



The European Charter for Researchers & the Code of Conduct for the Recruitment of Researchers and embedment of their principles into the Masaryk University Strategic Plan for 2021- 2028

The strategic plan of Masaryk University (from now on MU or University) for the years 2021–2028 is a fundamental conceptual development document determining the direction of MU in education, research, social role, and its infrastructural development for the following years, which is the result of the intensive university-wide debate. Human resources vision and strategic goals relevant to The European Charter for Researchers & the Code of Conduct for the Recruitment of Researchers' principles are integrated into the Masaryk University Strategic Plan for 2021- 2028 (https://www.muni.cz/media/3326734/strategic_plan_mu_2021_2028.pdf)

Following the vision statement, Masaryk University in 2028 will be:

- A university that is an example of a responsible and demanding employer acting according to the principles of transparency, equality, and non-discrimination, supporting the achievement of professional goals and at the same time reconciling the work and personal life of all its employees
- A university that is a role model in its internal culture, in the ability to reach consensus, in the harmonisation of its components for the benefit of the University as a whole, and in the integrity of the work and study environment characterised by high ethical and professional standards.

Specifically, the strategic goal concerning Personnel management and employee development is to create a motivating environment by rewarding exceptionally high-quality and exceptional work results, providing equal opportunities and conditions for employees' individual development and career growth, and supporting the reconciliation of work and personal life.

In the years 2023-2025, MU will pursue long-term strategic intentions by undertaking the proposed actions that are relevant to the HRS4R in the following areas:

I . PERSONNEL MANAGEMENT
<p>Strategic Intention: <i>To be a prestigious employer with a shared internal culture and an open HR policy at the level of leading European universities with appropriate processes and HR tools.</i></p> <p>Proposed Action: Development of HR marketing to strengthen the brand of Masaryk University as a prestigious employer.</p> <p>Restructuring the MU career website, building an applicant database, HR recruitment campaign, inspiration from the stars (WS on selected topics with HR leaders), participation in HR events to gain professional experience and share good practice.</p>

Strategic Intention:

Create a motivating environment by rewarding high-quality and exceptional work results, providing equal opportunities and conditions for individual development and career growth of employees, as well as supporting a work-life balance.

Proposed Action:

Creation of a basic well-being framework for MU employees, implementation of employee evaluation outputs, a career website for employees, and implementation of tools for career development, including the possibility of using psychological and career counselling.

Strategic Intention:

Implementation of measures to prevent academic inbreeding, especially in filling the positions of academic and research staff based on open competitions advertised internationally and applying the criterion of non-university work engagement.

Proposed Actions:

Implementing the new Masaryk University Selection Procedure Regulations elaborated in 2021- 2022 in tune with the Open, transparent, and merit-based principles (OTMR) at university units/faculty levels.

The e – application for recruitment and selection Jobs.MU will be further developed and updated to ease the administrative burden in the process and support the implementation of the new Selection Procedure Regulations, including faculty and other MU units' requirements, such as the ability to send selection committee members a link to a recent selection procedure, information e-mail to committee members (possibility of sending interval setting).

The members of the selection committees will pass the training on the rules and the selection process in the form of e-learning, which was developed in Czech and English.

Strategic Intention:

Creation and implementation of a concept set out procedures and criteria for employing postdoctoral staff (recruitment, conditions, care for these staff, etc.)

Proposed Action:

Implementation of the University Guidelines Principles and Recommendations for Personnel Management of Postdoc Positions at Masaryk University.

Strategic Intention:

Implementation of career support programs for academic staff (aimed at habilitation or appointment as a professor within individual parts of the University), researchers, and non-academic staff.

Proposed Actions:

Implementation of The Guideline - Career system at Masaryk University - university-wide framework of principles for career development and growth for academic and non-academic employee's University at MU units/faculty levels.

Extended actions from the period 2021- 2022, see Annex No 1:

A university-wide Career Code for all academic and research workers (R 1 – R 4) will be developed and implemented at university units/faculty levels.

A university-wide career counselling system for employees will be created and implemented at university units/faculty levels.

Strategic Intention:

Strengthening the perception of work ethics and actions of all employees as part of personal integrity, information, and methodological measures in this area, including legal services

Proposed Actions:

Extended action from the period 2021- 2022, see Annex No 1:

MU will publish a revised Code of Ethics in July 2023.

From 2023 to 2025

Implementation of the Code of Ethics into practice, setting up the protection of rights, organising workshops and educational activities also in connection with the implementation of the Gender Equality Plan, implementation of measures from the GEP, implementation of counselling for employees and support for prevention.

II. ACQUIRING AND RETAINING EXECUTIVE AND EXCEPTIONAL EMPLOYEES AND EMPLOYEE CARE

Strategic Intention:

Modernisation and implementation of individual evaluation of academic, scientific, and non-academic staff, including its harmonisation with other types of assessment at the University.

Proposed Action:

The current application designed and implemented as a platform for employee performance evaluation (EVAK) at MU that is revised regularly will be updated by the end of 2024, especially in tune with the new performance criteria and new EU framework - Agreement on Reforming Research Assessment, https://coara.eu/app/uploads/2022/09/2022_07_19_rra_agreement_final.pdf.

The new criteria for evaluating the quality of teaching will be included as well.

Strategic Intention:

Mapping the needs of employees at all functional levels and setting requirements specifying the criteria for their career growth and further development

Proposed Action:

A university-wide competence-based framework of career development for researchers R 1 – R 4 will be developed in tune with the Research Comp offers a European reference framework for researchers (<https://op.europa.eu/en/publication-detail/-/publication/8d536780-3025-11ed-975d-01aa75ed71a1>)

Strategic Intention:

Defining the criteria and creating a system for identifying talents among university employees with the aim of their further development and preparation for future leadership or professional positions

Proposed Actions:

Extended action from the period 2021- 2022, see Annex No 1:

University-wide Talent Management Policy will be elaborated and implemented at university units/faculty levels.

In 2023 opening the university-wide discussion on the topic of talent management and talent strategy at MU, organising educational activities on the topic.

Strategic Intention:

Setting up an adaptation process for academic and non-academic staff entering new positions (supervisor, head of the department, etc.) to accelerate their incorporation in connection with the latest content of work and responsibilities.

Proposed Actions:

Setting up the adaptation process for existing academic and non-academic staff entering new positions at the University (trainer, head of the workplace, etc.)

E - adaptation - development of the Adaptation application, the possibility of using the application for the exiting sheet of the employee, including the exit process of the employee.

Strategic Intentions:

Introduction of preventive tools to prevent unwanted behaviour (e.g., bullying, discrimination, sexual harassment, etc.) as well as tools to help in the event of their occurrence.

Application of existing tools supporting partial involvement, and subsequently full return, of caring parents for children or loved ones into working life within individual components and their workplaces - part-time work (and other forms of employment), flexible working hours, work performance within the home office (incl. use of IT tools for online participation in meetings, remote access to data, etc.), shared workplace.

Support for the operation of children's groups or kindergartens within the individual (or more) parts of the University

Proposed Actions:

Implementation of the University-wide Gender Equality Plan (Actions for 2022- 2024) that has been designed and approved in December 2021.

https://www.muni.cz/media/3371580/gender_equality_plan_mu_gep_mu_en.pdf

MU has already implemented and will implement a variety of measures to promote gender equality as part of the University's strategic commitment to the principles of transparency, equality, and accountability while at the same time reconciling the work and personal lives of all its employees and students. The University will pursue this commitment at the level of its units and through the activities of the University as a whole. The individual professional departments of the MU Rector's Office will cooperate with the faculties in the implementation. The plan provides a framework for developing and implementing effective measures to achieve the goals in the priority areas of gender equality at MU and within MU units.

III. SYSTEMATIC DEVELOPMENT AND TRAINING OF EMPLOYEES

Strategic Intentions:

Extension of the MU Pedagogical Competence Development Centre portfolio when it comes to the form and content of the currently provided courses according to the functioning and transferable foreign practice and in connection with the needs of individual target groups

Creation of a comprehensive offer to meet the educational and developmental needs of the employees in the field of personal competencies, managerial competencies, competencies for the effective use of IT technologies, foreign languages, etc.

Support for specific target groups of employees in further development and acquisition of key competencies to increase the efficiency and quality of their work (e.g., beginning academic and research staff, academic, scientific, and non-academic staff in management positions, staff in various non-academic positions, etc.)

Proposed Actions:

Further institutional development of the Competence Development Centre (CERPEK) that was established in 2022 in terms of the widening scope and variety of educational activities.

Development of the IT platform for employee education - A university-wide platform for the development and education of employees, where individual activities would be offered across MU, as well as between faculties, not only from the CERPEK centre but also across the board, with the possibility of logging in, registration of interested parties, including "substitutes", with automatic and controlled sending of e-mails of participants, registered, "attendance at the event" and its transfer to relevant IT MU systems so assure the tracking of the employees' education.

IV. RESEARCH AND DOCTORAL STUDIES

Strategic Intentions:

Introduce higher standards in doctoral studies across disciplines with an emphasis on the quality of scientific results of doctoral students, gaining international experience during doctoral studies and adherence to the study schedule.

Pay due attention to doctoral students' socio-economic status and their full integration into the scientific community as promising colleagues to strengthen their motivation for successful completion of studies and subsequent careers.

Proposed Actions:

In the area of International Doctoral Excellence:

Support for foreign trips of PhD students through faculty scholarship programmes (compulsory foreign trips, further international mobility, trips within the framework of double dissertation supervision /cotutelle/collaborative doctorates)

In case of emergencies, participation of PhD students in virtual variants of education (so-called virtual trips abroad, online educational seminars, workshops, courses, etc.)

Involvement of foreign experts in the functioning of doctoral studies, either as dissertation opponents, members of examination committees for dissertation defenses or supervisors or consultants of doctoral students)

In the area of Increasing student success and supporting excellent students:

Administration and preparation of the Vice-Rector for Research and Doctoral Studies awards.

Awareness of PhD students and their supervisors about the awards as a motivational element.

Implementation of the award ceremony for students and their supervisors.

In the area of Increasing the competencies of the actors of doctoral studies:

Organisation and implementation of the course FRESHERS: Skills for Research Career for PhD students of all study programmes, aimed at developing the skills of a young scientist.

Implement educational and development activities for PhD students, such as summer schools (development of pedagogical skills) and other complementary activities.

MUNI PhD Career Days (career opportunities for young scientists), including the associated event To Postdoc Out! (Opportunities for trips after PhD graduation), PhD Day (for first-year students and applicants).

Implementation of training and development activities for supervisors for quality and effective supervision of doctoral students and, where appropriate, for other members of the academic community. Expert comprehensive process setup of development and training activities.

In the area of Involvement of PhD students in the popularisation of science:

Preparation of popularisation and communication courses for PhD students in cooperation with the Research Department by CERPEK. The courses aim to practice popularisation activities and communicate their meaning.

Involvement of experts and successful popularisers from MU in courses for PhD students. Basics of the mentoring system.

+ Extended actions from the period 2021- 2022 (see Annex No 1)

V. INFORMATION SYSTEMS AND IT SUPPORT; INFORMATION SOURCES, DATA FOR DECISION SUPPORT, SCIENTIFIC DATA

Strategic Intention:

Creation and implementation of a university strategy for broader use of the Open Access and Open Data modes

Proposed Actions:

Implementation of the University Open Access Strategy that has been developed in the years 2021 - 2022 within the framework of the H 2020 projects at university and faculty levels, namely:

To implement the DMP+ as an extension of the Data Stewardship Wizard to plan scientific results (publications and data) at MU (including interconnection with INET/ISEP) - in the framework of the relevant Internal information systems such as ISEP (INET), it will be available in linked to Data Stewardship Wizzard.

To link publishing at MU to ORCID - the integration of ORCID into IS MU - The implementation of ORCID is connected with the National ORCID Centre and institutional membership for MU, which starts on April 01. 2023.

To implement measures to ensure the use of synergies between Open Science and technology transfer – Part 1 – cooperation between the TTC (MU Technology Transfer Centre) and the Open Science Core team and the Implementation Group is established.

To provide active support for Open Science national initiatives, including the leadership of some partial activities – Part 1 – MU will actively participate in the activities of CZARMA.CZ (<https://www.czarma.cz/en>)

To analyse the possibilities of involvement and cooperation in selected international Open Science organisations and alliances – Part 1 – MU is an active member in the international organisations. Institutional membership is currently handled by the LIBER and Arxiv.org associations; in the future, the Open Science Framework will be evolved.

Strategic Intention:

Strengthen the efficiency and flexibility of the University's functioning in all areas of activity through IT support, electronic processes, and service to users according to their current needs and become a paperless institution to the maximum extent possible

Proposed Actions:

From 2023 to 2025

Development of a data warehouse and implementation of other pilot data analysis projects with advanced tools in various areas of management of the University and its constituent parts

Development of the MU employee portal and promotion of its use by university constituent parts

VI. INTERNAL CULTURE AND SOCIAL CONTRIBUTION

Strategic Intention:

Act as a centre of social, cultural and sports life for students, staff, and the public and create platforms and opportunities for meetings and knowledge dissemination.

Proposed Action:

Organising the first MUNI Day – a new sports and cultural event of the University in 2023.

Strategic Intention:

Strengthen the esprit de corps of the University's students, staff and graduates and create a university community sharing common values as a fundamental prerequisite for fulfilling all university roles.

Proposed Action:

Reform of the rights protection system at MU: modification and supplementation of the internal rights protection processes with the university ombudsman and the launch of its work in 2023.

This document has been approved by:

prof. PhDr. Jiří Hanuš, Ph.D.

Vice-rector for personnel and academic affairs, Masaryk University

In Brno, March 2023

Annex No 1

Report on the implementation of measures from the Masaryk University Strategic Plan for 2021- 2028 for HRS4R in the years 2021–2022

Proposed Action	Status	Remarks	Web link to the relevant document/ s
<p>University-wide Open transparent and merit-based policy (OTMR) will be elaborated by June 2021 and implemented at university units/faculty levels.</p>	<p>Completed</p>	<p>MU extensively revised the previous Competitive Hiring Process Code in 2021 in light of the OTMR principles. Two working groups composed of the faculties and other university units' representatives have been working for over two years so to elaborate the new university Selection Procedures that have been then discussed at university and faculty/units' levels in the first half of the year 2022, so the new procedures would be fully compatible with the principles of the Open, Transparent, and Merit-based Recruitment (OTMR).</p> <p>Under Section 36(2) of Act No. 111/1998 Coll., on Higher Education Institutions and on the Modification and Amendment of Other Acts (the Higher Education Act), the Ministry of Education, Youth and Sports registered the Masaryk University Selection Procedure Regulations under Ref. No. MSMT-23561/2022-4 as of the date of signing the registration. (29.08. 2022), effective from January 01, 2023.</p> <p>For the members of the selection committees the training on the rules and the selection process in the form of e-learning, was developed in Czech and English</p>	<p>https://www.muni.cz/en/about-us/official-notice-board/rad-vyberoveho-rizeni-mu</p>
<p>University-wide Talent Management Policy will be elaborated by the end of 2021 and implemented at</p>	<p>Extended</p>	<p>In cooperation with external experts, MU conducted in the year 2022 resource search in the field of talent management policy with a particular focus on academia and elaborated the recommendations for implementation. All this will serve as starting points for</p>	<p>TALENT POLICY MU 19 09 22 DRAFT EN for HRA.pptx</p>

<p>university units/faculty levels.</p>		<p>professional discussion and the creation of procedures leading to the creation university's "Talent Policy" and its implementation in Talent Management processes. Extension – in the years 2023 and 2025, MU will be working on defining the criteria and creating a system for identifying talents among university employees with the aim of their further development and preparation for future leadership or professional positions that will be in tune with the MU Career Code (in development)</p>	
<p>University-wide PostDoc Policy will be elaborated by September 2021 and implemented at university units/faculty levels.</p>	<p>Completed</p>	<p>In April 2022 Vice-rector for research and doctoral studies presented at the MU Senior Management session information about the PostDoc position and the current situation at MU regarding the PostDoc. She presented a vision, job description and key competencies, funding and grant opportunities. In conclusion, the University's senior management supported the PostDoc position at MU. In the following months, the university-wide discussion started to elaborate the PostDoc Policy in tune with principle 21 of the Charter and Code. <i>A working group of the faculties and other university units' representatives has been established. The result of this WG was the creation of a guideline to set out procedures and criteria for the employment of staff working in postdoctoral positions (recruitment, conditions, care for these staff, etc.) by the end of 2022.</i></p>	<p>EN Principles and Recommendations for Personnel Management of Postdoc Positions at Masaryk University.pdf</p>
<p>A university-wide Framework of principles for career development for all academic and research workers (R 1 – R 4) will be developed by the end of 2022 and implemented at university units/faculty levels.</p>	<p>Extended</p>	<p>Within the framework of the MU Management, fundamental topics resonating at MU, which need to be anchored in the MU career system, were discussed, in particular, the issue of tenure of leaders, inbreeding, the prohibition of concurrent functions of heads of departments and officials, determination of the minimum number of teachings hours for individual positions, determination of age for reducing the workload of academic positions, etc. It turned out that these</p>	<p>EN Career system at Masaryk University.pdf</p>

		<p>fundamental topics need to be communicated within the broad academic community. At the same time, legislative support of the Czech legal system is required to anchor the selected rules. Thus, discussions will take place, and at the same time, steps will be taken to amend the law on universities.</p> <p>New Career Code will be elaborated and published in 2024.</p> <p><i>Meanwhile, MU elaborated and published at the end of 2022 the Guideline Career system at Masaryk University, which provides information and guidance for employees regarding the</i></p> <ol style="list-style-type: none"> <i>1. Career development and career growth</i> <i>2. Motivational elements for career development and growth</i> <i>3. Consultancy and advisory support for career development and growth</i> <i>4. Self-assessment tools for career development and growth</i> 	
<p>A university-wide career counselling system for employees will be created by the end of 2022 and implemented at university units/faculty levels.</p>	<p>Extended</p>	<p>The topic will be addressed within the centralised development project MUNI counselling, the outputs of which in 2023 will be as follows:</p> <p>Implemented psychological counselling for students and employees.</p> <p>Realised study and career counselling for applicants and students.</p> <p>The institutionalisation of career counselling for employees.</p> <p>Implemented an information campaign for students and employees about counselling possibilities (especially psychological).</p> <p>A web platform brings together relevant information regarding psychological and career counselling for employees.</p>	

		<p>Reservation system for psychological counselling for employees.</p> <p>Expanded web content, including preventive measures: mental health, psycho hygiene, psychological help and self-help outside MU (including a directory of contacts).</p> <p>E-course for students and employees on the topic of mental health and psycho-hygiene.</p>	
<p>MU will revise the current MU Code of Ethics by September 2021 so all Charter and Code principles are addressed and included appropriately.</p>	<p>Extended</p>	<p>The draft text of the new MU Code of Ethics was prepared in 2021 by an expert working group.</p> <p>The working version of the text passed the first phase of internal opposition in autumn 2021, and the relevant comments of the opponents were considered in the text.</p> <p>The new MU Code of Ethics concept was presented and approved at the Rector's College -14. 12. 2021.</p> <p>In February 2022, a comment procedure took place within both ethics' committees (Ethics Committee MU, MU Research Ethics Committee), and a broader comment period was held in June-July 2022 management within the University management, the Rector's College, and all MU units. Relevant comments have been addressed and reflected in the proposal's current version.</p> <p>On December 06, 2022, the Code of Ethics was presented to the Academic Senate.</p> <p>At this meeting of the Academic Senate of the MU, other questions regarding anchoring in the code of ethics were raised as part of the senators' discussion. The rector of the MU decided to launch another comment procedure among the members of the Academic Senate, including a broader discussion. The topic will be included in the meeting of the Senate in May with the assumption that the publication of a new Code of Ethics will be in July 2023.</p> <p>The new MU Code of Ethics was designed to meet the following parameters:</p>	

		<p>- The new Code of Ethics will apply to the entire university community, i.e., students, academic and non-academic staff of Masaryk University</p> <p>- the new Code of Ethics will be declaratory, thus including the fundamental moral values to which Masaryk University as an institution subscribes and to which the entire university community is committed</p> <p>- the new Code of Ethics will not be a law as such; subsequent legislation (Disciplinary Regulations for Students, Staff Regulations) may apply or will refer to). This new concept of the MU Code of Ethics is entirely in line with the MU Strategic Plan for 2021-2028, in which respect for the principles of academic ethics is named among the fundamental values forming the basis of MU's internal culture.</p> <p><i>Meanwhile, MU conducted many activities to strengthen the perception of work ethics and actions of all employees as part of personal integrity, information, and methodological measures in this area, including legal services. MU actively participated in the project Strengthening the Prevention of Plagiarism in Student Works project. The project team has elaborated the methodological materials in the form of a handbook for academics and a handbook for students.</i></p> <p><i>The educational module regarding Plagiarism and unethical practices in the academic environment, as well as the practical presentation of the similarity search application in the MU Information system, is provided for MU employees.</i></p>	<p>akademickatika.cz - Academic Ethics (akademickaetika.cz)</p>
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		<p>MU has become a member of The European Network for Academic Integrity (http://www.academicintegrity.eu/)</p>	
<p>The current application designed and implemented as a platform for employee performance evaluation (EVAK) at MU over the last decade will be revised by the end of 2021, especially in tune with the new performance criteria set by the recent state-wide methodology (M 17+).</p>	<p>Completed</p>	<p>In 2021 – 2022, MU and its faculties/units conducted a profound analysis of the evaluation criteria to modernise and update the individual evaluation of academic, scientific, and non-academic staff, including their harmonisation with other types of assessment at the University.</p> <p>The detailed analysis of the use of the EVAK indicators (e- application for the evaluation of academic and also non-academic employees) and its use by MU faculties and units was discussed at the MU management meeting on December 07 2021, where it was ordered to prepare a substantial simplification of the indicators and in particular their update in accordance with the MU Strategic Plan for 2021- 2028 (science evaluation, budget indicators, alignment with other types of evaluation).</p> <p>Based on the above decision of MU management, the Vice-Rector for Personnel and Academic Affairs of MU submitted by the end of April 2022 for the university broad discussion the proposal for reduction and simplification of the EVAK indicators for further use by MU faculties and units. From the reduced number of EVAK indicators, it was proposed and agreed to update the pre-set set of 24 indicators in the EVAK application as a common baseline for all academic staff evaluations. The default set of 24 indicators will be adjustable according to the faculties' needs - the EVAK application allows for the removal and addition of additional indicators at the evaluator's discretion. The original updated indicators will not be removed, and evaluators</p>	<p>Evaluator s manual for the a plication.pdf</p> <p>Employee manual for the EV AK.pdf</p>

		<p>can continue to add them at their discretion or create their own indicators.</p> <p>The faculties and other units approved all suggested changes in the portfolio of EVAK indicators in June 2022. By the end of August 2022, the update of indicators and their pre-setting in the EVAK application in cooperation with IS MUNI was completed.</p> <p>Accordingly, updates were made to the EVAK application manuals in both Czech and English, and help was created in Czech and English in the MUNI IS to simplify the work with the application for MU employees.</p>	
<p>The university-wide framework of the onboarding process for new employees will be updated by the end of 2021 and automatised via the development of relevant e – application by the end of 2022</p>	<p>Completed</p>	<p>A new university–wide framework of the onboarding process for new employees was elaborated and published in 2022. It set up an adaptation process for academic and non-academic staff entering new positions (supervisor, head of the department, etc.) to accelerate their incorporation in connection with the latest content of work and responsibilities.</p> <p>E – application for adaptation was launched in 2022.</p>	<p>Information for new employees of MU 01 2023.pdf</p>
<p>University-wide Gender Equality Plan will be designed and approved by the end of 2021 to provide a framework to assist the University. It unites in developing and implementing effective strategies around workplace culture, leadership, and employment practices to improve gender equality across the whole organisation.</p>	<p>Completed</p>	<p>The gender Equality Plan was approved by university leadership/ management in December 2021. Measures in the areas of the Gender Equality Plan are proposed based on the results and recommendations of gender audits carried out by MU units in the period 03-07/2021, which covered the following areas:</p> <p>Transformation of organisational culture; work-parenting mix; recruitment and selection; career progression, equal opportunities for women and men in leadership positions; measures against sexual harassment and other forms of violence; inclusion of the gender dimension in research and innovation; studies and student population; collecting and monitoring gender-differentiated data; allocating human and financial resources to address gender</p>	<p>https://www.muni.cz/media/3371580/gender_equality_plan_mu_gep_mu_en.pdf</p>

		<p>equality issues. The findings presented in the final reports of the gender audits in individual thematic areas are supported by content analysis of documents, statistical data analysis, results from questionnaire surveys, group discussions with selected groups of people, and individual and group interviews. The results of the individual gender audits are the basis for this MU Gender Equality Plan (from now on referred to as GEP MU).</p> <p>At the MU management level, a Gender Equality Guarantor has been appointed who will cooperate with other Vice-rectors, particularly MU units and representatives of relevant departments from the MU Rector's Office, in the implementation of GEP MU activities. In collaboration, the Guarantor is the Vice-Rector for Human Resources and Academic Affairs, particularly with the Vice-Rector for Student and Alumni Affairs. It will regularly report on their activities and achievements in the implementation of the GEP MU to the MU Management Board, principally in the form of an annual report in this area, including proposals for measures for the next period to fulfil the objectives and activities of the GEP MU. The annual report will also be available to the management of the individual MU units and all MU employees and students</p> <p>2022 was devoted to the elaboration and Introduction of preventive tools to prevent unwanted behaviour (e.g. bullying, discrimination, sexual harassment, etc.) as well as tools to help in the event of their occurrence.</p>	<p>https://www.muni.cz/en/students/sexual-harassment/what-to-do-if-you-are-a-witness-to-sexual-harassment-or-someone-confides-to-you-that-they-are-a-victim</p>
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<p>Institutionalisation of Development and Education at the MU level and establishing a common platform for employee training at MU will be in place by the end of 2022.</p>	<p>Completed</p>	<p>In March 2022, the previous MU Pedagogical Competence Development Centre was transformed into the new Competence Development Centre (CERPEK). This led to the extension of the educational portfolio regarding the form and content of the previously provided courses according to the functioning and transferable foreign practice and in connection with the needs of individual target groups.</p>	<p>https://cerpek.muni.cz/en</p>
<p>In terms of these strategic goals, a university-wide PhD. The strategy will be developed by June 2022 and implemented at university units/faculty levels.</p>	<p>Extended</p>	<p>In 2021 MU issued Guidelines No. 1/2021 of the Research Office of the MU Rector's Office. Principles and Recommendations for Effective and Quality Doctoral Studies at Masaryk University</p> <p>In 2022 MU introduced higher standards in doctoral studies across disciplines with an emphasis on the quality of scientific results of doctoral students, gaining international experience during doctoral studies and adherence to the study schedule. The basic areas of trainer standards were discussed in detail, the creation of which is one of the priorities for the year 2023.</p>	<p>Principles and Recommendations for Effective and Quality Doctoral Studies at Masaryk University .pdf</p>

		<p>The draft text of the guideline for doctoral students' trips abroad was completed at the end of 2022 and sent for initial comments to the personnel, legal and economic departments, as well as to the quality department and the Centre for Foreign Cooperation. After completing the comment procedure at RMU, it will be 2023 communicated with MU faculties.</p>	
<p>Creation and implementation of a university strategy for broader use of the Open Access and Open Data modes within the framework of the H 2020 projects: Integrating and managing services for the European Open Science Cloud (EOSC-hub) and OpenAIRE Advancing Open Scholarship (OpenAIRE-Advance)</p>	<p>Completed</p>	<p>The Open Science strategy at MU was approved by Masaryk University management as a strategic document on 01. 11. 2022. MU joined the international support network for platinum/diamond journals –CRAFT OA project. MU set the methodology of periodic monitoring of APC at MU. MU implemented The Data Stewardship Wizard as the main MU tool of DMP support. It is used by scientists widely. MU prepared a methodological guide for the design of the Data Management Plan – the instructions are already available on the OA website. Open Science Advisory Board and the Implementation Group have been established. The theme of Open Science was implemented into the education of students and doctoral students. OA team implements the subject of CORE042, which is designed for Bc and MSc MU students. In cooperation with the RMU research department, the OA team is actively involved in educating PhD students through the MU Freshers educational platform. To launch the system of MU Open Science Services (a catalogue) and to start rendering the services by MU – since 1.9. 2022, two full-time positions operate at MU to provide full support for Open Science at MU. This service is already working to ensure that a global identifier may be assigned to research data at MU (e.g., DataCite DOIs). MU is the national leader in implementing the EOSC principles in this area. From 1.1. 2023 the EOSC CZ Secretariat, which provides this</p>	<p>https://openscience.muni.cz/en/open-science-at-mu/strategie-open-science-na-mu-2022-2028.</p>

		service (as part of the IPs EOSC project), operates within the ICS. To actively support the position of MU in the non-profit organisation OpenAIRE AMKE – MU is the national contact point for all activities related to the Open AIRE, AMKE.	
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