects, aimed to develop new inhibitors for the therapy of Shh activation dependant cancers, using a large study group, was very successful and led to 5 publications in Eur. J. Med. Chem and Bioconjugate Chem.

The FMD is also involved in EOSC4Cancer, a European-wide foundation to accelerate data-driven cancer research as well as in the EATRIS-Plus project which intends to provide sustainability to the EATRIS platform dealing with personalised medicine.

Table 3.3.1 lists only 3 projects as beneficiaries amounting to 0.5 M€, while 7 projects are given as participants, 4 from EU (1.5 M€) and 3 recent (2023) from MSM to support the above-mentioned national institutes (9.1 M€). A list of more than 300 public funded projects as beneficiary, and about 80 as participants are given in annex. However, about half of the projects as beneficiary are IGA internal grants and it could have been better to list them separately.

Contract research (16 projects are listed), mostly with private companies, is highly variable over the years ranging from 43 k€ to 418 k€. As for other UP faculties or CATRIN, this represents a small part of financial resources and seems mostly related to services.

Overall, the FMD has a very active presence, as a participant with other institutions, in national research projects on key health issues, as well as in some European projects. However, the field of dentistry appears to be less active in research.

During the period of reference, the FMD has been impressive in its commitment to help to manage the COVID crisis.

Recommendations:

- Look for a possible increase in European funded projects in areas not covered by IMTM-CATRIN, in connection with Project Service, eventually benefiting also from the knowledge of the above joint entity.
- Encourage the development of research in dentistry. For example, launch an *Interdisciplinary Dental Research Hub* combining molecular, imaging, and materials sciences.
- Stay open to interdisciplinary projects with other units of UP.
- Remain vigilant with respect to publications in predatory journals, which are particularly prevalent in the health sector.

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:

The main research themes of the FMD are targeting actual important issues impacting society's health, such as cancer, neurological disorders and inflammatory diseases. This is evidenced, for example, by the number of patents awarded to the FMD during the reporting period, and even more by several licenses to companies.

Outstanding examples are given, such as the creation of the spin off company Intellmed for the detection of chromosomal abnormalities in tumours, with compounds already on the market benefiting from a UP license. Another example is Anlab, using a license from UP, to collect hair and hair follicles for DNA diagnosis of animals. ClinData, a tool for collecting and processing data on preclinical research has been licensed to OAKS. A DNA sequencing procedure leading to the FASGen platform has been licensed to Biovendor and is now extensively used in the country and abroad.

The expertise of the FMD staff was also used during the COVID crisis and licenses for isolation of viral nucleic acids and for self-collection of biological material were granted to companies. The FMD has also developed the CoviT information system, later licensed, which allowed to conduct up to 6 million examinations.

The IMTM website lists several projects under clinical development: 15 laboratory diagnostic procedure and equipment, one software related to MS/MS data acquisition, two biomarker assays for infectious disease and for cancer. Several leads have been identified in different therapeutic areas.

Overall, the consideration for the potential impact of research results is very important at the FMD, being also a driving force for the design of new research themes. The product pipeline of IMTM is a clear demonstration of the high value of this research for the society.

Recommendations:

- Continue the efforts to develop and license new technologies that would positively impact the

society.

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:

As already shown in the preceding paragraph, the FMD, through the IMTM unit, is very active in the transfer of results into practice. Collaboration with commercial companies is significant and takes the form of cooperation within publicly funded projects rather than direct research contracts with them. IMTM is a top-level entity with exceptional infrastructure and equipment to cover all aspects from basic to clinical research and hence it is fully able to effectively transfer the results. In the field of medicine, spin off companies can also provide an effective way to accelerate the transfer, as has been demonstrated by FMD.

Several users are interested in the transfer of results, from pharmaceutical companies to Biotech companies, hospitals and healthcare facilities, national institutions, research communities and charitable organisations. One may note that the Cancer Research Foundation is located at the FMD, thus demonstrating the renown of the research conducted in this field.

The strategy for transfer is, not surprisingly, based on patents, licenses, spin-off companies and contract research. Table 3.5.1 summarises the non-public financial income for the period. Except for 2020 and 2021, with an over 2 M€ income due to the COVID crisis, the total amount is variable, the year 2022 being quite exceptional with an income of 600 k€, far above 2019 and 2023. The IMTM relies mainly on the CATRIN capacity to support patent protection, but this concerns only one part of IMTM.

Transfer of results into practice is a key strategy for the FMD, proven very successful in connection with the University Hospital in Olomouc. Even if the field of research is favourable for transfer, the FMD is doing very well in this respect.

Recommendations:

- Continue current efforts to transfer the results into practice.

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 participates in the University-wide initiatives to communicate research advances to a

large public, through such activities as the University of the Third Age, the Researcher's Night, the Olomouc Museum Night and Children's university. The lectures within the framework of the University of the Third Age involved about 25 to 30 academic staff offering blocks of 7-8 lectures. This is important since the health themes are probably the most asked for by the participants in most universities. The number of participants in other activities reaches several hundreds, except for the Children's university, which gather 50 children for each semester. Other lectures, including online offerings and with the University Hospital, are given to offer a broader view of medicine and a healthy lifestyle.

The Health Fair is organised for 2 days and gathers about 200 people with the help of FMD students. This is a very good initiative.

Overall, the popularization activities of FMD seem limited to Olomouc and its region, although academic staff cooperates with public radio station, and it may be useful to consider the participation of the FMD in nationwide specific events to promote its research activities. Another potential development could be to target patient's organizations.

Recommendations:

- Consider participation in national events organized to promote health science research, and thereby to promote the FMD, eventually in connection with CATRIN.
- Work closely with disease-specific and patient organisations to define possible initiatives.

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 first recommendation was to continue the same track of both basic and applied research with an appropriate emphasis on multidisciplinary approaches, as well as to look for more research contracts to increase funds from non-public sources, as also stated for other faculties of UP. The FMD has demonstrated significant efforts to help young researchers. Its cooperation in the OLIVIE (Olomouc healthy LIVING rEgion) project, which aims to sustain a healthy living in the area, is also noteworthy. This is a good example of multi-dimensional project dealing with preventive care, environmental issues, high tech medicine and ways of life.

The OLIVIE project is the only answer to the second recommendation which was to consider the non-economic impact of research.

The third recommendation, to plan to create a project service department, has not been finalised. After the establishment of CATRIN in 2021, IMTM has been using the support services of the institute. However, since only part of IMTM is linked to CATRIN, it may still be useful to look for creation of its own department, working in cooperation with the university Project Service.

Recommendations: None.

EVALUATED UNIT RATING

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	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]:	5 - Outstanding
Grade [A–D]:	A
Summary assessment: The Faculty of Medicine and Dentistry (FMD), one of the largest faculty at Palacký University, has shown significant achievements both in its research activity and in clinical practice. It is a well-known and important institution at the city, region and the country level. During the reporting period, the achievements of FMD have been recognized in multiple venues, such as medical research, publications, involvement in editorial boards of top medical journals, and evaluation of various research programs/projects at the national and international levels. The faculty has shown excellence in cancer research, neurological disorders, and healthy ageing research. Many results have been implemented in practice through patents and licences, and many more are under consideration. This has a significant positive impact on society. FMD has also actively participated in communicating medical research to the general public and in popularizing science. Overall, the faculty maintains its previous very good level of productivity and relevance.	
Summary recommendations: The main recommendation is to continue on the same track if one considers the impact of research on society, but care should be taken to keep basic research at the highest possible level. The IMTM/CATRIN research is of very high quality, but FMD should also put forward and sustain research conducted in the other part of IMTM, as well as in dentistry which appears to be insufficiently developed. Due to the age distribution among the higher position holders (professors, associate professors), FMD should consider initiatives to increase international recognition of promising young staff. To further increase its recognition, it may be useful to search for more European funded projects in areas not covered by IMTM-CATRIN, in connection with Project Service, eventually benefiting from the knowledge of the above joint entity. FMD could also play a significant role both internally, staying open to interdisciplinary projects, and externally by increasing its popularization activities toward the society in general and more specifically toward patient associations.	

EVALUATION REPORT IN MODULE 3

NAME OF EVALUATED UNIT: Faculty of Arts

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 Arts is one of the biggest faculties of the UP (over 500 researchers from full professors to assistants, as well as administration and technical personnel supporting teaching and research; growth of 5-9% of assistant professors during the evaluation period) and as such has significantly contributed to the overall research output and societal impact of the entire university. It is currently presented in three fields, Philology, Humanities and Social Sciences and Art studies, each with several departments. Philology has a “Language Center” and Humanities a “Center of Jewish Studies”. During the on-site visit, the dean addressed very openly the issue of the extensive disciplinary fragmentation and a possible “concentration”, notably through a strategy of “wedding” with the narrowest specialties to equivalent departments actually existing in other universities in the Czech Republic. It also declares its strong interest in sharing its methodologies and research findings within the network of academic institutions national and international, as well as in the public sphere.

In spite of the discrepancies between departments in terms of enrolment and staffing, the FA produced a coherent and well-planned strategy for the development of Humanities and Social Sciences based upon its long-term experience and past traditions. To the question of why there has been a slight increase (in bachelor and master degrees) in student enrolment, which runs counter to the trend in arts faculties, the representatives of the Faculty argued this results from a proactive applicant-oriented campaigns, tailored to individual study programmes rather than the faculty as a whole and which are further aligned with potential future career paths. On the contrary, they assume a deliberate and managed process in the decline in PhD student enrolment (fewer students but better rewarded and recruited on stricter criteria corresponding to credible careers).

In the Czech Republic the FA is second just next to the Faculty of Arts at the University of Prague both in the number of its academic staff and research capacities. The FA has successfully implemented its own strategy of development which has made it a prosperous and resilient centre of excellence in Humanities at national and international level. Alongside running its current research projects and teaching activities, the FA initiates the build-up of international networks which serve to share knowledge and promote cooperation among governmental institutions.

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 claims that over the past five years it has established itself as “a significant contributor” to the international scholarly community in the humanities and social sciences”. It is hard to deny that the Faculty staff initiated international research projects among which there are a couple of truly significant formats. Given the number of its departments and researchers (138 Professors and Associate Professors), and the focus of its disciplines (particularly those devoted to foreign cultures, especially Asian studies), it is natural that the Faculty of Arts should be at the heart of networks and attract recognition. The most important factor is the maintenance and even expansion of international cooperation, facilitated by a policy of support for doctoral students and young researchers, which deserves to be strengthened. The quest for international recognition raises the sensitive issue of the language of publication. FA research results include publications that are not necessarily written in English, and the persistence of linguistic diversity appears to be a resource worth preserving for years to come. The criteria mentioned by the methodology (prestigious R&D&I awards, participation in editorial boards of international scientific journals, invited lectures, lectures by foreign scientists, etc.) are interesting from the point of view of international prestige but seem to be rather formal, unable to reflect the real vitality of research at the international level. In order to better evaluate and manage its own activity and hence, at least internally, the splitting of LCDRO, the Faculty has done an extensive work on criteria for humanities and the arts in partnership with similar faculties of Charles and Masaryk universities. This is an interesting approach which needs to be evaluated, and widely communicated, in the future when applied in these leading universities.

Recommendations:

- Continue and strengthen the incentive strategy already engaged in order to involve doctoral students and young researchers in high quality international research.
- make more efforts in terms of communication about more modest programs that do not seem to be getting the attention they deserve, even within the University. Integrating them into a multidisciplinary program that is well publicized among specialists, and the public would lead to greater recognition by the international scientific community.

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.

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:

The research projects presented as outstanding achievements in the past five years are mostly focused on literary and linguistic studies. The Faculty has taken the lead in some fields of humanities in particular Asian studies (initiative or participation to the projects Sinofon, Remote XUAR, Euvip, Reconnect China, Mareland), Art History and Cultural Heritage, Medieval History (Project Observance reconsidered), Computer Games (Project Megaskills). FA took part to others large research projects (like Trans.Arch). The focus on these flagship projects, recommended by the methodology, may give the impression that this programming is driven by a political agenda, or even by government bodies. The on-site visit made it clear that the vast majority of projects follow the opposite, bottom-up approach. This is why it is important to mention the large number of projects (64 projects supported by public funds in the role of beneficiary – see annex 3.3.1, 13 in the role of other participant, and a very little minority by foreign institutions), some of which are modest in scale, but whose diversity, reflecting the disciplinary dispersion of the faculty (see 3.1), is what makes them so rich. The Faculty has been able to get support from several Czech ministries, agencies and foundations, as well as from the European Commission (8 projects as beneficiary, 2 as participant), from the Korean Ministry of Education and from one Austrian agency. This is an impressive result.

Recommendations:

- Maintain the FA policy of coexistence between flagship programs and more modest programs, increasing its financial participation in programs that are less well funded due to changing political trends. It should encourage the most vulnerable departments to join internal university umbrella programs (with FL, CMFT, etc.), as well as to engage in the "wedding" strategy (see 3.1) with equivalent research units at other research institutions in the country, and to develop the search for funding, which is too modest, from foreign institutions (maybe in the context of the Aurora University Alliance?).

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 FA contributes to society by disseminating research through commercialization,

implementation methodologies, shaping social attitudes, and stimulating changes in trends in contemporary or future society. However, as is the case in all humanities faculties, the definition of criteria for future impact on society limits the list of listed outputs to narrow fields, particularly those related to the development of software applicable in specific social situations and developed for instance by the Department of Psychology. This is the patent called System and method for adapting text-based data structures to text samples (United States Patent), the *APPstinuj* application, a mobile application that helps individuals in the treatment of addiction, expert reports (such as Proposals for Supporting the Cultural Sector in Response to the COVID-19 Pandemic and the Rise of Online Distribution) or methodology recommendations.

Recommendations:

- Include more outputs as elements of prospective impact of FA research on society, in a much broader frame of its social relevance, such as intellectual training, maintenance and development of knowledge in all areas of culture and society, including languages and their diversity.

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

The FA intends to foster multidisciplinary research in various disciplines of humanities supplied with advanced technologies and IT infrastructure. It takes a proactive stance regarding the visibility of its contribution to society and the potential financial spin-offs from its research. It claims to adopt a responsible approach to transferring the results of research, development and innovation into practice by drawing on its academic expertise to meet current societal challenges in line with society's needs. It lists users in 5 categories (public administration, cultural institutions, creative and audiovisual industries, healthcare and social services, educational establishments).

These contributions can be considered as the basic expectable participation in the intangible quality of public life, in feeding the cultural level: as such, it is the fundamental duty of every Faculty of Arts. But the real effectiveness is to be evaluated in terms of interaction with society (see 3.6).

It seems clear that, compared with other faculties, the financial results seem low. Only one of the 5 “valorisation/ commercialisation tools” listed, e.g. Sold Licences - Psychodiagnostic Tools, seems to have generated a financial profit (between 500 and 3000 euros per year for 5 years). Softwares Luke (examination of deep feelings in a selected low-frequency vocabulary) and HAVEX (context capture around a selected low-frequency vocabulary) are both scheduled for commercial licensing in 2025 and are not included in these results. Similarly, income generated by licence fees from EBSCO and CEEOL for Published Results (2000 euros for the best year) is negligible compared with donations received for scientific and research purposes (over 128,000 euros in 2025).

However, these results for a Faculty of Arts compare favourably to similar faculties in Europe, demonstrating the ability of FA researchers to really consider transfer of results.

Recommendations:

- Continue to promote the excellence and expertise of FA in areas that are difficult to quantify, such as the quality of intellectual life, education, and psychology. However, it is encouraged to continue forging links with funded projects and commercial applications in order to promote its knowledge and skills, particularly in the fields of linguistics, information, communication, and psychology.

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 FA rightly claims its substantial contribution to public debates and societal developments that directly resulted from its research projects and teaching programmes. The areas of its interactions with various social clusters embrace cultural identity, media literacy and communication as well as historical heritage. The FA makes a significant impact on the society, initiating debates on some key problems related to humanities and sharing its research findings with a wide range of governmental and non-governmental institutions. It strives to promote its projects and fosters collaboration with media and various non-academic institutions, enhancing the multifaceted transfer of its research output into practice,

The items listed in this section seem directly inspired by the departments or alumni – like “Nebojme se myslet” (“Let's Not Be Afraid to Think”), Translatological competition, Bonjour Olomouc, Music Olomouc, Jewish Culture Days, and so on. They give the image of a university that fully assumes its role as a regional capital, with links to neighbouring countries, by addressing a local audience. This is significantly different from the international or even global image conveyed by the other sections. It also reveals the reality of more modest research projects neglected in the SER, due to the methodology (top ten lists). This comment raises the question of the essential diversity of a faculty spread over a considerable number of departments, with specific strengths and weaknesses.

Recommendations:

- Continue to play an essential role in designing transdisciplinary projects aimed at society, mainly in the broader regional context.
- Strengthen the internal mediation work of FA within the University.
- Consider, in cooperation with the rectorate, some thematic fields in which FA can establish itself at the international level. The Aurora University Alliance, which is still in its early stages, may prove to be an effective ally in this strategic area.

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 previous IEP report (2020), based on a relatively different methodology, highly rated the research quality of FA, with the best rating (5, excellent) everywhere except Contract research and Revenues from non-public sources. That's why it's hard to find very good recommendations for improvement. As the only alleged global weakness "underpayment of contract research" was pointed out, which means that the social benefit of research activities is not immediately visible through financial or commercial incomes. From this point of view, the faculty could not really rely on recommendations to redirect its basic policy. Nevertheless, we can notice that the development of interdisciplinary research connected with applied linguistics has led to the production and use of original and interesting softwares, both from a scientific point of view and in terms of marketing.

Recommendations:

None.

EVALUATED UNIT RATING

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	5 - Outstanding
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]:	5 - Outstanding
Grade [A–D]:	A

Summary assessment:

As one of the largest faculties at UP, FA faces the challenge of continuing to be one of the only faculties in the country to see an increase in the number of bachelor's and master's degrees while

attracting some of them to research in a context of increased competitiveness and ensuring comfortable conditions for its researchers. More specifically, it must address its disciplinary fragmentation (number of departments) and consider ways to achieve “concentration.”

One of the specific features of its international recognition is based on the large number of its researchers, a policy of support for doctoral students and young researchers, and the multiplicity of research projects: flagship projects, mostly focused on literary and linguistic studies, with some visible fields of excellence (Asian studies, Art History and Cultural Heritage, Medieval History Computer Games), but also a large number of projects, some of which are modest in scale, but essential because of their diversity. This excellence is well reflected in the extraordinary response to FA research among the public, but it is sometimes underestimated in comparison with other faculties.

In general, the FA and its management seem very responsive to internal and external institutional incentives (calls for projects) to modernize research support procedures, not only in terms of the number of projects submitted and obtained, but also in terms of openness to interdisciplinary projects.

Summary recommendations:

The overall trend since the last evaluation has been very positive. The FA is strong in terms of its relative weight within the university, but this special situation exposes it to certain risks. In particular, it must defend its social relevance, but the methodology limits the assessment of its prospective impact on society and the transfer of results into practice to strictly defined outputs.

The FA has proven the excellence of its research and knows how to gain visibility, particularly by promoting rare disciplinary fields. It will not be able to meet new challenges without continuing its collaboration with universities in the country and abroad, but also with other faculties of UP. It is the responsibility of the rectorate to ensure that, in order to do so, it benefits from parity, particularly financial parity, with researchers from across the university.

EVALUATION REPORT IN MODULE 3

NAME OF EVALUATED UNIT: Faculty of Science

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 Science carries out educational and research activities in a broad range of disciplines in natural sciences that extend from mathematics and computer science, through physics, chemistry, and biology to earth and environmental sciences. The Faculty comprises 22 scientific departments and two joint laboratories that are operated together with the Czech Academy of Sciences, along with a number of support units (Library, Maintenance, Student Affairs, Technical Support, External and Internal Relations, etc.). The structure of the faculty presented on the webpage <https://www.prf.upol.cz/en/faculty/organization-structure/> has departments grouped into five sections (Mathematics and Computer Science; Physics; Chemistry; Biology and Ecology; Earth Sciences) and lists a Scientific-educational Board of the study field for each section. The Academic Senate of the Faculty comprises 14 members elected by the academic staff of the faculty and 7 student members. There is also the Scientific Board which has 36 members. Overall the FS has 375 members of the academic staff, 261 members of the scientific staff, 4135 students and 231 members of technical and administrative staff. Table 3.1.1 included in the Self Evaluation Report (SER) shows a relative stable situation in the categories of Assistant / Associate / Professors, with a slight positive increase in all categories for 2023 compared to 2019. Staff numbers in other groups vary more substantially which could be linked e.g. to implementation of large external grants. Dominant R&D&I fields are Mathematics and Computer and Information Sciences, Physical Sciences, Chemical Sciences, and Biological Sciences, with minor contributions from other fields. Over the period 2019-2023 the number of students has been rather stable, with minor increases in undergraduate and master categories. Cooperation with the Czech Academy of Sciences in running joint laboratories proceeds smoothly and has not generated issues that impeded research work. This is in contrast to relations with the CATRIN institute as described in the Self Evaluation Report.

The Faculty has a very broad spectrum of research activities that require different capacities and resources. In mathematics, the focus is on theory and computational analysis of mathematical models, structural theory of algebraic and geometric systems, and applications of mathematics and statistics in data processing. Four scientific departments carry out research in the field of physics. A strong focus is in optics, including quantum optics and optical quantum technology, advanced microscopy, Raman spectroscopy, instruments for astronomical observations. This is complemented by nuclear spectroscopic methods, nanomaterials science, and biophysical research. In chemistry, methods for the preparation of advanced chemical compounds and materials are developed with focus on applications in medicine, as well as developments of new methods or chemical analysis, e.g. in the field of mass spectroscopy or microscopic imaging.

Research in biology and ecology includes evolution studies, population dynamics, processes in agricultural landscapes, and conservation biology of invertebrates. At the cell and molecular level, effects of foreign substances and human organisms, inter-drug interactions are investigated, among other subjects. In the field of Earth sciences, the main research direction are studies of ecosystems and landscapes, including monitoring, modelling, as well as geological material as a source of information on climate, pollutant transport, etc.

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]:

5 - Outstanding

Qualitative assessment:¹

The Faculty of Science has a number of scientists whose results received wide recognition from the international research community. In particular, names that were mentioned in Sec. 3.2 of the SER as those included in the so-called Stanford list for 2021 indeed have a strong publication record with an international impact. Prizes listed in Tab. 3.2.1 of the SER demonstrate very strong standing of the Faculty at the national level, including the award of the Minister of Health, E. Mach Medal of the Czech Academy of Sciences for Physics, František Běhounek Prize of the Senate of the Parliament of the Czech Republic and Werner von Siemens prize awarded by Siemens Czech Republic. The international recognition comes also in the form of invitations to serve on editorial boards of scientific journals. E.g. Journal of Plant Growth Regulation has current Impact Factor (IF) 4.4, Journal of Nutritional Biochemistry has IF 4.9, Nanotechnology Review IF 6.1. Faculty academic staff have given invited lectures at a number of foreign institutions and international conferences including, in addition to Europe locations in the USA and Japan. Likewise, the Faculty of Science hosted a number of foreign researchers with invited lectures, including such prominent names as Professor Akira Furusawa from the University of Tokyo, who collaborates with researchers from Olomouc. Faculty of Science researchers are regularly involved in evaluation panels for calls organized by the Czech Science Foundation, including positions of Chairs and Vice-Chairs. Particularly noteworthy is involvement in evaluation for European calls, such as European Research Council and the QuantERA programme.

Recommendations:

- Look for opportunities to be involved in more organisations and initiatives at the European and international level. For example, more FS researchers could be encouraged to register in expert databases, e.g. in the European Commission portal. Serving on expert boards gives insights into the evaluation processes and may be used to assist colleagues, especially junior ones, in improving their proposals. Senior researchers could consider involvement in management bodies of international scientific societies, which would give them channels to promote agenda relevant to their home institutions, shape conferences etc.
- Pay attention to existence of so-called predatory publishers, that may use dubious practices in editorial processes and do not warrant long-term high quality of their 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.

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:

The list of projects presented for evaluation is truly impressive. Approximately half of them are European projects awarded in very competitive calls, such as Marie Skłodowska-Curie Actions (MSCA) or Future and Emerging Technologies topic. It is worth noting that in the project “Smart management of energy and costs in museums. A chemical background for a control methodology for Temperature and Relative Humidity fluctuations” (call HORIZON-MSCA-2022-PF-01) the Faculty of Science acts a host for an incoming researcher from a well-established Italian institution who collaborates with top-tier European museums (Historisk Museum in Oslo, Norway, and Gallerie dell’Accademia in Venice, Italy). The project “Continuous Variable Quantum Communications” (call H2020-EU.1.2. – EXCELLENT SCIENCE – Future and Emerging Technologies) confirmed the standing of the Faculty of Science as one of top European institutions in the field of quantum technologies. Importantly, also other projects funded from national sources involve cooperation with excellent foreign partners, such as Yale University, ETH Zurich, Purdue University. Overall, the presented projects illustrate very well the breadth of R&D&I carried out at the Faculty of Science, ranging from fundamental research to industrial activities. Table 3.3.2 listing ten selected contract research activities confirms the substantial potential of the Faculty of Science to carry out industry-relevant activities. These include commissions from the European Space Agency and the Austrian Institute of Technology in physical sciences, along with pharmaceutical companies and automotive industry.

Overall, the Faculty of Science uses very well its capacities to implement a wide range of R&D&I activities.

Recommendations:

- Maintain and strengthen international relations that facilitate participation e.g. in collaborative European projects. For contract research, FS staff could be encouraged to attend relevant events, e.g. conferences organised by the European Space Agency, trade fairs, etc.
- Consider, if an appropriate opportunity arises, coordination of a collaborative research project, e.g. at the European level. This would give the Faculty even better international visibility and demonstrate its capacity to deal with complex managerial tasks involving external partners.

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 research outputs with existing or prospective impact on society presented by the Faculty of Science have forms of software, functional samples and certified methodologies. In the software category, a remarkable output is the Molecules on Membranes Database (MolMeDB) which is publicly available at the address <https://molmedb.upol.cz/> and is a comprehensive and interactive database about interactions of (small) molecules with membranes. As of 07 September 2025 it has almost 1 million interactions, 500.000 substances, almost 50 membranes and 57 methods. A functional sample that was brought to the final stage of being included in a company portfolio is SAMMWAP – Integrated communication technology for sewage and industrial sewer leakage monitoring which is offered by Satturn Holešov, s. r. o. (<https://www.satturn.cz/en/>), provider of the ENCELADUS system (<https://www.enceladus.cz/en/>). In the third category, a substantial achievement is the methodology of identification of missing genetic resources in microorganism collections and strategy of filling the gaps identified, which is used in a number of research institutions, universities, institutes of the Czech Academy of Sciences, as well as state administration bodies and private entities. According to the SER, strains are provided also to foreign research and university institutions which implies international relevance of the methodology.

The above results demonstrate the ability of the Faculty to take into account the potential impact of its research in different fields. Comments in the SER would have been useful to show how this is taken into account for sustainability.

Recommendations:

- Pay attention to ensuring that the impact takes sustainable forms. For example, that software and databases are maintained and updated whenever relevant.

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 SER lists a number of research results transferred into practice in the fields of physics, chemistry, and biology. Among licence agreements, most revenue has been generated recently by the Raman optical activity spectrometer developed in cooperation with ZEBR s.r.o. (further

information available at: <https://www.zebr.cz/en/roa-spectrometer/>). The FS provides the production of the spectrometer control electronics, the software, the assembly of the spectrometer, its installation at the customer's premises and the service. In addition to payment for the services provided, the University receives a license fee (11% of the price of the spectrometer sold, presently approx. 38 kEUR/unit). Optical components are supplied by the company Meopta, which also has a licence agreement with the University on the improvement of Shack-Hartmann sensor technology. These results indicate initiation of a high-tech ecosystem which involved both academia and industry and bodes well for the future. A remarkable achievement in the field of biology is a licensing agreement with a UK company IntraCrop based on the patent "1,2,3-thiadiazol-5-yl-urea derivatives, use thereof for regulating plant senescence and preparations containing these derivatives" (EP3191482 and others) which is used in the commercial product named STATUS (<https://intracrop.co.uk/status/>). Other results include utility model "Multicomponent liquid fertilizer, suitable particularly for maize feeding" licenced to CHEMAP AGRO, s. r. o. and cell lines licensed to a Swiss company BIOREBA AG for the rapid detection of Plum Pox Virus (PPV) using a combination of monoclonal and polyclonal antibodies.

In the Faculty project support department dedicated staff oversees the administrative management of contracts. Income from commercial activities is return largely to the Department which implemented the contract. This is a very good motivating factor.

Overall, the Faculty of Science is in a very good position to expand further its commercial activities.

Recommendations:

- Encourage other lines of research with industrial potential, using examples of results already obtained by FS. With an increasing scale of activities, the Faculty may need to upgrade administrative arrangements to servicing larger number of contracts.

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:

Outreach activities are important to improve public understanding of science and also to encourage future generations of young people to study science, technology, engineering, and mathematics (STEM) subjects. The Faculty of Science has a very wide offer in this area. Fort Science (<https://www.pevnostpoznani.cz/english/>) is located near University buildings at 17. listopadu street and offers a number of exhibitions. A microbrewery EUREKA was launched by the Department of Analytical Chemistry and its presence can be identified also on social media, see e.g. https://www.instagram.com/eureka_up/. Physical infrastructure includes also a botanical garden, geological exhibits at the University campus at Envelopa, and a large park in the Holice area.

When it comes to events, the Faculty of Science organizes public lectures on a variety of topics, participates in Researchers' Nights which are a transnational initiative, and the Science Fair which targets children and primary school students.

A very valuable initiative is the Badatel programme, which facilitates participation of high school

students in original research activities. The prize awarded by the European Chemical Society for the project “Synthesis of new selective-dual inhibitors of cyclin-dependent kinases” is evidence of the success of the project, in addition honours received at the national level. The outreach includes also high school visits with specially prepared presentations (Nature Roadshow), the Academic Harvest Festival organized on the grounds of the University experimental fields, and the Physics Kaleidoscope which offers various lectures in the area of broadly understood physics. Teaching staff at primary and secondary schools are targeted with lifelong learning courses. Media presence includes podcasts as well as appearances on Czech radio and television.

Overall, the outreach efforts at the Faculty of Science are very impressive and of high quality.

Recommendations:

- Pay attention to ensure that sufficient resources continue to be allocated to outreach activities which are essential for the visibility of the Faculty, and of Palacký University, to attract talented students and junior researchers.

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 of Science has followed recommendations from the previous evaluation exercise. Cooperation with other Faculties of the University has increased as evidenced by publications listed in the Self Evaluation Report. Importantly, recommendations concerning strengthening industrial links have also been implemented. This is evidenced by a larger number of scientific departments cooperating with business, new licensing agreements, and increased income from commercial activities.

Recommendations: None.

EVALUATED UNIT RATING

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	5 - Outstanding
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	5 - Outstanding
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	5 - Outstanding
Average rating [1–5]:	5 - Outstanding
Grade [A–D]:	A
Summary assessment: The Faculty of Science demonstrates impressive steadiness in improving the quality of research, attracting more external projects, producing further outputs with impact on society, and strengthening industry transfer. This is complemented by a broad range of outreach activities. This momentum has not been hampered by the creation of CATRIN, which is yet another reason to overcome the difficulties that have arisen between these two entities for the greater benefit of the University as a whole.	
Summary recommendations: In order to stay on the growth path, it is important that the excellent work and competences of the Faculty staff are recognized nationally and internationally. The staff could be encouraged to register in expert databases, attend events that provide networking opportunities, also with potential industrial partners. In order to attract young talent, outreach activities should be continued and strengthened.	

EVALUATION REPORT IN MODULE 3

NAME OF EVALUATED UNIT: Faculty of Education

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 Education (FE) is one of the largest organisational units of the university, training teachers from kindergarten to secondary school, as well as specialists for sectors outside the school system. The number of students is growing, as is the number of lecturers, professors and the proportion of women. The faculty's mission statement is relevant and well presented, and its research areas are wide-ranging, reflecting the faculty's diverse, multi- and interdisciplinary profile. As a result, a significant part of the research portfolio is related to the social sciences, but the arts and humanities also have a high share. It strives for high quality and excellence in its research and considers the dissemination of results and integration into the international community to be important. It conducts basic and applied research, with the highest share of FORD funding going to education, and a third of its records appearing in the field of applied research. The faculty's experts and doctoral students regularly participate in international, domestic, and university-wide research programs, supported by the Faculty's Department of Science, Research, and Doctoral Studies, the Project Service of Palacký University, and the Science and Technology Park. The FE introduced the Strategic Plan of Educational and Creative Activities of the FE for the period 2021+, which included a systematic focus on research topics. The FE has provided increasing financial and human resources support to academic staff in the field of science and research. The FE runs seven doctoral programs in Czech and English. During the examination period, three centres support research activities: the Centre for Evidence-Based Education and Arts Therapies, the Centre for Innovation in Education, and the Centre for Lifelong Learning.

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

FE plays a prominent role in the university research community, both domestically and internationally. Thanks to the high level of expertise of its researchers, FE has achieved excellent results, particularly in the areas of prevention, education, research, intervention and awareness raising in relation to risky behaviour on the internet, the establishment of systematic reviews, special education, research related to healthy lifestyles, and research in the field of arts education and arts education. During the period under review, FE's research staff travelled abroad to partner institutions, where they presented their professional topics at invited lectures. FE researchers were also active on the editorial boards of international scientific journals, not only in Europe but also in Canada, Brazil, and Japan. FE welcomed more than 800 foreign visitors, researchers, and world-renowned experts during the period under review.

The FE also supported the scientific community by publishing professional journals focusing on various areas of scientific research.

It is gratifying that the participation of doctoral students and young researchers in international scientific conferences was also supported.

The faculty can cite ten examples of prestigious R&D&I awards received during the evaluation period and the participation of its scientific staff in the editorial boards of international scientific journals. The FE also provides evidence of the most important lectures given by the scientific staff of the evaluated unit at foreign institutions during the evaluation period, as well as the most important lectures given by foreign scientists and other guests relevant to R&D&I at the evaluated unit, and finally, the staff members participating in the evaluation of calls for proposals for national and international research projects in the field of R&D&I. Given the strength of the incoming researcher mobility, the quality of the faculty's research activities and quality assurance is guaranteed. From all this, we can conclude that the domestic and international recognition of the Faculty's research community has shown significant and remarkable qualitative development during the period under review. Scientific publications are not only the cornerstones of individual researchers' careers, but also play a decisive role in institutional visibility, scientific embeddedness, and the building of excellence at the university level. The international scientific visibility of the faculty has been growing.

Recommendations:

- Maintain a high level in participation in domestic and international professional conferences and scientific projects.
- Continue to involve practical actors in research and innovation activities, with a focus on the implementation of scientific results.
- Strive for continuous growth in publication output, while keeping improvements in quality, particularly in terms of impact factor and number of publications appearing in the WoS and Scopus databases.

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.

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:

The faculty reports on ten significant research projects for the given period. The research topics are interdisciplinary in nature and closely aligned with the faculty's research portfolio and training profile. The faculty's scientific activities are not only aimed at strengthening its domestic and international visibility, but also at exploring socially relevant pedagogical and social science issues and shaping knowledge that can be applied in practice, with a particular focus on the dialogue between pedagogical theory and practice and on public education institutions. Czech Schools and Artificial Intelligence is a unique and representative study that maps the use of artificial intelligence by primary and secondary school teachers in the Czech Republic. It seeks to answer how teachers actually use artificial intelligence, whether it motivates them, and what uncertainties they may have. The international award-winning research project Czech Children in the Cyberworld focused on what activities children engage in on the internet, what risks and threats they face, and whether they have been victims of online abuse or fraud. The research devoted a separate section to children's mobile phone use in the school environment. Another project is the Primary Prevention of Mental Disorders in Early Adolescence, which aims to develop adolescents' knowledge and skills related to mental health and their ability to identify and manage challenging psychological states that can lead to serious mental disorders. The project included education on the topic and awareness raising among the parents of the students involved. The project "On Time - Responsible, Informed, Planned and Prepared Parenting" aims to improve the knowledge of young adults, specifically university students up to the age of 26, in the field of reproductive health, with a particular focus on education on a responsible, informed, planned, prepared and, above all, timely approach to motherhood and parenthood from a bio-psycho-social perspective. An interesting research project was the development of digital competence among kindergarten teachers and the improvement of the quality of preparation for school entry, both for children attending kindergarten and those receiving kindergarten educations at home. The main objective of the project was to contribute to the introduction of modern technologies in kindergartens.

The research projects are relevant to the institutional vision and mission, and there is a strong sense of cooperation and joint scientific discourse within the university, with domestic higher education institutions, international partners, and the civil sphere.

The funding received from public funded projects (as beneficiary) amounts to 340 k€ with a minor supplement in the role of another participant (21 k€). In the field of contractual research activities, 10 activities are listed with revenues of 95 k€ in the period under review. These are rather limited amounts for research, but which can be considered significant, in this field which is relatively less supported by public funding than others.

Recommendations:

- Involve as many experts, departments within faculties, research groups, and interdisciplinary actors as possible in research projects, taking into account the importance of interdisciplinarity to fill gaps in practice-oriented research.

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:

The EdigUP project is an online application designed for the professional work of both teachers and kindergarten teachers in a modern environment, which tracks the progress of both individuals and the entire class. The EdigUp application also allows educational content to be shared between teachers and parents. Users of the application, including teachers and preschool educators, have positively evaluated its impact on their work. They appreciated not only the practicality of the application and its usefulness in the field of pedagogical diagnostics, but also the fact that it simplifies demanding pedagogical work. Four nursery school staff members from Olomouc participated in the development of the app in collaboration with FE. As part of a project entitled "Online system for optimizing individual forms of vocational education," FE developed a system in collaboration with schools, under the supervision of experts from the city of Olomouc and in direct cooperation with the Ministry of Education, Youth and Sports of the Czech Republic. The online system has positively helped schools and teachers to determine the optimal content of the curriculum and organize the teaching of technical subjects, teach using modern teaching methods, introduce innovations, and offer appropriate learning situations. A web application developed to improve the social skills of people with addictions. The FE worked with social workers, addiction specialists, psychologists (Faculty of Arts), doctors, special education teachers, and, last but not least, IT experts to develop the application. The application provides positive support to people who are trying to quit and live a life free of alcohol and drugs. Tactile Explore Talk is a mobile application that serves as a platform for the interactivity of TouchIt3D printed models for severely visually impaired and blind people. FE collaborated with the Department of Geoinformatics at the Faculty of Natural Sciences. The partners of the application were the High School for the Visually Impaired and the Vocational School for the Visually Impaired, KAFIRA (a non-profit organization providing services to children aged 7 and older and adults with visual impairments or multiple disabilities) and the Elementary School for the Visually Impaired. ZEDA - Fun Educational Application enables a new form of education game-based learning, in which students or other users are given interactive tasks by their teachers. It is an online application that offers ready-made digital learning activities, escape games, and project days. Palacký University signed a license agreement with City Street Games in 2022. TETRECOM's diagnostic tool is based on eye-tracking technology. FE developed the tool in collaboration with speech therapy schools, Spektra, a company that distributes modern compensatory aids and provides consulting services, and Tobii Pro, the world leader in eye-tracking technology research solutions. Netmustesing, a web application for music testing, serves as a sustainable tool for diagnostic approaches to musical enculturation, offering customization and interactivity. An expert book has been published to

support the development of people with autism spectrum disorders.

The report mentions six online/web applications, publications, books, and methodological aids. The research topics build on the strengths of the faculty and areas for improvement where there is still room for development.

Recommendations:

- Keep exploring socially relevant pedagogical issues and shaping knowledge that can be applied in practice.

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 FE cooperates with numerous state and private institutions throughout the Czech Republic, which contributes to improving the quality of work of teachers who meet professional practice and has a positive impact on society. The most typical users of the Faculty's results are undoubtedly pupils and students who use the various educational outcomes and tools developed within the project. Other important users of the Faculty's results include ministries (primarily the MEYS and the Ministry of the Interior of the Czech Republic), government organizations (the Czech School Inspectorate, the State Health Institute, the Czech Army, for which FE developed a new camouflage pattern for field uniforms, which was later patented) and regional organizations (e.g. the Olomouc Region, local action groups, the regional chamber of commerce, etc.), for which FE prepares recommendations for conceptual changes or research reports. The results of the Faculty are also used by the commercial and non-commercial sectors (e.g. companies - O2 Czech Republic, Avast Software, Microsok, Seznam.cz, hospitals - Olomouc University Hospital, Olomouc Military Hospital, or non-profit organizations, etc.), for which the Faculty prepares scientific results within the framework of contract research or project results for the applying partners. Finally, yet importantly, the Faculty also produces a number of publications for the public (webinars for parents or seniors, or publications for people with disabilities and disadvantaged people).

In 2020, the FE launched a separate website for companies and institutions to promote cooperation.

As for the financial benefits resulting from the project, FE successfully commercialized two results during the period under review. These are the ZEDA online application (2022) and the TETRECOM diagnostic tool (2022). Both outputs were the result of Proof-of-Concept projects managed by the UP Science and Technology Park and implemented with financial support from the Technology Agency of the Czech Republic.

During the period under review, FE's non-state, non-grant financial resources came from the two commercial outputs mentioned above – City Street Games (the total amount is a trade secret) purchased the ZEDA license. The TETRACOM license was purchased by speech therapy schools.

Examples of commercial exploitation are (i) ZEDA, a learning application platform for experiential

education. The idea for creating an interactive online application was conceived at the FE and in collaboration with STP, a product was created within the Proof-of-Concept project, which was approached by a company called City Street Games and in 2022, a license agreement was signed (the company is also cooperating with STP to offer ZEDA to educational institutions and other potential interested parties in the Glitr application) and (ii) the TETRECOM diagnostic tool was developed in collaboration with speech therapy schools, Spektra, a company that distributes modern compensatory aids and provides consulting services, and Tobii Pro, a world leader in eye-tracking technology research solutions. Six speech therapy schools have purchased licenses, and one school has renewed its license.

The funds obtained from non-public sources for R&D&I, other than grants or contract research (e.g. licenses sold, revenue from spin-off companies, donations, etc.) amounts to 60 k€, a significant income for a Faculty of Education.

Recommendations:

- Build on the results achieved in the practical and commercial application of scientific results to increase the transfer in practice, even if it is not so easy in the social sciences and education.

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 FE carried out numerous public education, promotional, and other positive activities in public life. The faculty's departments and communications department were also involved in these activities. Throughout the year, the faculty carried out a wide range of activities, either directly on site, in schools or elsewhere, which reached not only the university's academic community but also the wider public, including children and young people. They used not only traditional forms such as lectures, workshops, and courses, but also various innovative media forms and online presentations. The aim was to raise awareness of professional, artistic and project activities, promote education, the teaching profession and research, and play a leading role in change in various priority areas. These included teaching, pedagogy and the promotion of science in general, education on healthy lifestyles, well-being and health, inclusive education and education for students with special educational needs, media literacy, prevention of risky behavior, especially in cyberspace, promotion of Czech sign language, financial literacy, etc. Paid activities were also offered, such as educational courses organized as part of lifelong learning or summer camps and suburban camps for children and young people. FE repeated the Science and Arts Days every year, held cultural events, exhibitions, and concerts throughout the year, and regularly prepared a rich program for the alumni. The e-Safety team continuously prepared a number of activities that attracted public attention, including various webinars, workshops, lectures, and educational events, as well as training programs on digital technologies and other methodological materials. FE regularly participates in the European Researchers' Night event and is always among the most successful participants with its offerings and attendance. Successful events for the public, overlapping with pedagogical practice, included the Be on the Screen presentation of digital creations for children and young people, and competitions for students focusing on robotics or

technical skills. The Department of Mathematics, in cooperation with the Faculty of Science, was the main organizer of the Czech Mathematical Kangaroo Competition. A children's conference and numerous other one-off events for schools were organized. In 2022, the FE began publishing a faculty newsletter. Researchers gave more frequent interviews to the public media (e.g., Czech Television and Czech Radio). They participated in various promotional campaigns and translated teaching materials into Czech sign language. To promote teaching, holiday competition campaigns have been organized. The faculty also fulfilled its mission in the so-called third role. This includes raising awareness of social responsibility and voluntarily undertaking tasks that are not only related to core activities but through which others can be served. Volunteering among students, teachers, and other staff is actively encouraged.

Globally the FE has raised awareness of its professional, artistic and project activities, promoted education, the teaching profession and scientific research, and played a leading role in disseminating and communicating research results in various priority areas.

Recommendations:

- Continue to be a key actor in popularisation activities and expand the third mission in connection with other faculties for the benefit of the whole university.

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:

In the field of research projects, there has been a significant increase in the implementation of projects with commercial potential and a direct impact on society (mainly projects funded by the Czech Technology Agency and Proof-Concept projects). These projects have expanded the research areas to include a broader spectrum of scientific disciplines. The faculty and its scientific staff have worked on the projects with a wider range of stakeholders, for whom and with whom they have produced valuable results that are actually used in practice and provide practical assistance. This has increased the interdisciplinary nature of the research. The FE also placed greater emphasis on cooperation with other parts of the university (various faculties, the UP Project Service, the UP Science and Technology Park). This synergy demonstrated the effectiveness and success of the projects. The monitoring of the impact of research activities has also improved, particularly in the case of the E-Safety project, which has produced several research results that have an impact on national policy and political decision-making. The FE has carried out much more public education, promotional and other positive interventions in public life. It created various innovative media formats and web presentations. Research staff gave more frequent interviews to public service media (e.g., Czech Television or Czech Radio). They participated in various promotional campaigns and translated didactic materials into Czech sign language. The Faculty also strengthened its mission in its so-called third role, namely social responsibility.

Based on the recommendations of the international evaluation panel, the FE launched a three-year project in 2024 entitled Strengthening Scientific Infrastructure and Supporting Research

Groups, with a budget of CZK 15.4 million.

FE has also introduced and applied a quality management system in the areas of education, teaching (educational programs, courses, retraining, workshops, seminars, e -learning) and consulting activities.

The FE sees great potential in the future commercial exploitation of the results of project activities funded by the Technology Agency of the Czech Republic.

Recommendations:

- Remain committed to applying for prestigious international grants in order to play an even more important role in the domestic and international educational research community.
- Increase the international dissemination of research by promoting publications and related communications in English in order to attract key investors and international partners.

EVALUATED UNIT RATING

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	5 - Outstanding
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]:	5 - Outstanding
Grade [A–D]:	A

Summary assessment:

In the field of research projects, there has been a significant increase in the implementation of projects with application potential, commercial exploitation and thus a direct impact on society. The Faculty has also sought to involve a larger number of international partners in its projects. Similarly, teachers have collaborated with a larger number of international partners in the preparation of publications. The Faculty became part of the prestigious international Joanna Briggs Institute research community through its newly established Center for Evidence-Based Education and Arts Therapies. The FE also placed greater emphasis on cooperation with other parts of the university. The monitoring of the impact of research activities has also improved. The FE carried out much more public education, promotional, and other positive interventions in public life. The research projects are relevant to the institutional vision and mission, and there is a strong sense of cooperation and joint scientific discourse within the university, with domestic higher education institutions, international partners, and the civil sphere. The FE plays a prominent role in the university research community, both domestically and internationally. Scientific publications are

not only the cornerstones of individual researchers' careers, but also play a decisive role in institutional visibility, scientific embeddedness, and the building of excellence at the university level. The faculty's international scientific visibility is growing.

Summary recommendations:

It is recommended to develop student talent management, ensure the supply of new scientific talent by promoting science and research among young people, and further improve the institution's existing international recognition and reputation.

EVALUATION REPORT IN MODULE 3

NAME OF EVALUATED UNIT: Faculty of Physical Culture

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 mission of the Faculty of Physical Culture (FPC or the Faculty) is to contribute to the advancement of knowledge in the fields of physical education, sports, health promotion, and active lifestyle. Thus, the faculty has a wide scope of research with some notable areas of social impact to wider communities.

FPC has a focus on basic research with an equilibrium in medical and health sciences (Ford 3, 51.2%) and social sciences (Ford 5, 47.2%). Basic research has a societal relevance and produces important contributions to knowledge. The faculty is organised in 6 departments plus the Institute of Active Lifestyle and BALUO, a well-equipped application centre.

The academic staff is distributed among professors (8.8 FTE), associate professors (10.7) and assistant professors (54.9) and the age distribution has been slightly improved over the last period, which also shows a high increase in the number of professors (although small numbers are concerned). The women/men distribution is the same as for the whole university ranging from 41 to 50%, with no woman at the professor level.

The number of PhD students, as the consequence of a choice of quality over quantity, has sharply decreased between 2019 (89) and 2023 (47), registered in 10 programmes (40% in English).

Through interdisciplinary research projects, there were developed novel methodologies and digital tools promoting healthy lifestyles among youth, and support evidence-based policy making. Further, within the areas of strength there are growing international reputations, and the faculty offers a number of ways of supporting research at the early development stage.

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 Institution is ranked among the 201-300 best globally in the Shanghai Ranking for Sport Science (ARWU, 2025), top in the Czech Republic and among Eastern European faculties. There are

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.

some very good examples of scientific recognition among the FPC staff, but there is a gap between the senior staff and the younger staff members. This area needs further development and support of engagement for early career researchers.

Among the requested examples of recognition, there are 7 awards (with 7 different nominees), 10 participations to editorial boards (10 different staff members), 7 international lectures (including 3 in East European countries conferences), and 10 invited lectures by professors from USA, Israel, New-Zealand, Australia, Japan and Europe. 4 examples of participation in the evaluation of programmes are listed, all in the Czech Republic. These data show that more should be done to improve the outreach of FPC and especially at the European level, perhaps in connection with the Aurora Alliance.

Recommendations:

- Keep going the effort to increase the number of young researchers and looking at long run (future) would be advised to increase the number of associate professors

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 showed several funded projects at national level demonstrating a clear engagement in pursuing research development and financial support. An important and timely portfolio of both basic (dominant) and applied research was shown, especially in health and social sciences. Although it has been increased, the number of international projects in which they collaborate and the number of those with applications at competitive European financial support are less expressive (e.g., Horizon Europe or EU-level coordination roles). Contract research (10 examples) is regular, but the total financial amount remains limited.

The faculty has very good physical resources and is very well equipped to perform applied research. The new projects within this area appear to be well funded, more applied research could be expected given the capacities and knowledge already developed and produced. This could support more of the work in laboratories (ex: competitive teams) as well as the community-based research. The potential to generate income through Intellectual Property for example, associated with some of the software that has been developed, should also be encouraged.

Recommendations:

- Maintain the excellent track record of national grants through national applications and enhance the participation in international funded projects.
- Continue the increased focus on applied science and develop a strategic organisation towards the intellectual property patents.

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: The faculty showed several and expressive projects focused on impact society, with a strong emphasis on health promotion, physical activity, and evidence-based policy. The research developed has led to interventions, tools, and policy-relevant outputs disseminated nationally and to some extent internationally.

Thus, the National Report on Physical Activity of Czech Children and Youth 2022 was carried out within the framework of the international Active Healthy Kids Global Alliance project. Discussion with MEYS is ongoing about a long-term collaboration with FPC. A Methodology of Monitoring and Evaluating the Fitness and Physical Activity Levels of Primary and Secondary School Students has been developed, with an online application allowing nationwide testing of physical fitness of some school children.

The promotion of physical activity of children and adolescents has been the subject of several projects, including an Interactive Map of the Healthy Lifestyle of Czech Children Stratified by Region in 2021. Furthermore, a Comprehensive Sports Diagnostics System – TESTBAL is now used by the Czech football federation.

The applications developed are not limited to young people since a device for Monitoring, Transmission, and Recording of Biological Signals and Parameters, Including Data Processing has been produced (2023). This interesting result is part of the project “Development of a System for Monitoring and Evaluation of Selected Risk Factors of Physical Workload in the Context of Industry 4.0”.

Recommendations:

- Keep the actions and activities developed, increase and/or develop a systematic monitoring of real-world impact that allows information to support qualitative statements.

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: There are numerous projects that extended its action to the community and/or sports activities. The BALUO centre, is an application centre essential for outside collaborations and a key institution for developing research contracts, testing product, supporting the knowledge transfer, as well as entrepreneurship. Indeed, AC BALUO collaborates on various grant-funded initiatives (e.g. projects funded by the Technology Agency of the Czech Republic or

innovation vouchers by the Ministry of Industry and Trade) that combine commercial interests with academic innovation. These projects open address data processing, digitalization, hardware and software development, telemedicine, and solutions aligned with Industry 4.0 principles. The FPC showed an extensive partnership, with practical relevance, with national government institutions as well as companies: from SMEs to start-ups (mainly local), sports federations and educational organisations.

Recommendations:

- Translate more efficiently the intensive and innovative work developed into revenues and commercial goals (e.g.: income from licenses, spin-offs). The actions and interventions regarding the communities and sports federation should be kept.

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 FPC has significantly expanded its popularization activities, fostering engagement with diverse audiences and promoting the benefits of science and research. These efforts span a variety of formats — from hands-on workshops and experiential learning events to media appearances and formal press releases — making accessible to both the academic community and the wider public. Most important events or actions at the university level are: children's university (to discover the HEI), university of the 3rd age, researcher's night, or at the FPC level: Days on monoski and paralympic school day, seminars (Active at any age). Apart from the large public there are also professional gatherings (Teleolomouc). Close to 70 000 users are registered on the Indares.com application focussed on improving their lifestyles and available in 8 languages.

There is a strong track record in hosting international conferences (e.g., ISBNPA) and public engagement activities.

Recommendations:

- Improve the communication toward the science community, stakeholders, students through FPC research's webpage (*APA centre, Institute of Active Lifestyle, ...*). Information on the overall activities should also integrate science popularization and dissemination, along with public communication.

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 FPC has taken steps to increase its applied research capacity, notably through:

- Sustained investment in contract research, particularly benefiting AC BALUO and the exercise physiology team.
- Maintaining state-of-the-art equipment, which supports both basic and applied research.
- Expansion of health monitoring and validation services for healthcare technologies indicates a successful alignment with innovation-driven research priorities.
- Proactive reform of doctoral education and a focus on quality over quantity in PhD enrolment show strategic planning.
- Continuous quality improvement in staff structure and research infrastructure respond to prior recommendations.

Recommendations:

- Keep a long-term monitoring of the effectiveness of actions taken to respond to recommendations or to external constraints (e.g., PhD reforms is still pending).
- Verify the sustainability of improvements that will require continuous investment and oversight (e.g. staff renewal, applied research expansion).

EVALUATED UNIT RATING

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	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	5 - Outstanding
3.7 Implementation of the recommendations in Module	4 - Very good
Average rating [1–5]:	5 - Outstanding
Grade [A–D]:	A

Summary assessment:

The faculty is very active both in fundamental and applied research. In addition, it has provided a societal impact either by the projects developed or the action taken to reach different populations, such as children and the elderly, and, therefore, engaged to serve the local needs. In addition, through interdisciplinary research projects, novel methodologies and digital tools were developed that promote healthy lifestyles among youth and support evidence-based policy making. Furthermore, the faculty increased its international visibility at various levels, such as the participation of young researchers in COST actions and organizing the preparation of ERC grants, along with participation in some other international projects, which could be seen as an interesting strategic option towards career development and international cooperation. Nonetheless, the international visibility of the faculty's research should be further increased

through participation in European and international research projects. The appointed University's Research support might help to overcome the difficulties.

Summary recommendations:

Maintain the excellent track record of national grants through national applications. However, one of the main tasks would be to increase the degree of international visibility, especially in research, by enhancing participation in internationally funded projects. Further, the increased focus on applied science and developing a strategic organisation towards intellectual property patents.

Additional effort should be placed to increase the number of young researchers and look at the career paths of its professors. It would be advised to increase the number of associate professors.

Improve the communication toward the science community, stakeholders, and students through the FPC research webpage (*APA centre, Institute of Active Lifestyle, ...*). Information on the overall activities should also integrate science popularization and dissemination, along with public communication.

Keep a long-term monitoring of the effectiveness of actions taken to respond to recommendations or to external constraints (e.g., PhD reforms are still pending).

EVALUATION REPORT IN MODULE 3

NAME OF EVALUATED UNIT: Faculty of Law

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 Law, established in 1991 as the first new law faculty in Central and Eastern Europe since the end of communism, aims to promote democracy, justice, and human rights through innovative education, interdisciplinary research, and societal engagement, thereby fostering the rule of law and addressing contemporary legal challenges. The Faculty combines research in traditional fields such as civil, EU, and humanitarian law with research in contemporary areas including new technologies, international security, and dispute resolution. The research is conducted mainly within specialised centres, such as the Digital Sovereignty Lab, the Jean Monnet Centre of Excellence and Chair in EU Law, the Centres for Conflict Resolution, International Humanitarian Law, and Competition Law. Since launching the first legal clinics in Central Europe in 1996, the Faculty has led in clinical legal education.

Most of the Faculty's R&D&I capacity lies in the Social Sciences (93.77%), mainly in Law (82.01%), with smaller shares in Political Science (5.87%) and Education (4.42%). The Humanities and the Arts account for 6.23% (Languages and Literature – 3.71%, Philosophy, Ethics and Religion – 1.33%, and History and Archaeology – 1.19%). Law clearly dominates, as expected given the Faculty's focus, but the presence of Political Science, Education, and the Humanities shows meaningful interdisciplinary activity. Overall, the Faculty has a multidisciplinary profile in its staff, teaching, and research, and it actively collaborates with other Faculties of the University.

A distinctive feature of the Faculty is the strong presence of mid-career researchers, in 2023 with 42 academics aged 30–39 and 64 aged 40–49. The position of Assistant Professor was held by 55 of them, while 19 worked as Associate Professors. Among the 20 early-career researchers, 8 were women, reflecting a slightly better gender balance than in 2019, when only 11 of 31 early-career researchers were women. Many mid-career researchers are highly active in their fields and are recognised as national leaders. The Faculty also employed 5 researchers under the age of 29 and 23 over the age of 50, including 5 aged 70 or above, holding positions as Professors (3) and Associate Professors (2). The total number of Faculty staff across all categories (professors, associate professors, assistant professors, assistants, R&I personnel, researchers in other categories, and technical and administrative staff) was 134 in 2023. This number included 53 women, who were represented in all positions, with the largest share being 24 female Assistant Professors aged 30–49. Academic diversity of the Faculty is supported by the fact that over 70% of the staff earned their PhD at institutions other than UP, and about 10% of academics come from abroad, contributing to the internationalisation of the Faculty.

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]:

5 - Outstanding

Qualitative assessment:¹

The Faculty of Law is a recognised research institution, active in the Czech Republic and across Central and Eastern Europe. Its academics serve on editorial boards of leading national and international journals, including two indexed in WoS and Scopus. The Faculty also publishes two Scopus-indexed journals on international and EU law, strengthening its visibility in scholarship. Faculty members hold leadership roles in major national and European organisations, such as the Czech Association for European Studies, the European Network for Clinical Legal Education, the European Society for the History of Law and the Czech Environmental Law Society.

During the reporting period, Faculty members joined key state advisory bodies, including the Legislative Council of the Czech Government and the Committee Against Torture, while one researcher was appointed to the European Committee of Social Rights. The Faculty's recognition is evidenced by prestigious awards received during the evaluation period. In 2020, it was granted the State Security Council Award for contributions to security research and training, while individual members earned numerous prizes for excellence in scholarship and practice. Awards were distributed across mid-career researchers, confirming the Faculty's broad academic strength.

The Faculty has been working on increasing its international recognition and visibility. It welcomed guest speakers from reputable international law schools, while its members actively addressed urgent legal and humanitarian issues, e.g. by supporting Ukrainian students through the Freedom of Education project and delivering expert lectures at South African universities. The Faculty recruits foreign researchers mainly through research projects and internationally focused centres. It supports a 1-year post-doc via its Internal Grant Scheme and uses the UPOL junior grant to attract talented scholars. With two English PhD programmes, 15–20% of its doctoral students are international. Since 2023, the interdisciplinary PhD in Law and Digital Technologies has offered further opportunities for early-career researchers. The Faculty regularly hosts well-established international conferences, which demonstrate its strong national and global research visibility. Its members participated in the evaluation of research projects submitted to the Polish, Czech, and Slovak research agencies. An invitation to review grant applications is also a form of recognition for scholars within the academic community; however, only three researchers were involved in this activity.

This combination of Faculty members' recognition within the research community, their leadership roles, awards, and international collaborations justifies the evaluation as outstanding, as the Faculty achieves internationally competitive research results and international recognition.

Recommendations:

1. The Faculty should continue to strengthen its international recognition by broadening the involvement of its members in prestigious research networks and academic associations, while also supporting mid-career researchers in taking on leadership positions within them.
2. While the Faculty has successfully attracted international PhD students and visiting scholars, further institutional support for long-term international recruitment, such as multi-year

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.

postdoctoral positions or joint doctoral supervision schemes with foreign universities, would further strengthen its standing as a centre of excellence in legal scholarship.

3. To maintain and enhance visibility, the Faculty should increase its engagement with high-impact international networks, particularly in Western Europe and beyond, thereby diversifying its recognition beyond the Central and Eastern European region.

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 ten research projects listed by the Faculty in its mid-term report were supported by both national and international sources: the Czech Science Foundation (five projects), the European Commission (two Jean Monnet projects and one MSCA4Ukraine Horizon project), the EEA Norway Grants (one project), and the Ministry of Education, Youth and Sports (one project). Of these, the Faculty acted as a beneficiary in eight projects and as a partner in two projects.

The Jean Monnet Network *European Union and the Challenges of Modern Society* (2019–2023), conducted with partners from Germany, Estonia, Slovakia, and Ukraine, produced over 20 papers, several book chapters, and a Kluwer Law International book. This project made a strong contribution to European legal scholarship on digitalization, robotization, cybersecurity, and hybrid threats.

Three Czech Science Foundation projects highlight the Faculty's capacity to link research with policy, achieve international impact, and foster cooperation. The project on mediation in the Czech Republic (2018–2020) generated policy recommendations, influenced legislation, and produced both national and international publications, including a Wolters Kluwer book. The project on consumer dispute resolution (2019–2022) resulted in nine articles, including in Scopus-indexed journals, three book chapters, and books published in Slovakia and the Czech Republic. The project on digital sovereignty of the EU (2020–2022), conducted with partners from Slovakia, Estonia, Spain, Armenia, and Ukraine, delivered extensive international outputs, including WoS- and Scopus-indexed articles, book chapters, a Springer monograph, and an edited journal issue.

Internationally funded projects, including those supported by the EU, have also achieved promising outcomes, both in advancing knowledge and in shaping public policy. In one of these projects, the Faculty acted as the beneficiary, while in two others it participated as a partner. The EEA–Norway Grants project, *The Liechtensteins in Czechoslovakia and Central European Legal Science* (2022–2024), in which legal scholars and historians participated, producing two bilingual Czech-German volumes with Wolters Kluwer. The Jean Monnet Network ENDE (2023–2026), coordinated by Tallinn University of Technology with partners from thirteen countries, promotes understanding of digital transformation in the EU and supports policy development. The Faculty leads WP 4 on societal impacts, with key outputs due in 2025–2026, including a Routledge volume and a special issue of the *TalTech Journal of European Studies* (Scopus Q1).

The Faculty is also involved in the large-scale interdisciplinary project *TECHSCALE – Technologies Beyond the Nanoscale* (2023–2028), led by Palacký University in cooperation with Charles University and CEITEC – Brno University of Technology. Within the research package *Design, Insight, Security, and Societal Impact*, the Faculty members focus on regulatory frameworks, ethical challenges, and societal acceptance. Its other project, *Approximation of Ukrainian Social and Labour Legislation to EU Law* (2023–2025), under Horizon Europe/MSCA4Ukraine, produced three Scopus articles and a forthcoming Ukrainian book.

All these projects address important and pressing issues from digitalisation and cybersecurity to consumer protection, mediation, and alignment of Ukrainian law with the EU. Their outcomes show scientific excellence, practical relevance, and impact on policy, while reflecting the Faculty's mission of promoting democracy, justice, and human rights. These projects confirm the Faculty's strong international orientation and its ability to turn high-quality research into valuable contributions for legal scholarship, policy, and society.

Recommendations:

The Faculty should strengthen its international profile by joining strong European consortia in programmes such as Horizon Europe and by taking on leadership roles in projects launched in Central and Eastern Europe.

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:

The Faculty produces socially impactful research, applied in practice and aligned with several Sustainable Development Goals, with Goal 16 (Peace, Justice, and Strong Institutions) at its core, alongside inputs to Goals 1, 3, 9, 10, 11, and 17. The Faculty's impact on society is realised in various forms, from shaping legislation and judicial practice to contributing to public policy and academic debate.

Faculty-authored commentaries on the Civil Code, Criminal Code, and Charter of Fundamental Rights are widely cited by top courts and shape judicial practice, confirming its role in strengthening the rule of law under SDG 16. Clinical programmes like the Student Legal Aid Office and Street Law further translate research and teaching into public service, provide free legal aid and promote legal literacy. Faculty expertise has shaped mediation reform in the Czech Republic and Slovakia, while research on bias-motivated violence proposed stronger protections for LGBT+ persons and persons with disabilities, bringing concrete benefits and integrating equality perspectives.

At the international level, Faculty members prepared the Council of Europe's 2023 report on social rights in wartime Ukraine, contributed to the AGORA initiative with tools for youth participation, organised Camp Peira to advance humanitarian law training, and produced EU Parliament studies on dual quality products that informed consumer protection and sustainability policy. The Faculty's research on AI and data governance, cited in OECD (2022) and UNESCO (2023) reports, confirms its influence on global debates on the ethical regulation of emerging technologies.

The Faculty's outstanding rating is justified by research that shapes law, policy, and practice, benefits vulnerable groups, and is recognised by top courts and international organisations, confirming internationally competitive results of high quality and impact.

Recommendations:

The Faculty should build on its strong record of societal impact by developing an effective strategy for communicating its research outcomes to policymakers, practitioners, and the public.

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 of Law puts its research into practice through publications, expert commentaries, and special reports. As the Faculty clarified, legal restrictions prevent it from generating steady revenue through commercial legal counselling, licensing, or spin-off activities. Instead, its main commercial income is derived from professional training programmes, seminars, and specialised workshops. To enhance its societal impact, the Faculty has created a dedicated unit within the Office of External Relations to coordinate and deliver professional training programmes. Between 2019 and 2023, the Faculty organised specialised training sessions for targeted groups such as mediators and mediator candidates, expert witnesses, and lawyers specialising in construction law.

The Faculty's investment in developing its knowledge transfer programme led to an almost eightfold increase in revenue from the professional training programs between 2019 and 2023 (4.458 Euro in 2019, 34.845 Euro in 2023), which represents a remarkable achievement.

Recommendations:

The Faculty should continue developing its knowledge transfer programme by expanding professional training activities, strengthening long-term partnerships with key stakeholder groups, and exploring opportunities for international training initiatives.

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 Faculty of Law is highly active and successful in disseminating research and engaging with the public. Its members take part in international projects such as *Remember Nansen* and *Remember*

Bacha (2021–2024), supported by the EU, which use historical events and figures to inform modern refugee policy and combat disinformation.

The Faculty also focuses on senior citizens through its University of the Third Age course, *Protection of the Individual and Their Rights*, and is an official partner of the *Democraticon* competition, which in 2024 reached almost a quarter of all Czech high schools and helped strengthen media literacy and civic responsibility among young people. Experts from the Faculty also contribute to the *Network for the Protection of Democracy*, preparing reports that assess democratic institutions in the Czech Republic and propose improvements.

Since 2016, the Faculty has successfully organised a moot competition for non-university students, which has grown into a well-recognised event with strong regional and international reach. Its international final, hosted at the Faculty, regularly brings together students' teams from leading Czech and Slovak universities. The competition not only builds students' interest in law but also gives them a chance to practice important skills like critical thinking, arguing their views, and presenting their ideas clearly. A valuable initiative is also the Faculty's Schools initiative, which brings legal studies directly into secondary schools through interactive workshops for students and teachers. Public visibility of the Faculty is also strengthened through its organization of several large-scale events such as *Researchers' Night*, *Night of Law*, and the *Olomouc Criminal Law Forum*.

Overall, the Faculty shows consistent commitment to sharing knowledge beyond academia, engaging with diverse groups ranging from vulnerable individuals to schoolchildren, seniors, and international partners. These activities confirm that it is both active and effective in promoting research results, supporting democratic culture, and connecting academia with the public.

Recommendations:

1. The Faculty should build on its successful outreach by promoting projects like *Democraticon*, moot competitions, and school workshops more widely and by creating long-term partnerships with schools, civil society organizations, and local authorities.
2. The Faculty should strengthen its international visibility by expanding cross-border projects and sharing its outreach initiatives on democracy, civic education, and legal literacy as examples of good practice in Europe.

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 fully addressed all recommendations from the previous evaluation, many of which were soft suggestions. Applied research was expanded with a strong impact on policy and practice, including widely cited doctrinal commentaries, mediation reforms in the Czech Republic and Slovakia, and international debates on AI, data governance, and cybersecurity, complemented by initiatives like Camp Peira and civic engagement projects (recommendation 1). Expertise was promoted through major international projects, interdisciplinary initiatives, and specialised professional training, enhancing visibility and opportunities for contract research (recommendation 2). Financial sustainability improved as revenue from professional training grew nearly eightfold between 2019 and 2023 (recommendation 3). The Centre for Clinical Legal Education became a full

Department with expanded staff, upgraded facilities, and broader outreach through Street Law (recommendation 4). International engagement was strengthened via cross-border projects and international conferences (recommendation 5). Public engagement was broadened through innovative initiatives, notably a legal podcast (recommendation 6). Summer School offerings were expanded with new themes such as cultural heritage protection and human rights advocacy (recommendation 7). Overall, the Faculty not only met but often exceeded expectations, showing clear progress in applied research, outreach, and internationalisation.

Recommendations: None.

EVALUATED UNIT RATING

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	5 - Outstanding
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	5 - Outstanding
3.7 Implementation of the recommendations in Module	5 - Outstanding
Average rating [1–5]:	5 - Outstanding
Grade [A–D]:	A

Summary assessment:

The Faculty of Law has a strong scientific record and international recognition. Its main strengths are active involvement in European projects, many high-quality publications, and research that influences legislation, case law, and public policy. The Faculty achieves internationally competitive results, both in terms of quality and quantity, being at the same time a leader in clinical legal education and civic engagement. Weaker points include limited long-term hiring of foreign researchers, low participation in international project evaluations, and a lack of presence in Western European networks. These areas offer scope for building stronger global visibility and leadership.

Summary recommendations:

The Faculty is encouraged to further strengthen its international profile by expanding participation in prestigious networks and consortia, supporting mid-career researchers in leadership roles, and diversifying recognition beyond Central and Eastern Europe. Additional institutional support for long-term international recruitment would enhance its standing as a centre of excellence. At the same time, the Faculty should strategically disseminate its research findings to policymakers and the general public, expand its knowledge transfer and training activities, and promote public engagement initiatives such as *Democraticon* and civic education projects more widely at both national and European levels.

EVALUATION REPORT IN MODULE 3

NAME OF EVALUATED UNIT: Faculty of Health Sciences

FORD: 3 - Medical and health 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 mission of the Faculty of Health Sciences (FHS or the Faculty) of Palacký University Olomouc (UP) is the education and training of health professionals in various areas of medicine, medical technology and public health, as well as the implementation of independent scientific research. Although FHS is the youngest and one of the smallest faculty at UP, it provides high-quality, practice-oriented education through many undergraduate and postgraduate programs, such as Nursing, Midwifery, Emergency Medicine, Intensive Care and others. These programs have high social relevance due to the increasing shortage of medical personnel in Czech Republic as well as in other EU countries. Another important mission of FHS involves research, development and innovation (R&D&I), which provide societal benefits in the fields of public health through the reduction of chronic diseases, and their impact on human society. The majority of FHS's research activities are conducted mainly in field 3: Medical and Health Sciences (86.56%) and, to a lesser extent, in Social Sciences (13.44%).

During the reporting period, there has been a substantial increase in the number of students enrolled in undergraduate and graduate programs, from 603 in 2019 to 821 in 2023, with over 50% of them being women. Most programs are offered solely in the Czech language, but, more recently, some are available in English as well. The number of associate and assistant professors FTEs has increased, with a high representation of women (over 50%), while the number of professors is still very low and even has slightly decreased from 2019 to 2023 (2.7 to 1.9 FTEs), but they are younger than in other faculties. This relative younger academic staff of FHS is also the consequence of the high ratio of assistants and assistant professors. No R&D personnel or researchers in other categories are mentioned in the SER and the technical and administrative staff remains limited to ca 5 FTEs.

In contrast to other UP units, the number of PhD students, enrolled in 4 programmes, all in Czech language, up to 2023, has increase in 2023 (23) after being rather stable in the previous years (14-16). For the first time since 2019, 3 male PhD students are noticed.

However, all the ongoing and proposed research and teaching activities are hindered by difficulties with infrastructure, laboratories and equipment. It is our understanding that the Faculty is awaiting a new facility, which would help to properly fulfil its mission.

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 SER puts forward that “the FHS holds a significant position in the Czech Republic's research community” together with “international overlap”. However, the international dimension appears more limited than for any of the other UP units. This is not unusual for a young faculty and the efforts made in communication abroad, invited lectures at FHS and participation to international boards of journals are to be continued to enhance international recognition.

Several faculty members involved in successful research projects were recipients of Dean’s award for major publications of the FHS faculty, and honorary recognition of the Rector of UP for professional books, such as those on physical therapy and rehabilitation, among others. The only external award came from the Ministry of Culture for a museum exhibition in 2019.

A list of 9 examples of participation to editorial boards of mainly domestic journals is given, but this list includes some examples of only peer review activities, and not to real participation to editorial boards.

10 examples of invited lectures are given, mostly during conferences organized in Central Europa. Additionally, the FHS has been successful in hosting many (about 100) foreign guest lecturers, although that doesn’t seem to translate into collaborative research projects up to now.

The national recognition of the FHS is more visible in the participation of staff in the evaluation of national programmes, such as those of the Czech Health Research Council (AZVCR), as well as programmes from Slovakia and Slovenia, and even the COST European programme.

Overall, both national and international recognitions appear to be limited compared to other faculties of UP but one must consider the quantitative potential of the academic staff and the short history of the faculty. Participation in the evaluation of national health programmes, as well as the ability to attract international lecturers and participate as speakers in conferences more than compensates the lack of external awards.

Recommendations:

- Consider extending recognition outside the Czech Republic and surrounding countries with more international publications and participation to selected conferences in Northern or Western Europe.
- Pursue ongoing research efforts to develop collaborative projects with foreign entities.

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.

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 FHS academic staff is engaged in important research projects dealing with the quality of life of the elderly, conditions such as dementia, brain infarction and stroke. This is consistent with the faculty mission and vision.

Most of the listed research projects are conducted in collaboration with several university hospitals (Olomouc, Ostrava, Hradec Králové, Military U. Prague) either as main or co-investigators. Project outcomes included publications in professional journals, development of new approaches, tests, and new diagnostic methods leading to the optimization of treatments. Moreover, several projects promoted interdisciplinary research and collaboration between several disciplines. Funding for that research activities have been obtained at the national level, mainly from Ministry of Health, but also from Ministry of Interior, Industry and Trade; Education, Youth and Sports, Technology Agency of the Czech Republic, and at university level. There was no European or other international funding.

The FHS is active in research on dementia, particularly among elderly people, and has developed the Czech version of the Patient Dignity Questionnaire (PDI) which is in clinical practice since 2020. Similarly, a Czech validated version of the ACE-III test (Addenbrooke's Cognitive Examination) has been completed and may be used for the assessment of cognitive function in early stages of dementia. This research theme is illustrated by two other projects: (i) showing that atherosclerosis is a risk factor for dementia development and (ii) leading to a protocol for the implementation of electroacupuncture and cognitive rehabilitation in patients with vascular dementia.

Another interesting research project was the study, as a co-investigator, of sonolysis in patients undergoing carotid endarterectomy and this was complemented by sonographic examinations of atherosclerotic plaques, thereby leading to the optimization of treatment procedures in patients. A project, led by a bioscience company, on the development of new diagnostic methods for the detection of unstable arterial plaques led to two prototypes (see 3.4).

Certified methodologies for the effective decontamination of injured persons, both in pre-hospital and hospital emergency care were also completed.

More recently, factors affecting the quality of life after ischaemic stroke in young adults have been studied and used for the creation of a Czech validated version of the Stroke Impact Scale (SIS) 3.0. Another new project (2023) aims to prevent and identify psychosocial risks in healthcare employees with the goal of implementing a digital application and a manual that will serve as a supportive emergency plan in case of future social threats like COVID.

All projects have been supported by public funds (no contract research). Tables 3.3.1 and 3.3.2 show a decrease of funding between 2020 and 2022 but a sharp increase can be noted for 2023.

Overall, the applied research projects presented are diverse in terms of goals, but all refer to important actual issues for hospital care of patients, and all require a large interdisciplinarity approach. Research on dementia has been a leading theme during the reference period. The global

target of improving the diagnosis and treatment procedures of patients is fully in agreement with the vision and mission of the FHS.

Recommendations:

- Work on securing additional European or other international sources of research funding in connection with Project Service.
- Maintain priority research areas, such as dementia, for greater recognition at national and international level.

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:

Research results in this category include the development of Czech versions of standardized assessment tools for clinical practice (Patient Dignity Inventory, ACE-III-CZ), monographs, prototypes (Carotid Circulation Simulator), certified methodologies (decontamination of injured persons in pre-hospital emergency care) and scientific books and articles. These results have a significant positive impact on society and most of them have already been transferred into practice. This is consistent with the type of research conducted in the FHS which is oriented toward finding practical solutions to health care problems. The listed examples demonstrate the high impact of the FSH research projects for hospitals.

Potential impact on the society may also arise from expert books which are analysing procedures to handle a specific health problem. This is for example the case of “Hand therapy” which describes, for specialists and in detail, modern procedures of examination and treatment of an affected hand. Another example is about the methodology of cardiovascular rehabilitation (already used in two hospitals). Two examples of articles are also given in the SER.

Overall, all the listed research results have already been transferred into practice in several hospitals in the Czech Republic. The increase of their impact within and outside the country may be a challenge for the next period for the FHS and the university.

Recommendations:

- Continue the efforts to adapt and improve various assessment tools, revise key methodologies, and publish the results.
- Consider a possible strategy to promote the use of the results of the FHS in more hospitals inside and outside the Czech Republic.

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:

The FHS research results were transferred into practice mainly through health care institutions, ministries, and activities for the professional and lay public. Many individual health care institutions, such as University Hospitals in Olomouc, Ostrava and Hradec Králové, participated in the FHS-initiated research as Co-Is or PIs, thereby having positive impact on society. This cooperation improves the quality of patient care and helps in training students to become leaders in advanced health care. An important role is played by ministries, which evaluate, certify and disseminate new advanced methodologies.

As mentioned earlier, the FHS, in collaboration with hospitals, has been very successful in designing 2 prototypes in collaboration with a bioscience company and several procedures or protocols for specific health care issues. However, the SER puts also forward the outputs toward NGOs, such as with Charity Ostrava to detail the risks, symptoms, early detection, prevention and treatment options for Alzheimer's and other types of dementia for non-professional caregivers. The Czech Alzheimer's Society also helped in disseminating the outcomes. The use of dedicated societies of the Czech Medical Society is also used for the same purpose, as well as in nursing issues with the Czech Nurses Association.

The FHS is responsible for the development of education programs for the medical professionals in the areas of nursing, midwifery, and paediatrics, e.g., Mentor of Clinical Practice in Nursing and Midwifery course. Many activities are available for public providing knowledge in basic and emergency medical treatments. Examples include the Recovery Paramedic course and various medical videos. Moreover, the FHS is involved in collaborative work with non-profit organizations to improve health care for dementia and related conditions and participate in the work of professional societies.

FHS did not commercialize R&D&I results, most of them having been produced in collaboration with hospitals and supported by state funding.

Recommendations:

- Continue with the activities described above and consider whether possibilities for commercialization exists, in connection with Science and Technology Park of UP which may help in this domain.

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 was strongly involved in popularization activities through various university-wide events, such as the Researchers' Night, Children's University, Health Fair or the University of the Third Age. National events included Colours of Ostrava, the Anthropological Exposition in Humpolec or the World Occupational Therapy Day. Moreover, the members of FHS academic staff participated in Czech Radio Olomouc sessions, First Aid Courses or PohybRady. The aim of these events was to raise the profile of the faculty's professional activities and to popularise, promote and encourage interest in studying FHS health science degree programmes. These diverse activities seemed to be highly successful, although more information on the success rates might be desirable.

Recommendations:

- Continue with the activities described above, provide more information on the success rates.

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 regarding applied research have been properly addressed. Based on them, several projects have been initiated and/or completed. Moreover, some progress has been made in international partnership exemplified by cooperation with academic institutions, mainly in the UK, Poland and Slovakia, but also other countries. Special lectures have been given by outside speakers at UP, as well as by FHS faculty invited to present at foreign universities. However, no collaborative research resulted yet from this exchange. There has been also good progress in transferring results into practice, but no commercialization of results has taken place at this time.

Recommendations:

- Some previously noted issues have been addressed. However, there is still room for improvement, especially concerning research funding, which should be increased. It is hoped that the new facility for FHS will be finished soon, which will help with the research efforts.

EVALUATED UNIT RATING

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	5 - Outstanding
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	4 - Very good
Average rating [1–5]:	4 - Very good
Grade [A–D]:	B
Summary assessment: FHS conducts important teaching and research activities and offers many noteworthy graduate and undergraduate programs. Its research focuses on socially relevant medical research, mainly related to the diseases and needs of ageing populations, with the results published in professional journals and books. Important outcomes include the development of new approaches, tests and new diagnostic methods leading to the optimization of treatment. FHS research funding relies on national and university entities, with no support from European or international organisations. The FHS research results are transferred into practice through health care institutions and ministries. Many activities are offered for the medical professionals and lay public, including the development of various educational programs and events. Furthermore, the mission of the FHS will be greatly improved when the new facility becomes available. Overall, FHS demonstrates good research activity strongly linked to societal needs. A significant improvement is observed compared to the previous evaluation.	
Summary recommendations: The FHS should continue its research efforts in partnership with hospitals and care services which have demonstrated their utility with several interesting examples of transfer of results into practice. The development of assessment tools and the revision of methodologies may eventually offer possibilities for commercialization which should be examined with the help of the university services. Working on securing additional European or other international sources of research funding is a challenge for the faculty in the next period. The development of collaborative projects with foreign entities may be a critical step in this process, even if the faculty is not the main investigator in most projects. The Aurora Alliance may be of interest in this respect. Furthermore, the faculty may benefit from the experience of other units and Project Service in the application process. With this objective in mind, the priority of the faculty should be to strengthen its visibility toward the European research community. On the other hand, the faculty should continue its efforts to popularize the basic medical knowledge and to evaluate its successes.	

EVALUATION REPORT IN MODULE 3

NAME OF EVALUATED UNIT: CATRIN

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:

CATRIN (Czech Advanced Technology and Research Institute) has been established by the Academic Senate as an autonomous research institute, operational on 1/01/2021, dedicated to R&D&I in 3 fields: (I) Nanotechnology and advanced material, (ii) Biotechnology and agriculture and (iii) Biomedicine and translational research. The vision of CATRIN, is, quote, to “become a leading European research institute” with the mission “to carry out interdisciplinary research ... at the highest international level”. As such the institute is entirely devoted to research and does not manage any teaching programme, including at the PhD level. The number of researchers involved in teaching activity in other faculties (except with FMD) is rather limited (15, not taking into account supervision of student’s research which amount to 28, including Bachelor, Master and PhD students, 2023 annual report).

CATRIN was formed by gathering selected parts from the Regional Centre of Advanced Technologies and Materials (RCPTM) and from the Centre of the Region Haná for biotechnological and agricultural research (CRH), of the Faculty of Science, and of the Institute of Molecular and Translational Medicine (IMTM) of the Faculty of Medicine and Dentistry. The two first components are fully autonomous while this part of IMTM is attached to both CATRIN and FMD. This decision has resulted in a long-lasting crisis with the Faculty of Science (see M4 and M5 reports).

The internal organisation is built upon the former research entities: CATRIN-RCPTM (6 scientific research groups), CATRIN-CRH (6) and IMTM (2). The staff size of the groups is highly variable and range from 2 to 32 according to the website. CATRIN has established a technical and administrative division (18 employees, 8% of total).

The global staff (annual report 2023) amounts to 229 researchers and technical and administrative employees (+4 since 2021). It should be noted that 16 employees out of 19 of CATRIN-IMTM remain based at FMD. CATRIN-RCPTM is gathering the largest part of them (138, 60%), before CATRIN-CRH (54, 24%) and CATRIN-IMTM (19, 8%).

The age distribution (list of 203 physical employees, 2023, SER) among categories is rather young with most professors in their fifties (3 out of 10 are above 60), with an equal distribution of associate professors (8) in the 40-49 range and the 50-59 one, while assistant professors (63) are mainly distributed in the 30-39 range (24) and the 40-49 one (31). Technical and economic staff (59) is rather young (76% under 49, was 91% in 2021) with a 2/3 ratio of women. The gender distribution in the academic staff is highly dependent from disciplines as in all universities.

R&D&I capacities are mainly in FORD 1 natural sciences (64%) with a large part for chemical

sciences (47% of FORD 1) and biological sciences (30% of FORD 1). Capacities in Engineering and technology (FORD 2) represent 28% of total and are mainly found in materials engineering (45% of FORD 2) and nanotechnology (21%). Medical and health sciences (FORD 3) account for 6.6%, mainly in basic medicine (74%).

Overall CATRIN is characterised by a 70/30 ratio between basic and applied research. Interdisciplinarity is mainly observed in applications of chemistry in the health sciences sector.

Data for PhD students (supplementary material) show that 17 are currently enrolled and that the total number of PhD awarded between 2021 and 2023 is 21 (6 in 2024). Interestingly the percentage of international students is high (40%) demonstrating the attractiveness of the institute. The gender equilibrium is rather good with a 40/60 women/men ratio. CATRIN-RCPTM enrolled 67% of all PhD students over the period, 20% for CATRIN-CRH and 13% for CATRIN-IMTM, not far from the average size of the 3 constituents. Some CATRIN researchers are also co-supervisors of PhD students in other Czech universities or abroad (Spain, Mexico). It should be noted that CATRIN researchers are not allowed to supervise (alone) PhD students in FS doctoral study programmes. This issue should be solved in the interest of all, and especially the students.

In conclusion, CATRIN is a new research institute highly dependent from external grant support. After 3 years, still some issues remain to be solved (CATRIN-FS relationship, facilities) but the institute appears to be efficiently managed and enough successful in European and national grant applications to validate the economic model. However, much of the success at European level comes from a very limited number of researchers and their teams, and this dependence on European calls for projects can be critical in the event of a less favourable European policy.

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]:

5 - Outstanding

Qualitative assessment:¹

The national and international recognition is excellent for the 3 entities of CATRIN and in agreement with their relative size. This recognition arises from the quality of research outputs in highly cited international journals. A recent (June 2025, CATRIN website) ranking of the most cited researchers points out 6 members of CATRIN (out of 17 for UP) in the field of materials, chemistry, biochemistry and entomology.

7 laureates of awards between 2021 and 2023 are listed in the SER, most of them in chemistry. One may note that one researcher got 3 awards (material sciences) and another one two (electrochemistry). Participation in editorial boards of journals of leading providers (Wiley, Elsevier, Taylor & Francis) in various fields (materials, chemistry, biochemistry, agronomy, electrochemistry, physics) is also noticeable.

Researchers from CATRIN have been invited to international conference (8 out of 10 listed in the SER) and the list of invited lectures by foreign researchers, coming mainly from Europe, is in tight connection with partnerships. Participation to evaluation panels for prestigious European (ERC,

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.

Horizon Europe) and national grants (Czech Science Foundation, national agencies) is also underlined.

The SER of CATRIN points out international collaborations and memberships in strategic initiatives, as well as hosting international researchers and events. This is a good initiative relevant to international recognition. Several examples are listed to sustain the important outreach of CATRIN in Europe. One can note that 79% of the 172 papers published in 2023 were co-produced with teams from foreign universities and research institutes (2023 annual report).

Recommendations:

- Try to extend international recognition to more researchers, particularly among the younger generation. This objective could be supported by various promotional activities.
- Pay attention to existence of predatory publishes who may offer opportunities to publish in seemingly high-quality journals. Reputation of such journals may swiftly become dubious after changes in editorial policies. Further, it is important to ensure that research presented is free from methodological and other flaws and withstands external scrutiny.

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:

A key feature of CATRIN is the high percentage of European funds which are supporting the budget of the institute. 40 projects as beneficiary are listed for the period 2021-2023 amounting to ca 60 M€, and 21 as participant for a total of 9 M€. This is covering a wide range of projects from 5,5 k€ to 13 M€. The selected list of projects is impressive with several highly selective European grants (ERC consolidator, ERC advanced, ERC proof-of-concept, EIC transition, ERA chair, Horizon Pilar II) as well as national grants (OP RDE, OP JAC). This is covering several subjects but mainly graphene, synthetic chemistry and nanotechnology.

It is worth mentioning that some large projects are spanning over the next period and thus are providing a positive note for the future. This is the case of AMADEUS and ACCELERATOR (both 2023-2028) in chemistry, of the OP JAC grant “Technology beyond the nanoworld” (2023-2028), the Czech Science Foundation grant “Single atom 2D photocatalysts” (2023-2027). In the field of agronomy, CATRIN is a participant in 3 European grants spanning up to 2028.

Contract research data starts in 2021 amounting to 0.15-0.2 M€ per year of contract signature. This is a relatively small amount compared to public funds, and the activity seems more related to specific analyses and not really to research projects.

Recommendations

- Build on the very positive results achieved at national and European level to anticipate the future, ensuring that the range of topics and scientific leaders is broadened.

- Increase contract research with the main goal of more visibility from the socio-economic world.

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:

CATRIN points out early successes but acknowledges that much more can be done (actually 5% of budget comes from technology transfer). The need to scale up commercialisation infrastructure, IP management and engagement with industry has been taken in consideration with the implementation of a valorisation office and the hiring of a new director from the private sector.

Indeed, a list of 10 examples is given with interesting examples. This includes several licenses related to different fields of research to spin-outs (Mössbauer spectroscopy, water purification, energy storage, screening of chemical compounds) or established companies (separation technology lactoferrin) or option agreements with companies (related to crop production, water pollutant remediation). A great achievement has been done during the COVID crisis (2020-2021) with the development of magnetic nanoparticles for diagnostic kits. One may note that several examples were carried out by actual CATRIN researchers within the FS before the creation of the institute.

As mentioned earlier (3.3) CATRIN's capacities are also used for analyses contracted with companies, such as pharmaceutical laboratories.

Overall, even if the activities carried out in all CATRIN's entities are mainly dealing with basic research, and this has to be the main priority, potential applications in many areas of current interest are considered and demonstrated.

Recommendations:

- Continue with the strategy adopted to improve transfer, even though the resources likely to be obtained will probably remain minimal compared with national and European public support for research, only accessible with high quality basic research.

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:

The institute has a valorisation office with 3 staff members, specialised in IP management and commercialisation. No reference was made during the site visit of any collaboration with the UP Project Service or STP, indicating a rather autonomous management. CATRIN has been able to determine internal rules and processes for IP, authorship, licensing and inventor remuneration.

The strategy to promote CATRIN'S research to potential partners is relying on the participation to various events and on personal contacts, but a more active strategy is considered with targeted outreach campaign and joint workshops. The commercialisation activities have been recently increased with 3 new spin-out companies founded after 2023, thus joining a previous spin-out one, all in the area of chemistry and nanotechnology. In the field of agronomy commercialisation is more active with established companies, including at the international level.

Recommendations:

- Maintain tight connections between central and local services for greater efficiency, including cost control.

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:

CATRIN is participating to university wide actions toward a large public. This includes the yearly Researchers' night, with presentations, tours of selected labs, ... (gathering several hundred visitors each year), the Science festival during the week of the Czech Academy of Sciences with lectures, exhibitions, documentary films, workshops, the Academia Film Olomouc, a long standing (1966) scientific film festival organised by the university, the Children's University targeting young pupils (8-12 years old) to allow them to discover the university through interactive lectures (games) and participation to ceremonies, the University of the 3rd Age (to promote applications of nanotechnology, plant research and biotechnologies).

Other opportunities have been taken at the national level, such as participation at the Science Fair in Prague (with exhibitions on plant and material research), the touring exhibition Water and Civilization, the festival "Colours of Ostrava" (2023), the exhibition Sustainability and Civilization in 7 panels out of 39 (2023) and the Summer Science Camp of the Czech Academy of Science to help teachers in scientific disciplines to incorporate new knowledge with the help of researchers (2023).

These examples reflect the strong implication of CATRIN in the popularisation of VAVAI, in line with the actions of the faculties. It should be added that CATRIN is publishing an interesting newsletter to present ongoing research themes and researchers.

Recommendations:

- Assuming that the crisis with the Faculty of Science will be resolved, consider a concerted policy for the popularisation of related or even common research topics.

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]:

Choose an option

Qualitative assessment:

Not applicable (foundation in 2021) *but some recommendations to FS or FMD may have indirectly concerned CATRIN*

Recommendations:

EVALUATED UNIT RATING

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

5 - Outstanding

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

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

Choose an option

Average rating [1–5]:

5 - Outstanding

Grade [A–D]:

A

Summary assessment:

The recent creation of CATRIN was a difficult exercise, as it involved a complete separation of staff from their original Faculty (FS), now exclusively concerned by research. This was not the case with the faculty for the IMTM part still under joint management with FMD. The creation of CATRIN reflects a desire to showcase areas of excellence, which is legitimate in itself, but it must be noted that the crisis has been ongoing for four years without any major negative impact on development of both CATRIN and FS. However, PhD students are currently disadvantaged, and the use of university premises and equipment remains a source of conflict.

CATRIN's areas of recognition are more specifically in nanotechnology, materials, chemistry and health, with a new focus emerging in chemistry with the support of a European programme and the arrival of a renowned researcher. This represents about 2/3 of CATRIN's activity. CATRIN-IMTM holds an outstanding equipment for drug development from initial screening to trials.

Activities related to plant research and biotechnology (CATRIN-CRH) are less put forward in the SER (no project among the examples given) and European grants are only reported as participant (annex), although interesting applied results are given.

Overall, the research themes targeted by CATRIN's researchers do have existing or prospective impact in main fields of interest (health analytics, energy, pollutants remediation, crop production, ...) and transfer of results into practice is very good, including with a recent increase in spin-out companies, even if more may be done in the future to connect with new partners from industry. Indeed, efforts made for communication (website, newsletter), including toward the large public, have been significant to showcase the quality of research of CATRIN.

The prospective for the next period appears to be very positive with several new major national and European grants extending up to 2028.

Summary recommendations:

CATRIN is a new institute which has demonstrated its ability to attract important funds from national and European public sources, thereby validating the economic model, including for the next period. The separation from the Faculty of Science, but not from the Faculty of Medicine and Dentistry, has resulted in a crisis that must be resolved in the interests of the University, of CATRIN and FS, of the staff and PhD students. This crisis has not impaired the research outputs of all, and as such should not be over emphasised, but a solution is needed. This may provide more opportunities for research development, internal project cooperation (such as in the popularisation actions), PhD studies, etc ..., especially since some close research themes exist with FS.

CATRIN actually relies on a limited number of outstanding researchers capable of winning top-level projects and keeping top tier equipment. This is not an unusual situation for a research unit, but care must be taken to preserve and share this wealth as well as to prepare the future to help promising young researchers to become scientific leaders. Strengthening CATRIN with external recruitment may also be a fruitful strategy as recently demonstrated.

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]
Sts Cyril and Methodius Faculty of Theology (CMFT)	A
Faculty of Arts (FA)	A
Faculty of Education (FE)	A
Faculty of Health Sciences (FHS)	B
Faculty of Law (FL)	A
Faculty of Medicine and Dentistry (FMD)	A
Faculty of Physical Culture (FPC)	A
Faculty of Science (FS)	A
Czech Advanced Technology and Research Institute (CATRIN)	A
Summary grade	A

Summary quality assessment:

The social relevance of each unit has been evaluated by considering its size and typology of research (FORD), as well as other factors such as infrastructures and historical background. Palacký University (UPOL) is a comprehensive research and educational institution with large units such as FS, FA, FMD and FE, smaller ones such as CMFT, FL and FPC, and more recent ones such as FHS (still lacking its own facilities) and the research institute CATRIN (created in 2021).

The IEP has found that all units have a strong commitment to the social relevance of their research activities in agreement with their vision and mission, albeit with different kinds of quantitative impact on society due to their research field and actual potential with respect to human and financial resources.

The recognition by the research community at the national level is excellent for all units but still needs to be improved at the European and international level for many of them. All units have demonstrated their ability to attract international lecturers, mainly from European universities, but also from USA and Asia. However, this has not been translated to identified partnerships in many units.

Research projects are mainly supported by public funds and, even in fields such as health and natural sciences, contract research with private companies appears limited to services. All units have been able to get financial support from national calls issued by the state (Ministries, Agencies, Academy of Science, ...) and research teams in several units have been highly successful in competitive European grants applications.

Many examples of impact on society are given in the SER for all units. This is a clearly a strength of UPOL which can manage an equilibrium between basic and applied research, depending on the field of research. This is particularly important with respect to the objectives of national or European calls. As expected, transfer of results into practice takes various forms depending on the field of study. All units have shown very good examples of transfer, such as devices to improve the quality of life (culture, law, health, sports, ...) and/or to introduce interesting innovations in the socio-economic sector. UPOL should continue to pay attention to transfer conditions (IP, Patents, licenses) and, in some fields, may be more active in spin-off development.

Popularisation of VAVAI is considered as important by all units and university-wide initiatives are followed year after year. Some specific actions are taken by most units to integrate themes of interest to their field. More visibility of UPOL may be reached if participation at national, or even international, events (as shown by some units) is encouraged in the future.

Overall, recommendations made in the 2020 evaluation have been carefully followed. If some are still pending, this is not due to a lack of consideration but to the need to sustain a continuous effort in some domains.

Summary recommendation:

The national recognition of UPOL is very good to excellent for all units. However, except for some research themes, the European and international outreach does not appear to be as developed as it could be due to the quality of the basic and applied research outputs of the university. A reinforced strategy of internationalisation to increase research partnerships, incoming and outgoing mobilities, attracting international staff, should be implemented. The participation in the Aurora Alliance has already shown positive results but more initiatives should be taken to promote UPOL, or individual units, or research groups, in networks, international events, and eventually selected countries.

The university should continue to target important issues such as the quality of life, a main concern of the society in countries such as the Czech Republic. This is a transdisciplinary goal of UPOL which may be put forward in its informational materials since all units are concerned at different levels. This may also allow for more interdisciplinary projects able to apply to grant calls. Transfer of research, mainly funded by public funds, to practice is thus dealing only with the public sector in many fields. Thus, evaluation of impact on society, if this is to be taken into consideration for funding, should embrace all aspects and tools. Nevertheless, more concern about IP should be taken and in sectors where private initiatives are possible, spin-off companies should be e considered to a greater extent as possible transfer supports.

The popularisation of VAVAI must remain a deep concern for the university. Further initiatives may be encouraged in some units by targeting specific public and/or participation in national, and even international, events. Welcoming public, and especially children, should also remain a priority.

Overall, the main recommendation is to keep the ambition of being a leading university in the Czech Republic, and in Europe, especially for research with direct impact on society in all fields of study. The main goal for the next period should be to further increase visibility at the international level.

EVALUATION REPORT FOR MODULES 4 & 5

HIGHER EDUCATION INSTITUTION NAME: Palacký University, Olomouc

COMPANY REGISTRATION NUMBER (CRN): 61989592

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]:

4 - Very good

Qualitative assessment:¹

The main strategies for research are supervised by the Scholarly Board and the Rector's Board and controlled by the Academic Senate and the Board of Trustees. At this level global rules and core documents such as the Strategic Plan 2021+ are set. But UP acknowledges (p. 311, SER) that "faculty research directions are fully within the competencies of faculties and CATRIN and their departments". Overall, the global research organisation appears to be very decentralised and quite diverse in terms of structures. One can find institutes, scientific centres, research centres, research groups, laboratories, cabinets within (or not) departments of faculties. The number of departments varies according to the size of the faculty but globally shows a (too) high dispersion: 22 (plus 2 joint laboratories) for FS, 20 for FA, 9 for FL, 10 for FMD (plus clinical and other departments), 6 for FPC (plus BALUO and IAL). This situation seems to be similar to other large Czech universities.

It is thus difficult to have a clear overview of the research organisation based on the website of UP and the webpages of faculties and departments. For example, the UP website (research workplaces tab) is listing only 11 scientific and research centres, thus giving a limited view of the university research wealth, furthermore presentation of research themes or staff is highly variable (and sometimes not enough precise) from one faculty to another. This is well below the potential of the University, and this may be a weakness of UP with respect to national, and especially international, visibility.

CATRIN has been established in 2021 as an institute, with full autonomy with respect to FS and joint supervision with FMD for the IMTM entity. As a consequence, academic, as well as technical and administrative staff have been withdrawn from FS (thus academic staff becoming full time researchers) as well as some facilities of UP previously managed by FS, leading to difficult sharing of research resources and equipment. This has resulted in a long-lasting crisis with FS which has taken measures in retaliation (PhD students cannot be enrolled in FS programmes if the supervisors are only CATRIN's members, restrained access to facilities). Although this situation has not impaired the development of both CATRIN and FS, as shown by the outputs since 2021, the aim of the new Rector is to resolve as soon as possible this internal crisis.

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.

Since 2022, as recommended in the previous evaluation, there is now only one VP for Science and Research, who “manages the VDs for research and the representative of CATRIN” (SER). Regular meetings are organised, on an informal basis. The VP mission is also to supervise UP press (with an Editorial committee), STP (with a Commercialisation board) and 2 offices, namely the Research Office (scholarly board, awards, ethics, staff procedures) and the Research Concepts and Support Office. The division of responsibilities between these departments appears clear.

Although very good results are obtained, the organizational structure appears to be scattered, impairing legibility toward stakeholders and potential partners. This is not an unusual situation in a large comprehensive university.

Recommendations:

- Thoroughly review the research communication policy and tools to make it more accessible to students and partners, increasing uniformity, both on the University website and on the faculty websites, as well as on any other support.
- Investigate possible reorganisations of research structures to encourage the emergence of entities capable of generating new momentum on topics of interest at the national or European level.

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]:

5 - Outstanding

Qualitative assessment:

A high priority for UP is to succeed in national and European grant calls and hence to stimulate high quality research. In order to help researchers a relevant office, Project Service was established 18 years ago. Its mission is to provide information about grants and calls, to train potential applicants, to help in the implementation and management of projects. At present 86 projects are under implementation, and 40 applications have been done for the year 2024. An excellent tool is the application EASYGRANT which enables access to full documentation, to check completeness and quality control.

Currently 13 FTE projects managers are working for Project Service which is not supported by the central budget but by its own activities. This kind of support is essential, and many universities have now implemented such a service but UP must be congratulated to have been a precursor and developed a comprehensive service.

The same holds for STP (3.6 FTE) which is focused on transfer of R&D&I results (see 4.4).

The support to young researchers is also an interesting strategy of the university: the student grant competition IGA (ca 200 projects/year) open to master and PhD students, and the young researcher grant competition, i.e. the Junior Research Programme, for researchers under 37 (18 ongoing projects). The main target of the latter is to support the implementation of new groups and laboratories with the compulsory need to apply to a European programme. Moderate results and an uneven distribution of applicants have led to a working group “Horizon Pro” to improve the

pre-award knowledge.

One key issue to promote high quality research is related to the assessment of research outputs (and hence of projects). This is the subject of worldwide debates about the overuse of quantitative data with respect to qualitative ones. The university has signed the Agreement on Reforming Research Assessment (ARRA) promoted by the European Commission in June 2023. A 5-year action plan (2024-2029) has been drawn up including the implementation of a working group on the subject. At this stage it is expected that, at the end of the plan, principles and methodologies will be defined and disseminated among all units. This initiative shows that the university is at the forefront of ongoing discussions about research assessment in Europe.

Recommendations:

- Continue to provide the highest level of support for applications and monitoring of selected projects, ensuring smooth communication between Project Service and the resource persons closest to the researchers, including implementation of feedback on failed applications.
- Continue training young researchers on access to national and European programmes, including those within the framework of working groups such as Horizon Pro, ensuring that all the disciplines are covered.

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]:

5 - Outstanding

Qualitative assessment:

The university relies on ISHAP for the annual individual evaluation of academic and scientific employees. This web-based application has been developed since 2006 and has been deployed across the whole university since 2016 (ISHAP is also used by 6 other Czech universities). R&D&I activities are only one part of this process which also concerns teaching and managerial activities. This is a very sophisticated tool leading to graphical and verbal outcomes used for HR management by the department heads.

The university has engaged in 2023 an external pilot international evaluation of UP faculties and CATRIN. A total of 37 SERs have been produced in 22 fields which were evaluated by respective panels of 3-5 experts from 17 different countries. All the evaluation reports were then compiled in an outcome report in December 2023 (per unit and with general comments) by the International Board of the university, which was then discussed within all units. All this process has been carried out very professionally thus demonstrating the high capacity of the university to conduct self-evaluations. This has been time consuming for the managers and perhaps in the future such evaluations may focus on limited aspects prioritised by the university.

During the period, the university has defined or reworked core documents such as the Rules for Quality Assurance and Internal Quality Assessment (2021), the Code of Conduct of Employees and Students, based on a national template and discussed at UP Senate (2023) and the Handbook on Principles of Good Research Practice and Creative Activity (2023). The Ethics board statute has also been revised in 2023 (there are now ethics committees in 6 faculties). The board has handled 11 allegations of scientific misconduct during the period. This has led to an internal policy regarding scientific data handling. A university ombudsman position will be opened in 2025.

Overall, the quality control process of the university, managed by the Strategy and Quality Department is of high quality and under continuous improvement.

Recommendations:

- Take into account commitments related to ARRA and the development of Open science in the evolution of the IS HAP research evaluation system. Closely monitor the 2025-2029 action plan linked to the signing of ARRA and draw conclusions from it for the evaluation of research
- If necessary, reduce interim evaluations to specific and limited objectives in order to avoid an excessive workload for managers and staff.

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:

The university established in 2022 a sustainability strategy in accordance with the UN SDGs, the EU Green Deal, the strategic framework Czech Republic 2030 and with the UP Strategic Plan 2021+. Three priority areas have been defined: (I) operation and administration, (ii) educational and creative activities, (iii) social responsibility and the 3rd mission of universities. The management is under the responsibility of the Strategy and Quality Department. A sustainability coordinator has been appointed as well as 8 sustainability ambassadors. Furthermore, a commission on sustainable development was established in 2024 as an advisory body to the Rector. A dedicated website page (<https://udrzitelna.upol.cz/en/>) provides general information about this issue and also specific documents of the university (strategy, action plans, courses, events, ...).

This strategy is supported by 2-year action plans (2022-2023 and 2024-2025). The results of the first action plan have been published in a specific report which shows that 50 out of the 65 specific actions targeted in 15 areas have been completed.

Another aspect of sustainability is dealing with the transfer of knowledge and technology. The Science and Technology Park (STP) provides services (and core documents) such as identification of the potential commercial interest of technologies developed by the university, intellectual property rules and management, incubation, contractual research, and business development. For example, a specific course is given twice a year on protection and commercialisation (17 attendants, 2024). Indeed, many units have implemented their own service or expertise covering at least partly the activity of STP. This is not detrimental for this activity since a close relationship with the researchers is also useful, but care should be taken to avoid too much overlapping of structures in the university.

The research data management (RDM) was under concern for the university, and a comprehensive survey was carried out (2022) and a university data manager has been appointed. This led to the definition of a RDM policy which was introduced in faculties in November 2024. A key item of the policy has been the design of a training programme based on 10 courses.

Potential ethics issues arising from projects are managed by several committees or panels (i.e. at the Faculty of Arts). Awareness of security issues such as personal data protection, risk assessment toward foreign partners, and cybersecurity is coordinated by the Security Department of the rectorate. The university has been involved in these issues at the level of national discussions.

The university wants to develop an Open science strategy and so has established a working group

on this issue in 2023. Starting from 2024 a specific programme based on 10 individual seminars, each on a specific subject related to Open science, has been launched and an Open Repository has been bought. The development of the Open Science Community Olomouc is strongly supported by the university. The next period will be crucial in measuring the university's commitment to this initiative.

Another issue of concern for UP is the widespread use of digitisation to manage more efficiently its activities. On may note also that recommendations on the use of AI have been forwarded.

Recommendations:

- Continue to follow the sustainability action plans, adjusting them, if necessary, depending on the results. Use the most significant results for internal and external communication.
- Continue to encourage Open science without, however, undermining the incentive to publish in the best journals. Pay attention to predatory publishers and journals.
- Continue the actions undertaken to make the university more digital in order to lower the administrative burden.

PERSONNEL 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]:

4 - Very good

Qualitative assessment:

The SER (Table 4.5.1) provides 2020 and 2024 figures for the staff involved in R&D&I. In 2024 a total of ca 151 FTE is reported for professors, 281 for associate professors, 736 for assistant professors and 138 for assistants. Overall, from the Table 4.5.1, an increase in the number of Pr (ca 17%) can be noticed, as well as a stability for associate Pr and an increase for assistant Pr (10%). Data for R&D personnel and researchers in other categories was difficult to analyse because the classification of FTEs in one of these two categories appears variable. Furthermore, data in the Table for researchers in other categories was corrected to 276.9 (UP information). Thus, data for the sum of these two categories show an increase from 335 (2020) to 376.9 (2024), i.e. 12.5%. Thus, globally, a positive trend (+ 10-17%) is observed for all categories, except for associate professors.

The number of technical and administrative staff involved in R&D&I amounts to 244.5 (2024) and is found to be stable over the period.

These figures slightly differ from the sum of jobs found in Table 3.1.1 respectively for 2019 and 2023 for all units. They show a global increase at all levels between 6.3 and 8.2% except for assistants (+19%). These discrepancies, even for slightly different periods, do not call into question the observation of growth in academic staff numbers, reflecting the global progress made by the university.

However, the job distribution among faculties and institute shows different breakdowns (not unusual to some extent due to research activities) and evolutions over the period. The number of

professors has increased at FS (even after the creation of CATRIN), FE and especially FPC (although on a limited number, from 4.6 to 8.8 FTE) while small insignificant decreases are noticed at FA and FHS, the other units being stable. This is a positive trend such as the increase in associate professor and assistant professor (representing respectively 22% and 56% of all academic staff) FTEs in most units, except FMD. The number of assistant FTEs has increased at FMD, FE, CMFT and FHS, and is stable in other units except CATRIN (but this appears to be due to different counting in categories).

The percentage of foreign staff remains low for professors and associate professors (3%) and slightly better for assistant professors and assistants (4-5%). These figures are similar to eastern and southern Europe universities data but much lower than for northern and western European universities (Ref: European Tertiary Education Register). However, the figures are much higher for researchers in other categories and R&D personnel. Taking into account the high research quality of UP, it may be possible to attract more international staff (not only from Slovakia) in the future.

The observed percentage of women is consistent with other universities: i.e. a low percentage at Pr level (highly variable according to disciplines), and very high for the technical and administrative staff (see 4.7).

The global age distribution is not different from universities across Europe. However, if one considers the percentage of FTEs under 50, a slight global ageing is observed for associate and assistant professors over the period (respectively declining from 53 to 46%, and 77 to 69%, tables 4.5.2 and 4.5.3). This is not the case for professors (stable at 13%). This trend shows that career promotions to the upper level may not have followed the global increase in academic staff.

Recommendations:

- Maintain a continuous analysis of the age pyramid, for all categories in all faculties and institutes, in order to prepare for staff renewal in the higher categories (Professor, associate professor), which could be enhanced both by targeted internal support or by an external recruitment strategy.
- Pay attention to the balance between the different categories of academic staff, in order to maintain a high-quality potential.
- Look for possible actions (communication) to enhance the recruitment of international staff.

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]:

5 - Outstanding

Qualitative assessment:

The university has an academic staff recruitment policy (2017, coming into effect in 2020) and all steps are specified in the OTM-R code of conduct. The whole process is in agreement with European standards. The HR award was received in 2021 following the signature of the European charter for researchers and the code of conduct for the recruitment of researchers.

A career development code was established in 2023 to precise general principles. For example, all employees must have a career development plan drawn by the senior employees with precise criteria and actions supposed to be taken, and with important consequences depending on whether or not the planned objectives are fulfilled.

Guides for new employees and for foreign employees are available but starting from 2025, first in selected units and later in all units, a guidance document and an adaptation process guide will give more direct support to new employees. This is a very positive initiative.

Sabbatical leaves are managed at the level of each unit, and this may result in large differences between them. This is the consequence of the management of careers (hiring, promotion, ...) by the faculties and CATRIN. This may also be also true for part-time or other flexible work agreements of employees.

Overall, the University is fully in agreement with European rules for the management of all aspects of academic and research careers.

Recommendations:

- Analyse the impact of the recent career development code on HR management and particularly the global outcomes of the personal plans of the staff (adequacy, requirements, realism, staff and manager satisfaction), eventually leading to refined principles, keeping in mind the decrease of administrative burden.

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]:

4 - Very good

Qualitative assessment:

The global women/men ratio among the academic staff has not changed over the period. The figure is not different from other universities with a continuous global decreasing part of women from assistant (57%) to assistant professor (51%), associate professor (33%) and professor (12%). Tables 4.5.2 (2020) and 4.5.3 (2024) do not show a significant global improvement toward a better equilibrium. As is usually observed, this is highly variable according to disciplines.

The technical and administrative staff women/men ratio was 78/22 in 2020 and has slightly diminished to 74/26 in 2024, but in contrary to academic staff, is smaller for younger employees. This high ratio for women in non-academic staff is not different from other universities.

This somehow disappointing result is not the consequence of a limited interest by the university. Two Gender equality plans (2022-2023 and 2024-2025) have been established. A comprehensive analysis of the actual situation was made to prepare these plans. It clearly shows that, for the academic staff, the ratio women/men is close to 1/1 up to the level of senior researcher (This is a good sign for the future) and then decreases rapidly at the upper levels. As the gender balance in most senior generations is strongly skewed at most institutions, what matters is that it is corrected by encouraging junior female researcher to choose academic careers. A list of 14 broad actions has been established (i.e. about work/life equilibrium, training, information) but no clear targets have been fixed.

However, it should be noted that, during the period, the university has demonstrated its commitment at the top management level to have a better gender balance (VR, Academic Senate and Councils), but this is not the case for the deans (only men) and the Board of Directors.

Recommendations:

- Maintain biennial action plans, regularly assessed, which may include some incentives to encourage young female academic staff to engage in paths toward higher levels. This may be facilitated, for example, by mentoring programs, by discussions with top level female researchers,

and by participation in research management committees (recruitment, boards, ...).

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 Erasmus+ programme is put forward by the university for the mobility of students and staff. Short term mobilities of the academic staff (one week) are seen as opportunities for professional development and to foster international collaboration. The outgoing number in Europe has increased since 2022 (2020-2021 are not significant due to the COVID crisis), up to 357 in 2023 and 401 in 2024. Outside Europe the figures are as expected smaller, but still significant, both for outgoing staff (112 in 2023) and incoming staff (134 in 2023). Most of these mobilities seems to be related to teaching activities.

The SWOT analysis of the university points out (in the first position) the insufficient language skills of some of the academic staff (English?). This may be improved by specific language training, but other barriers may be lowered by incentives, especially related to research. Participation of UP to the Aurora Alliance may provide stronger opportunities.

55 PhD students have carried out practical internships abroad. Indeed, the number of cotutelle PhDs seems limited (4, only at the Faculty of Arts).

Among the given examples of mobility which are given the FA initiative of Blended Intensive Programmes, which has gathered nearly 400 students, researchers and support staff, and the three-sided partnership of FS in agriculture with the universities of Florida and Napoli (UNINA) are noteworthy. Several partnerships in research grants contribute significantly to incoming and outgoing mobilities.

Recommendations:

- Develop specific English language training courses for staff in order to increase their ambition to pursue European or international mobility. Ensure that research is taken into account in the selection of projects.
- Set up a call for proposals at the university level for a limited number of short-term fellowships or visiting professorships for short periods, in connection with emerging research themes or projects (not already supported by a national or European programme).

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]:

5 - Outstanding

Qualitative assessment:

Several national programmes of the MEYS, the Czech Science Foundation and the Technology Agency of the Czech Republic can provide support to keep or develop expensive instruments, particularly important in the field of natural sciences and medicine. The university has been able to be successful in applications to provide top level equipment to CATRIN, FS and FMD. Furthermore, the Johannes Amos Comenius programme is providing support either as partner (7 projects) or main investigator (3 projects). Part of the LCDRO is also used for equipment maintenance by all units.

Table 4.9.1 data show as expected inter annual variations due to projects or maintenance costs. The total infrastructure spending in 2024 amounts to 5.7 M€ of which the main part is for intangible fixed assets (5 M€, machinery, apparatus, equipment, ...). To this can be added the cost of small fixed assets (1.2 M€) and of maintenance (1.1 M€). These are positive figures to keep the research infrastructure at a high level.

The university is hosting a large-scale infrastructure in medicine (EATRIS, a national hub for translational medicine, up to the level of first-in-human trials and clinical research) and is a partner in several others in the same field (BBMRI-CZ, CZ-OPENSREEN, ELIXIR-CZ, CZ-Bioimaging, NCMG). This is also the case in nanotechnology with NanoEnvicz.

The SER provides examples of large-scale equipment related to cutting-edge research: Mössbauer spectrometer (FS), High-Throughput Screening robot (IMTM), mass spectrometer (FS), ICP-MS and LC/MS for a GMP lab at FS with industrial partners.

Keeping this high level of equipment will continue to be a challenge for the university in the future with the need to succeed in programme calls. On the other hand, the quality of the equipment opens the university to services to society and particularly companies. This is not supposed to become a large income of financial support, but this activity may be continued as an interesting initial step toward closer partnerships. So, it may be useful to have a specific communication (leaflet, website) to promote such activities.

The use of equipment within the university does not seem to be precisely regulated at the university level (availability, cost) between units. The CATRIN/FS crisis is disrupting this regard since close research themes exist in both units.

Recommendations:

- Continue to maintain the university's high level of equipment in relation to national or European programmes.
- Consider strengthening communication about the equipment available for external services in order to attract new partners.
- Establish clear rules for the internal use of equipment by researchers from other entities, including costs. This may help to resolve part of the CATRIN/FS crisis.

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 (table 4.10.1) amounts to ca 191 M€. Apart from the Rector's Office (33M€), FS has the largest budget among units (48), followed by FMD (38.5), FA (23), FE (15.5), CATRIN (10), FPC (9), CMTF (5.5), FL (5.3) and FHS (3.7). The high share of FS and FMD is expected for units involved in natural sciences, engineering and health research, but it should be noted that FA and FE budgets are rather high compared to other comprehensive universities. This is related to the above average activity observed in both units.

The percentage of national public funding ranges between 70 and 90% for all units, except for CATRIN (36%) with a 54% public funding from abroad (Europe). Funding from other sources range between 6 to 16%.

Basic research varies between 73 and 86% during the reference period, with a higher increase in applied research and especially experimental development since 2023. It is pointed out in the SER (p. 338) that this is "a positive trend toward applied research". Indeed, according to the university vision and mission, care should be taken to maintain a high level of basic research and the actual 75/25 ratio seems to be excellent.

A list of 5 prestigious projects is given: 2D-Chem (ERC consolidator grant, 2016-2022, FS/CATRIN), AMADEUS (ERC advanced grant, 2023-2028, CATRIN), FUNGRAB (ERC proof-of-concept grant, 2022-2024, CATRIN), GRADINK (ERC proof-of-concept grant, 2020-2021, CATRIN). This illustrates the high capacity of 2 CATRIN researchers to get European grants in graphene and synthetic chemistry but does not give a global image of the whole university.

This is also noticeable in Table 4.10.3 for projects as beneficiary supported by a foreign provider which are increasing from 2021 (1.3 M€) to 2023 (6 M€), with a decrease in 2024 (4 M€). The 2020 sum of 6 M€ cannot be taken for comparison since it includes a 3 M€ 2016-2021 grant (EMJMD) and thus a total of 4 M€ is more relevant. Projects as participants sharply increase from 2021 (0.3 M€) to 2023 (5.8 M€), albeit a decrease is observed for 2024 (1.4 M€). The 2020 total was also high (3.8 M€). Overall, the lower income for 2020-2021 may be considered by taking into account the COVID crisis. Since projects do have different time lengths it is difficult to have a precise view of the financial support per year.

Table 4.10.4 gives a list of 13 projects supported by MEYS, a long list of 67 projects (plus 29 unlisted) supported by OPRDE and others supported by other ministries. Not listed are many other projects, such as 81 from the Czech Science Foundation and 51 from the Technology Agency of the Czech Republic. The overall support has increased sharply from 2021 to 2023 (150 k€ to 22.2 M€), still is increasing in 2024 (26.3 M€). The 2020 total (167 M€) cannot be taken for comparison due to multi-year grants extending over the period.

It is difficult to analyse such long lists with very different goals, financial supports (from few k€ to 13 M€), lengths and broad titles. This includes research programmes but also fellowships, infrastructure support, mobilities, intellectual property, ...

12 projects supported by non-public sources (Table 4.10.5) are listed mainly from foundations with a limited (< 40k€) amount.

Overall, the university has been very successful in grant applications over the period, both at the national level in several fields and at the European level, mostly in natural sciences. The non-public funding remains at a very low level. Even if contract research may be increased in the future the main funding will come from the same sources and the university needs to maintain its expertise in grant applications, with the possible extension to fields less used to European funds.

Recommendations:

- Maintain the high level of qualitative and quantitative success in national and European programmes by relying on existing services and internal links within entities, ensuring that the disciplinary fields are expanded, especially regarding European grants which appear limited to some areas.
- Develop contractual research without, however, compromising the search for public funding, which is currently the only source capable of providing significant resources.

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:

The LCDRO allocation strategy has evolved over the years with key modules integrated in 2021 based on national evaluation, keeping in mind that the faculties and CATRIN must have a long-term vision of their financial support. The allocation system was defined in 2019 and the allocation proportions of the units were fixed. This is essential since they are responsible for the employees' payroll, research directions, teaching programmes, infrastructures and hence need multi-year visibility. Therefore, the choice of the university to use only the increase in LCDRO to introduce new modules is understandable but perhaps lacks some ambition to have more centrally managed, or coordinated, strategies of the faculties and CATRIN. The recent introduction of contracts, including a 35% component related to performance, between the rectorate and faculties/institutes by Masaryk University, is an example of an interesting approach which may be examined.

The LCDRO distribution relies on key modules such as national-level evaluations, including peer-reviewed selected outputs and bibliometric reports, and the Junior Grant programme.

The increase in LCDRO funds has allowed the implementation, in 2023, of a LCDRO Development fund used to allocate to each unit over 3 years 0.2 M€ to "address specific challenges and improve research conditions". This equal distribution leaves positively a high flexibility to the units in their choice but lacks any strategic incentive at the university level, with perhaps more support to selected projects.

Other targeted funding modules are under discussion with faculties: to support doctoral students (DSP module), ERC grant applications (ERC module), the meta data repository (OS Module) or to find access to Open Science (APC fund).

LCDRO redistribution to departments by Faculties (or CATRIN) was found to be highly variable (2 to 40%) in the preceding evaluation but this issue was not discussed in the SER which deals only with LCDRO splitting at the university level. However, this may be an interesting addition in future

evaluations by MEYS.

An interesting idea on internal LCDRO allocation comes from FA (2023) with a new methodology to evaluate research outputs based on weighting according to publication type, FORD and comparison with Charles and Masaryk universities. 65% of LCDRO is allocated based on past performance and 35% based on the current one, with a limited variation (which cannot be lower of more than 10% over one year).

Recommendations:

- Seek to develop a shared approach, and therefore a shared vision, on the research strategy of the components (Faculties, CATRIN), possibly taking the form of multi-year contracts between them and the rectorate, setting out annual objectives and LCDRO resources for research.
- Alternatively, without formalising a contract, continue to develop the central management of the LCDRO to support a comprehensive policy on numerous topics, some of which are already being addressed (young researchers, open science, etc.).

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]:

5 - Outstanding

Qualitative assessment:

A heterogeneous list of national and international collaborations is given in the SER in response to the scope of this indicator. The university has chosen:

- Czech children in the cyber world managed by the Centre for the Prevention of Risky Virtual Communication in collaboration with the largest mobile network operator, O2 Czech Rep. Many awards (2019) have been obtained by the FE for this project which had high impact on public schools and the public.
- Aurora Alliance, a 9 member European University, joined in 2020. General principles are presented in the SER. The Horizon 2020 project “Aurora Research and innovation for Societal Impact” is of great interest with a variety of goals including calls for research projects, support to young researchers and thematic schools. Although the results are coming after the period of reference (2024) it is worth mentioning the projects (i) ETHICAL (U. Napoli, U. Innsbruck and UP) “to develop a comprehensive, multi-scale model that captures the arrival and distribution of mixed migration flows within the European Union (EU)”, (ii) VALOR-LIGHT (U. Innsbruck, U. Duisburg-Essen, U. Kosice, U. Napoli, UP) on the valorisation of medicinal plants byproducts, (iii) NUTIAGE24 (Coordinated by UP with U. Rovira i Virgili, U. Iceland) which aims „to initiate an exploratory study on healthy aging across geographically, socio-economically and environmentally different countries such as the Czech Republic, Iceland, and Spain.”
- Collaboration with the Pierre Auger Observatory (Argentina) of the Joint lab of Optics (FS) and the Institute of Physics of the Czech Academy of Science. The university is involved in the maintenance and development of the equipment of this prestigious observatory, up to data acquisition and research.
- Collaboration of the same units with the CERN-ATLAS, a major European facility, on research at

the LHC accelerator with the construction of hardware devices, supply of components and analyses.

- New collaboration of CATRIN with Bar-Ilan University (Israel), a leading research institute on nanotechnology and materials (2021).

The SER points out 127 agreements signed during the period but acknowledges that the strategy should be on strengthening existing partnerships. Such as for example the long standing (1990) cooperation with the University of Nebraska with FA on Czech language, culture and history. More recently this partnership has been extended to FE, FHS and FL. This is a good example of a strong, sustainable partnership irrigating other disciplines.

Numerous collaborations are mentioned in the respective SERs of the faculties and CATRIN, demonstrating a high degree of external openness that should be emphasised in all areas.

Recommendations:

- Develop participation in the Aurora Alliance by ensuring that the initial positive results are capitalised upon within the university.

- Identify potential strategic areas at the international level (outside Europe) that could expand the university's influence (such as Taiwan, recently targeted).

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 number of doctoral programmes, internally accredited, in Czech, increases from 214 (2020) to 338 (2023) by 55% while the number of PhD students in Czech decreases from 1464 to 1248 (-17%), international students amount to *ca* 300 but half are from Slovakia. The number of programmes in English increases from 134 to 162 and the number of students from 50 to 59. These variations are explained by the implementation of a new national regulation for doctoral studies. The number of applications is slightly decreasing over the period (but is increasing in 2024, up to 445). This figure shows that PhD studies are not very attractive, perhaps because of the actual good situation of employment in the Czech Republic, and care should be taken by the university to keep its attractiveness toward the best internal and external students. However, the rising cost of support to PhD students may lower the number of opportunities and keep a favourable ratio of applicants/positions.

The drop out rate in the first year remains reasonable (8-16%) as well as in the second year (5-6%, the 2024 figure, 31%, being surprising). No analysis of the main reasons nor of the distribution among units was provided. Among the 206 doctoral degrees awarded in 2024, only 4 (2%) were unemployed in September 2024. The follow-up is made by the Employment Office. This is an excellent result, below the average unemployment rate of upper-secondary level employees in the country (3.2%, Supplementary material).

Some PhD programmes are offered in connection with another Czech institutions, mainly with the Czech Academy of Science (FA in Theory and History of Arts, FS in 8 fields). The number of

cotutelle PhDs seems limited to FA with 4 students (Spain, Italy).

Support to PhD students is provided at the university (Internal Grant Agency, Endowment Fund) and the faculty levels (Dean's award). Extracurricular activities are also encouraged (Talented Palacký programme, Volunteer Center) and offers counselling (The Career Center is proceeding to ca 400 consultations/year). A communication platform (Doctoral Space) has been created, and a Council of doctoral students exists since 2021, but this does not seem very active since almost all PhD students met were not aware of its existence.

The large group meeting of PhD students from different faculties and CATRIN, with the IEP, organised at the end of the site visit has shown that more should be done to create a community of doctoral students at UP. This is perhaps due to space dissemination but also to the large number of study programmes lacking structured entities like doctoral schools. The issue of a statute for PhD students was also raised.

A concept document has been introduced (2022-2025) about the issues of support and supervision of PhD students and post-doctoral fellows. The weaknesses identified were *"high levels of inbreeding, low inter-discipline and inter-university mobility, low levels of internationalization, a lacking incentive programme, and insufficient central support for postgraduate studies and students"* (Concept document, p. 3). This is an interesting initiative since the university has also welcomed 275 post-docs in 2021 (113 at FS), which represent 15% of academic/research positions in some faculties (FA, FL and CMFT) and 5% in other units). An action plan has been designed for all aspects: support (i.e. at least 230 post-graduate students), events, career growth, training of supervisors, systematisation of post-doctoral positions, ... This action plan needs to be evaluated.

Recommendations:

- Consider how to improve the organisation of doctoral studies by possibly creating a limited number of doctoral schools (and a college of doctoral schools) that could define common conditions and monitor the training of doctoral students.
- Draw conclusions from the 2022-2025 action plan established for post-graduate students and post-doctoral positions and implement a new plan if needed.
- Resolve the issue detrimental to PhD students who cannot engage in PhD study programs of FS if they want to conduct research under a single CATRIN supervisor.
- Organise governance that enables PhD students to interact with each other and with university authorities.

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:

Most of the recommendations given in the 2020 evaluation have been completed, such as:

- a single Vice-rector for research has been appointed (2023).
- the strengthening of the link between central services and faculty services is a continuous goal in

all major universities. Two working groups (OPEN SCI and PROHORIZON are good examples in this respect, but the university may continue to keep attention to this issue.

- more LCDRO is used at the central level, with new modules.
- environment and welfare impact on QA process are taken into account in the Sustainable Development Strategy (2022), with a dedicated commission and coordinator.
- protection against predatory journals: a document on Principles of good research practice and creative activities has been completed in 2024.
- measures for gender balance: the university has designed gender equality plans (22-23 and 24-25) with specific measures. The need to improve the gender imbalance is still under concern for the university.
- issue of sexual harassment: The Code of Conduct has been reworked (2023).
- young researchers: several support programmes or documents are in place (IGA, Junior research, Endowment fund, Career development code).
- career growth system: HR award has been obtained in 2021, leading to a HR award action plan, guides for employees have been completed.
- professional outcomes of PhD holders: global data is available but the follow-up of alumni may be enhanced.
- encourage staff to seek external (Europe) funding: the university is keeping great attention to this issue (pre-award centres, JR grant programme, PROHORIZON working group, UP Project).

However, a few recommendations are still partly pending:

- international orientation of PhDs: the recommendation to maintain a high international orientation is fulfilled (including within the Aurora Alliance) but cotutelles are only observed in FA.
- sharing research instruments: the sharing with other institutions is not questioned. A formalised process may be approved to have clear conditions on the use of equipment's by researchers from another unit.
- implementation of a doctoral school: this issue is still under discussion within the university. The appointment of a Vice-Rector for doctoral studies by the new rector underlines the importance of this subject, whether the solution of doctoral school(s) will be considered or not.
- support interdisciplinarity: no specific action or internal call was undertaken. Nevertheless, there are several examples of interdisciplinary research and collaborations between faculties.

Recommendations: None.

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	4 - Very good
4.2 System of support for a quality R&D&I environment and incentive measures for quality science	5 - Outstanding
4.3 Quality control system for R&D&I environment	5 - Outstanding
4.4 Sustainability and resilience of R&D&I	5 - Outstanding
4.5 Structure of human resources	4 - Very good
4.6 Academic and Research Careers	5 - Outstanding
4.7 Gender equality measures	4 - Very good
4.8 Mobility of academic and research staff (including sectoral and inter-sectoral mobility)	4 - Very good
4.9 Research infrastructure	5 - Outstanding
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	5 - Outstanding
4.13 Doctoral studies	4 - Very good
4.14 Implementation of recommendations in Module 4	5 - Outstanding
AVERAGE RATING	5 - Outstanding
GRADE [A–D]	A

Summary assessment:

Palacký University has progressed during the reference period (2019–2023) and several more recent developments, already in the SER or disclosed during the site visit, indicate that this momentum is likely to continue in the future. This progress has been observed in many important areas that contribute to the sustainability of the institution.

Financial resources for research rely mainly on national and European public funding. The significant successes achieved during this period have made it possible to increase the human resources dedicated to research and to consolidate the infrastructure at a very high level. The university has set up, many years ago, a service and network that has proven to be effective. This is also true for transfer of knowledge and technology. Attempts to help young researchers to successfully apply to competitive European calls is also a noticeable initiative. Broadening the spectrum of disciplines that could be successful in European calls for projects is a challenge for the future. This may be possible with more tight partnerships, as well as mobilities, which may partly benefit from the Aurora Alliance

membership.

However, the Sustainability Plan established in 2022, appropriately, goes much further by taking into account various elements such as management, knowledge transfer, ethics, etc. A large panel of systems, codes and rules have been established or extensively revamped during the period, in agreement with European standards.

The quality control system is based on the internal web-based application ISHAP, which is, and will be, the subject of continuous discussions on its development, particularly as the university has signed the European Agreement for Reforming Research Assessment and wishes to promote open science. This is not unusual in a comprehensive university gathering many fields. The same difficulty to find a good equilibrium holds for the splitting of LCDRO between faculties and CATRIN but the university has moved toward a more flexible strategy with the implementation of some modules targeting specific subjects.

These excellent results were achieved in an academic context resembling, more or less, a federation of faculties, which are themselves divided into multiple departments. The organisation of research appears to be highly diverse in terms of structures (institutes, centres, laboratories, departments, etc.), resulting in a low visibility for certain fields, which may hinder their international outreach (On the other hand, this organisation has not impaired interdisciplinarity at the university level, even if it could be further strengthened). The organisation of PhD studies, under new national rules, remains also very scattered. Even if the professional insertion of PhD holders is excellent, some progress toward a more structured organisation (doctoral schools?) may be beneficial to students needing to combat the isolation felt by many of them.

The university should be commended for its efforts to facilitate work/life balance, which is particularly important for female staff, but little progress has been made in terms of gender balance which remains similar to that at many other universities. More incentive may be needed.

Overall, Palacký University is a well-managed university which has demonstrated its ability to move on key issues, even with a very decentralised organisation. Without slowing down the necessary bottom-up momentum, greater coordination of strategy could enable the university to reach a new milestone at the international level.

Summary recommendations:

Maintaining the quality of both basic and applied research is essential for success in national and European calls for projects. Beyond this necessity, the university must encourage more researchers, in more fields, to apply, building on its past successes.

This issue is illustrative of the need to have a comprehensive view of the strategy of each component at the university level and also at the faculty/institute level. The Strategic Plan 2021+ should be implemented at each level (including departments) and may lead to discussions, eventually ending in pluri-annual contracts and follow-up. This approach may cover all issues.

The research organisation should be more visible. This may come from a possible clarification of structures and, at least, from a more effective communication in some areas (some good examples already exist in the university).

The issue of PhD studies, already pointed out in the preceding evaluation, is still pending. The appointment of a new Vice-Rector is a good indicator of the consideration for this subject. There is a need, expressed by PhD students, to receive better support during their thesis on cross-cutting issues and to be recognised as a community. Doctoral schools may help in this way.

Even if interdisciplinarity is already characterised by interesting projects, gathering two or more faculties, there is a potential to increase and widen the scope, perhaps with incentive measures such

as internal call for projects.

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:

The vision of the university is to be a “prestigious research institution” ranked “among the top research universities in the Czech Republic” (SER, P. 373). Over the past five years the university has successfully maintained or enhanced its position both in the country but also in Europe or worldwide. Although national and international rankings may be considered carefully, or even discussed about their choice of indicators, all confirm that the university has a leading position in the country (top 5) and worldwide, especially in some fields (THE, ARWU, QS, CWUR).

The vision emphasises the need to be a welcoming, stimulating and inclusive community, offering individual freedom and responsibility, open both to the local community and to international partnerships and fostering excellence in fundamental and applied research.

The SER underlines that the university is a national leader in chemistry, physics, nanomaterials, plant science and biomedicine. It is also stated that strong capacities exist in mathematics (1.3%), physics (2.9%), law (9.3%), political science (1.4%), and history/archaeology (2.6%). Applied research is emphasised in biological sciences (8%) and clinical medicine (6.4%). Health sciences (16.2%) and education (12%) are two of the largest research areas of the university.

This description of the university capacities is based on numbers and some of the strengths seems to be forgotten in the above list, such as physical culture or human sciences (Psychology (4%), Language and literature (5.7%) and Philosophy, and ethics and religion (5.2%)). The university acknowledges that optimisation of field capacities cannot be expressed in numbers and that several factors may impact further research development. Since the definition of research directions is at the level of the faculties and CATRIN, it would be difficult for the university to design specific targets, and so the Strategic Plan 2021+ remains globally at the level of general principles about priorities with respect to Objective 3 “Excellence in research and development”. Therefore, it is not surprising to see that the R&D&I capacities are the same in Table 5.1.1 (2025) and 5.1.2 (2030). This non-choice is consistent with the global vision of the university but does not mean that the university will stay immovable.

The areas of improvement identified in the SP 2021+ for Objective 3 take into account some of the weaknesses identified in the SWOT of the SER. 7 relevant tools (or fields of actions) are listed with indicators to measure the state of progress: monitoring and support, interdisciplinarity, commercialisation and transfer, Open science, popularisation, internationalisation, HR management. Globally, this plan elaborated in compliance with the national strategy and internal conceptual documents is comprehensive and provides a large list of relevant actions. Overall, the goal to improve management, to decrease the administrative load and to optimise infrastructure is underlying in this plan.

Objective 2 of the SP2021+ is also related to research since it deals with PhD study programmes

and students. 3 tools have been identified on systematisation of doctoral study and student support, internationalisation and promotion/motivation. Some of the indicators have precise, and realistic, target numbers. The action plan is ending in 2025 and thus needs an evaluation. This may lead to a new action plan with a yearly follow-up.

The SER points out (P 375) some actions engaged in the period of reference such as membership in the Aurora Alliance and internationalisation. The strengthening of research teams is also underlined with the relevant creation of CATRIN, but this issue is not limited to this example (and furthermore has induced an internal crisis to be solved) and it would have been more important to refer to the increase in grant supports or HR found in almost all units.

Research funding is an issue of continuous thoughts with a change in LCDRO allocation principles. Funds are distributed based on research productivity and scientific publication since 2020 with strategic modules added in 2021 (based on national evaluation results and excellent outputs). Specific support to proposals in international calls and Junior grant programmes (3-year funding to post-docs) are also provided. In 2023 the LCDRO development fund (0,2 M€ to each faculty over 3 years) was launched, such as, in 2024, a DSP module to support PhD students, an ERC module to support ERC project proposals and an Open Science module for Open access publishing. Improvement in commercialisation and transfer by the STP has been also considered with the creation in 2024 of a university-owned company (the Special Purpose Vehicle).

All these actions are demonstrating the high ability of the university to evolve, even on difficult issues such as those related to financial choices. This is a strong background to be confident in progress toward the proposed 2030 vision of the university.

Recommendations:

- Maintain the highest possible level of fundamental disciplinary research, in all fields, which is key to developing high-quality interdisciplinary applications and projects. To achieve this, the multi-year strategy could be more formally established between the university and its constituent parts, possibly within the framework of a contract covering all aspects of management.
- Continue to reflect on the organisation and funding of doctoral and post-doctoral studies, possibly leading to a new action plan for the next period.
- Strengthen the internationalisation policy by fostering greater consultation between the Vice-Rector and the Vice-Deans (or senior managers) responsible for this area in the faculties and institute.

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:

As a general statement, the university wants, by 2030, to enhance IS HAP to evaluate academic and scientific staff, to foster interdisciplinarity and inter-faculty research, to increase administrative support of researchers (international grants, IP, transfer) and commercialisation of research outputs. 11 strategic goals have been defined:

1- Monitoring and support of the quality of creative activities

The issue of research quality assessment has been a continuous concern for the university which appears to be able to manage the impact of the signature of ARRA, of the proposed development of Open Science and of the implementation of specific modules. Interdisciplinarity is already noticeable with 14 inter-faculty grant projects but could be further enhanced with internal calls or seed funding. Overall, the dialogue between faculty leadership to identify common research priorities may also be strengthened.

The shared use of research equipment/infrastructure managed by the units needs to be clarified with clear and known conditions. The expected development of platforms for data sharing will facilitate the management if the administrative burden is not increased.

2- Commercialization of scientific and research results and transfer of technology.

The goal to further develop clear guidelines for invention disclosure, IP and commercialisation is a good initiative useful to researchers engaged in all fields, not only in natural sciences, engineering or medicine. Entrepreneurial education at all levels, students and staff, should be a constant concern as well as a tight link with the socio-economic world, even if it is already strong, as shown by many applied research results in all fields.

3- Popularization of Science and Research

The university is already deeply involved in this activity with several well-established events, meetings, visits, ... both on-site and externally. The proposed strategy to increase media communication, training of researchers, interactive contents for primary and secondary schools, presentation of PhD studies in schools and community centres, ... is excellent. The suggested science communication portal may also bring more visibility i.e. about stories of researchers or promotion of awards or expertise.

4- International dimension in R & D

The target to get more European and international projects may benefit from the Aurora Alliance, but not only. More support for mobility, to training in English language, getting more English-language PhDs and joint/double degrees are proposed actions or goals. These are good objectives which may be more efficient if they were managed at the university level.

5- Restructuring HR management in Science and Research

The university has developed the OTM-R principles for recruitment and has regular updates of UP HRS4R action plan, with the need to develop career frameworks for early, mid and senior researchers, and staff training. Promotion of work-life balance is a tool to a better professional life, but the increase in the ratio of women at top researcher positions is still a challenge. Attractiveness to international researchers and post-docs is a continuous concern for the university which has designed specific welcome documents.

7- Open Science and data management

The strategy has been to establish a Centre for Open Science and Responsible research with internal networking, to publish institutional guidelines for Open Access publishing, to implement faculty-based data stewards, The next period will allow to analyse outcomes of this interesting initiative.

8- Cooperation with public administration, entrepreneurs and non-profit organisations

The proposed priority to partnerships with regional and national stakeholders (on societal challenges, environment sustainability, health care, and social equity) will need more than a general statement and it is not clear what kind of new initiatives may be taken. During the period, the outputs of the university have already been very important in all fields and all units. This is a very good result, but progress can be made in contract research with companies (natural sciences

and engineering, health sector, ...).

9- Institutional resilience and human potential development support

This statement to develop professional opportunities, to foster an environment which encourages creativity, collaboration and support freedom, is very general.

10- Ethics, scientific integrity and good science practice

The promotion of responsible research practices and of ethical guidelines has been enhanced by the drafting of specific documents and the continuous training of staff. The capacity of any student or staff to reach on any issue the responsible office is real.

11- Improvement of managerial preparedness of UP leaders through educational activities

The Sustainability Development Strategy has been disseminated in the university which is top ranked on this issue in the Czech Republic. The training of leaders on strategy, crisis management, internationalisation, and funding should be continued.

All these objectives are clearly defined, and the university has demonstrated its ability to make progress towards achieving them. Annual monitoring as part of an action plan is required.

Recommendations:

- Conduct an annual review of the comprehensive objectives set and adjust (or precise) the targets if necessary.

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]:

4 - Very good

Qualitative assessment:

The LCDRO splitting process is a critical tool for the UP strategic management. While emphasising the difficulty of coping with the wide variety of outputs in different fields, the university has been able to develop an efficient system, IS HAP, now used by other universities. An annual data collection is done, and feedback of outcomes is provided to the deans. Not surprisingly, the criteria used at the central level are based on high-quality outputs, grant activities, contracts, patents, ... It should be noted that the Faculty of Arts has designed, in partnership with Charles U. and Masaryk U., a set of common criteria for the field of human sciences. The goal of the university is clearly to promote excellent science, as much as possible in a transparent and digitally comparable manner.

Quality assurance is managed following the Rules for QA and internal Quality Assessment of education, creative and other related activities at UP (2021) and an upgraded (2024) version of QA procedures and methods has been implemented.

Guidance for copyright protection, editorial activities, intellectual property, information security, transfer activities, ethics and integrity are also supported by recent documents (2019-2025). Reporting of violations of law or handling of complaints are also the subject of recent documents (2023 and 2025). A Sustainability Development Strategy has been launched after joining the Aurora Alliance.

Development of the HR potential is aligned with the HR award principles within key policies about

regular evaluation of employees, career development code of UP, and the Action Plan HRS4R 2023-2026.

In addition to that, UP is organising training sessions and workshops on the above subjects.

Table 5.3.1 gives a list of 19 instruments or measures, their status and their quality (policy, action plan, review document), all implemented except one in progress.

The university has been able to introduce new tools or to further develop existing tools for the management of all aspects of research, from HR to financial issues. The highly decentralised system has shown its ability to produce excellent outputs in different fields, but the university must avoid to just be a federation of autonomous faculties and institute. While keeping the bottom-up approach of management, a reinforced exchange between faculties and institute with the university leadership about strategy and priorities may be useful. This could eventually lead to pluriannual contracts validating the own strategic plans and objectives of faculties/institute and the compliance with the general strategy and rules of the university, thus providing more visibility to all stakeholders.

Recommendations:

- Strengthen the university's capacity and cohesion by formalising the research strategies of its faculties and institute, in line with the vision of a university that aims to remain (or improve) one of the best ranked in the Czech Republic and also in Europe in various disciplines. This objective probably requires careful consideration of the LCDRO's distribution criteria in order to sustain high quality emerging projects.

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:

The university has been regularly evaluated: EUA-IEP evaluation (2017-2018), MSMT evaluation (2020) and a self-organised international evaluation (2023). Recommendations made in M5 of the MSMT evaluation were dealing with all aspects of the research management. As already mentioned in this report many actions have been taken by the university to develop its vision and mission to be a leading Czech and even European university. None of the main issues facing universities in research (evaluation, quality assurance, financial and HR management, third role, ...) were forgotten in the university strategic planning. Effective results have been reached but, on most issues, there must be a continuous process of improvement in the next period.

Among the recommendations which were partially fulfilled one may note:

- the proposal to establish a doctoral school is still under discussion due to the large differences in doctoral requirements across faculties. The new Rector has appointed a Vice-Rector for Doctoral Studies and Junior Science to show how important this is for the university. A better organisation of doctoral studies is needed and may benefit from the analyses and recommendations of the Council for Doctoral Education of the European University Association (see for example 2025 Survey – Report I: Doctoral education in Europe today, enhanced structures and practices for the European knowledge society, June 2025). If the university considers that several doctoral schools need to be established, then a college of doctoral schools will be needed to defined minimum

common rules.

- CATRIN has been established during the period under review, and the 2020 recommendation was to define precise missions for this institute. This has been done with specific statutes. However, the crisis with FS was already underway. The 2023 self-evaluation pointed out the ongoing crisis with the recommendation to find a solution. However, it must be emphasised that this crisis, apart from damaging the image of the university, has not prevented both CATRIN and FS from developing their research ability and outputs. The willingness of the new Rector to find, as rapidly as possible, a solution to this crisis will need to bring up all topics for discussion (facilities, equipment, possible close research themes interactions, doctoral studies, teaching, ...). There must be a way forward that benefits both parties.

Recommendations:

- Maintain as a priority the resolution of issues identified for doctoral studies and the CATRIN/FS crisis.

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	4 - Very good
5.4 Implementation of recommendations in Module 5	5 - Outstanding
AVERAGE RATING	5 - Outstanding
GRADE [A–D]	A

Summary assessment:

The university's vision of being an institution of excellence at the national level, and beyond, is justified by the high-quality of research in many areas, but also on systems, codes and rules that have been established or extensively revamped during the period, showing the ability of the university to move forward.

The Strategic Plan 2021+ is comprehensive, taking into account relevant objectives and listing a large set of useful actions, although mainly remaining at the level of general principles. This should not be detrimental, even if a yearly revised action plan would be needed, to be confident in progress toward the proposed 2030 vision since the university has been able to implement 18 instruments or measures (plus one in progress) during the period. However, in order to keep a good cohesion, it will be necessary to cope with different methodologies and outputs of research fields, which have high impact on LCDRO criteria, as well as to solve the CATRIN/FS crisis. This challenges, as well the one to improve the salary gap between the staff of different components, to attract and support promising young researcher, to support career development of future research leaders, and to improve the

gender balance, will be key issues with respect to human resources. With this in mind, the university has both the human resources and infrastructure, to remain at the highest national level and at the best European level. It is clear-sighted about its situation and has successfully integrated current European thinking on research management into its own practices.

Summary recommendations:

The university should ensure that the objectives of the Strategic Plan 2021+ are translated in actions and goals an action plan, discussed and shared with the faculties and CATRIN, this action plans being annually reviewed and modified if necessary. The same holds for faculties and CATRIN with specific action plans as a declination of SP 2021+, whether this will lead to contracts between them and the rectorate or not.

Taking into account the high quality of research in many areas, as shown by the outputs and international rankings, the university should strive to enhance its outreach, to attract new partners in a coherent university strategy.

Finally, the university must solve two pending recommendations: (I) to improve the organisation of PhD studies in order to keep its attractiveness and (ii) to solve the CATRIN/FS crisis, even if its impact on the research of both units has not impaired their development.

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 %	A
MODULE 3	30 %	A
MODULE 4	10 %	A
MODULE 5	10 %	A
OVERALL RATING		A – Excellent

Qualitative assessment:

Since the previous MEYS evaluation, Palacký University (hereafter called « UP ») continued its development with only one major change in terms of organisation: the creation, in 2021, of CATRIN, a research institute in natural sciences, which has now been evaluated for the first time. Overall, the organisation of UP allows for a high degree of autonomy for the 8 faculties and CATRIN (hereafter called « the units »), even though common mechanisms exist.

UP is a leading comprehensive university for research in the Czech Republic as shown by the evaluation of research outputs in R&D&I (Modules 1 and 2), as well as the social relevance of the research carried out in all units (Module 3). During the review period, UP has been able to maintain, and often increase, the number of FTEs dedicated to research as demonstrated by an impressive list of successful application for national and/or European grant calls. The distribution between categories among the academic staff is similar to other universities, as well as the gender equilibrium which is, as expected, highly variable according to disciplines, but globally imbalanced for the top positions, with higher number held by men. Some efforts to improve this situation have already been made, but they need to be sustained and enhanced, in the long run, to encourage female researchers to target associate professorships and full professorships. The number of international staff hired by UP is still rather low, but not different from other eastern or southern European universities. The global infrastructure of the University is very good, except for the Faculty of Health Sciences which will benefit from its own premises in the near future. Overall, the research equipment is excellent and sometimes world-class.

National and international recognition by the research community is observed for all units, with awards, participation in editorial boards, invited lectures and invited lecturers. However, international recognition may be improved in some areas with more partnerships resulting from joint projects, including multidisciplinary approaches, and success in European tenders. Participation in the Aurora Alliance may also help and some positive results have been already noticed. In this respect, Project Service is an excellent tool to encourage, support and manage applications. This is particularly important, since most of the funding comes from public sources. Contract research is still limited, even in the fields more prone to collaboration with private entities.

Many examples were given of economic and non-economic impact on the society. Overall, UP has been exceptional during the COVID crisis, providing solutions for diagnosis and analysis of millions of

patients. This is a good example of a fast response to an emerging major concern , but UP is also involved in many important ongoing issues related to education, culture, law, healthy lifestyle and sports. Popularisation of VAVAI is also a deep concern for all units, which organise key events, lectures, open facilities for the lay public and for children. Overall, the third mission of the University is well fulfilled with significant impact on society.

More efforts should be made in the area of communication for nearly all units. This is obvious with respect to the research organisation, which is highly diversified, and even fragmented, within a (too) large number of departments in several faculties. Even if this does not seem to have been detrimental to provide good or excellent research outputs, more visibility at the national level, and even more at the international one, may provide a better recognition, in line with the high quality of research.

The University has developed the necessary services and tools to manage the quality assurance of the research field. In 2023 an extensive external and international evaluation was carried out in 22 fields and the results were discussed and dispatched to all units. During the period under review, a large number of documents (plans, codes, handbooks, rules) have been either created or revamped on such important issues as: internal QA, good research practice, ethics, research data management, sustainable development, hiring (HR award obtained in 2021) and career development. The university has signed the Agreement on Reforming Research Assessment and started to promote Open science. All these elements demonstrate the ability of UP to develop a comprehensive quality system and that the University is at the heart of current issues concerning research evaluation in Europe.

Individual evaluation of researchers is managed by IS HAP, an application used by all units since 2016. Even if IS HAP is under continuous evolution, the difficulty to cope with different fields and methodologies of research has pushed the Faculty of Arts to develop its own criteria in collaboration with 2 other leading Czech universities. This is a current issue in all comprehensive universities.

This holds also for financial issues such as in the splitting of LCDRO or the salary gap observed for the staff between different fields of research. The University has chosen to use the increase in LCDRO to support specific actions, but a more dynamic policy may be needed, to ensure that all units are in line with the university strategy (the IEP is not able to comment on the splitting of LCDRO within the units). It may also be interesting to implement internal calls to support specific projects such as those related to emerging themes or teams, especially in less financially favoured areas of research, or to international partnerships, as well as interdisciplinary research.

The preceding 2020 evaluation, together with the internal one in 2023, pointed out 2 issues still pending about doctoral studies and the CATRIN/FS crisis. PhD students met during the site visit complained about the lack of a real community between them within the university. An action plan (2022-2025) has been implemented to deal with the support and supervision of PhD students and post-docs. However, this is only part of the problem and a more structured organisation of doctoral studies and supporting activities is probably necessary, whether or not it takes the form of doctoral schools. The appointment of a Vice-Rector in charge of doctoral studies and young researchers is a positive sign toward the resolution of this issue.

The ongoing CATRIN/FS crisis needs also to be solved as soon as possible. One may note that this is not the case for the IMTM part of CATRIN, co-managed with the Faculty of Medicine and Dentistry. Since 2021 this crisis has not impaired the development of both units which are showing high quality projects for the future, but it is a bad public image for the University and it hinders some doctoral students in preparing their doctorates and probably other staff in using the premises. Whatever the solution will be, both units must be able to talk to each other and collaborate because certain topics are closely related.

Overall, the IEP consider that the research at Palacký University has shown a positive trend in the reference period, both in quality and in terms of its impact on the society. This is true for all units and the site visit has shown that a high motivation for continuous improvement exist among them, whatever their field of research and size are. This is a positive sign for the future.

Recommendations:

Many recommendations in Modules 3, 4 and 5 are to continue the actions already undertaken and this is a recognition that UP is on the right track.

As a comprehensive university, UP must take into account the diversity of research fields, methodologies and financial resources between the units. A key issue is the management of LCDRO, both on the central level and on the unit level, in connection with the global university strategy, in an institution with a rather large unit autonomy. Therefore, it is recommended to reinforce the dialog between the rectorate and the deans/directors with respect to possible strategic plans (even action plans) for each unit, eventually leading to contracts, after validation by the Senate. This may be sustained by a more incentive LCDRO splitting methodology with precise objectives in all units (FA has started to implement such a process) and by resources arising from overheads on research grants.

The University has already enjoyed a considerable recognition in the Czech Republic for its research in many fields. In some areas, the European or international outreach may be strengthened with incentives and using existing tools (such as Project Service or the Aurora Alliance) and experience of the most advanced research areas. The increase in international academic staff may also be an objective for the next period (this is already the case at the PhD and post-doc levels).

The research organisation is lacking sufficient visibility, partly due to various entity typologies and numerous departments, to showcase the high quality of research activities observed in the university. A more pro-active and harmonised communication is needed in many units.

The university, in the context of the new national regulations, has made the choice of quality for hiring PhD students. This is a good initiative but the need, clearly expressed during the site visit, of an active community of doctoral and post-doctoral students is still unfulfilled . The appointment of the new Vice-Rector specifically in charge of doctoral studies and junior science is a positive sign toward a global reflexion on doctoral studies and young researcher policy which needs to be conducted.

Overall, the IEP members have felt a positive atmosphere, focused on the development of research, in all faculties and CATRIN, only marred by the crisis between CATRIN and the Faculty of Science, for which an urgent solution must be found.