

EVALUATION REPORT FOR EVALUATING RESEARCH ORGANISATIONS IN THE UNIVERSITIES SEGMENT IN 2020

UNIVERSITY: Palacky University Olomouc

COMPANY REGISTRATION NUMBER (CRN): 61989592

THE LIST OF EVALUATED UNITS IN MODULE 3:

St-Cyril and Methodius Faculty of Theology

Faculty of Arts

Faculty of Physical Culture

Faculty of Health Sciences

Faculty of Medicine and Dentistry

Faculty of Medicine and Dentistry

Faculty of Law

Faculty of Science

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Zvezdan Pirtošek	Professor of Neurology & Neuroscience	University of Ljubljana - Faculty of Medicine, Slovenia
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Lisa Radtke Bliss	Clinical Professor, Associate Dean of Experimental Education and Clinical Programs	Georgie State University – College of Law, Atlanta USA
Jim Richards	Professor of Biomechanics	University of Central Lancashire, School of Sport and Health Sciences, Preston. United Kingdom
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Poitiers, 4 February 2021



Jean-Pierre Gesson
(EIP Chairperson)

MODULE 3 SOCIAL RELEVANCE

EVALUATED UNIT: St-Cyril and Methodius Faculty of Theology

FORD: Humanities and the arts

SOCIAL RELEVANCE / SOCIAL BENEFIT OF THE EVALUATED UNIT

3.1 General self-assessment of the social benefit of R&D&I in the fields of research at the evaluated unit, and of the evaluated unit as a whole

This criterion has not indicative value. It represents a general introduction describing the social benefit of R&D&I in the fields developed by the evaluated unit, and the evaluated unit as a whole.

Qualitative assessment:

Basic research is an important aspect of the faculty but the successive creation of OUSHI (Olomouc University Social Health Institute) in 2011, dedicated to study the social and spiritual determinants of health, and of the Institute of Intercultural, Interreligious, Eucumenical Research and Dialogue in 2014, confirms the move toward more applied research. This approach shows that the faculty has understood the value of an interdisciplinary approach in order to be involved in the search for solutions in different areas. The health field is predominant but other fields are also concerned (conservation of ancient liturgical textiles, professionalization of social work). Ethics and culture in media is a new field of research which may allow interactions within UP and outside UP in the future.

APPLIED RESEARCH PROJECTS

3.2 Applied research projects

Evaluate five most significant (from the perspective of the evaluated unit) applied research projects from the complete list in the appendix (tables 3.2.1 and 3.2.2 of Self-evaluation report), consider particularly results achieved or a project's potential for application.

Score [0–5 points]:

3 - Good

Qualitative assessment:

Among the 4 examples given, the DIPEX methodology (the Czech version of a methodology developed earlier at Oxford university) is available since 2015 and provides support to patients with structured information to share their experience with people having the same diagnosis. New projects have started in 2018 on ancient liturgical textiles and promoting quality of life in families with children suffering from epilepsy. A website (www.hovoriozdravi.cz) gives precise information on all aspects related to epileptic seizures. The same year the faculty became a partner in a national project to develop professionalisation of social work in the Czech Republic.

The MOCHA (Models Of Child Health Appraised) which was conducted between 2015 and 2018 is only mentioned in the SER although the faculty has conducted a sub-study of DIPEX within this H2020 program. More information would have been needed (not listed in table 3.2.2).

3.3 Contract research

Evaluate revenues from contract research for the 2014–2018 reporting period from the complete list in the appendix of Self-evaluation report (tables 3.3.1 and 3.3.2).

Score [0–5 points]:

1 - Below average

Qualitative assessment:

No contract research is reported for the period. It is expected by the faculty (oral communication) that the creation of a laboratory for biomarkers at the Faculty of Medicine and Dentistry will allow some interdisciplinary research with the faculty, which may also entail outreach to the public. The faculty affirms its willingness to cross borders and to think about ways to develop this activity but without precise ideas for the moment. It would be useful to identify, at faculty level, the themes likely to lead to the signing of contracts and then to carry out a targeted study of the sector concerned at the local and national levels.

3.4 Revenues from non-public sources (besides grants or contract research) from research work

Evaluate revenues for the 2014–2018 reporting period for R&D&I from non-public sources, besides grants or contract research (e.g. licences sold, spin-off revenues, gifts, etc.) presented in a complete list in the appendix of Self-evaluation report (table 3.4.1).

Score [0–5 points]:

3 - Good

Qualitative assessment:

Revenues are insignificant for the period under review. The faculty indicates that it wants to measure its potential in this area. This is an area in which it is probably difficult to find resources given the activities of the faculty. Nevertheless, training staff in intellectual property and strengthening ties with alumni could be useful in this area. The faculty may also search for contributions from individuals and/or public and private institutions in connection with research projects (2 examples in 2018 were given, supplementary data).

Recommendation 3.2, 3.3 a 3.4:

- continue a close partnership in the health field that has proven its worth and has the potential for new projects, including at the European level.
- consider links with other faculties, such as already developed with the Faculty of Science for example, to reach new fields of application.
- develop research on ethics in the information sector in the broad sense (from professional information to that of the general public).
- encourage contributions from individuals and institutions in connection with research themes.

APPLIED RESEARCH RESULTS

3.5 Applied research results with an existing or prospective economic impact on society	
<i>Evaluate the five most significant (from the perspective of the evaluated unit) applied research results that have already been applied in practice, or that will realistically be applied, in the 2014–2018 reporting period from the overview in the appendix of Self-evaluation report (table 3.5.1).</i>	
Score [0–5 points]:	2 - Average
Qualitative assessment: <p>The faculty rightly asserts that there is no direct economic impact on society for its research activities. However, indirect effects can be important, particularly in the health field. The same is true of the professionalization of social work</p> <p>The faculty should take this dimension into account in order to enhance the value of its activities to society and, for example, to justify its research projects to national and European agencies.</p>	

3.6 Significant applied research results with an other than an economic impact one on society	
<i>Evaluate the five most significant (from the perspective of the evaluated unit) applied research results with the other than the economic impact on society in the 2014–2018 reporting period from the overview in the appendix of Self-evaluation report (table 3.6.1).</i>	
Score [0–5 points]:	3 - Good
Qualitative assessment: <p>The social impact is not sufficiently taken into account by the faculty in its presentation of the non-economic impact of its activities in the SER. The DIPEX project is the only one mentioned because it has led to national certification, however precise data is not provided. In particular the number of people having used the results, i.e. connected to the application.</p> <p>The project ROMSPIDO (source : website) aims to prepare staff for educating marginalized children (i.e. roma ones) in order to improve school results and attendance as well as preventing social risky behaviour.</p> <p>The faculty has provided more evidence of impact during the evaluation process and this awareness must be kept in the future, not only upon request or after comments.</p>	

Recommendation 3.5 a 3.6:
- take into account the economic and non-economic impact with both the presentation/discussion of direct and indirect effects and with appropriate data. This may help in the preparation of grant applications and in dissemination of research activities and results of the faculty.

COOPERATION WITH THE NON-ACADEMIC ENVIRONMENT AND TECHNOLOGY TRANSFER

3.7 The evaluated unit's most significant interactions with the non-academic application/corporate sphere	
<p><i>Evaluate the most significant interactions with the non-academic application/corporate sphere, comment on the most typical users of the evaluated unit's outcomes. Please take into consideration how the evaluated unit looks up for these users and how the evaluated unit cooperates with them. Use provided examples of interactions for your evaluation.</i></p>	
Score [0–5 points]:	2 - Average
<p>Qualitative assessment:</p> <p>There are no interactions with the corporate sphere but strong interactions with the Ministry of Health, university hospitals and NGOs (association of patients) are mentioned for the health domain and with the Ministry of Labour and Social Affairs and the Agency for Social Inclusion for the area of social work. It is not surprising that due to the research themes of the faculty, interaction occurs almost exclusively with the public and para-public sectors.</p>	

3.8 System and support of technology transfer and intellectual property protection (can be extended to the whole university, emphasising the specific features of the evaluated unit)	
<p><i>Evaluate the system of technology transfer of the evaluated unit. Consider the quality of the applied research and the effectiveness of technology transfer using the description and the data presented in the appendix of Self-evaluation report (table 3.5.1). Focus particularly on the number of filed and granted patents (Czech and international) and licences sold.</i></p>	
Score [0–5 points]:	1 - Below average
<p>Qualitative assessment:</p> <p>The faculty relies on the Science and Technology Park for TT and IP. However, the faculty is little concerned by this problem. Training PhD students on IP protection as already done should be continued and expanded.</p>	

3.9 Strategy for setting up and support of spin-off firms or other forms of commercialisation of R&D&I results (can be extended to the whole university, emphasising the specific features of the evaluated unit)

Evaluate practical use of the intellectual property of the unit in the form of setting up spin-off companies or other forms of commercialising R&D&I results (both with and without the participation of the unit) established by the evaluated unit (university), or by another entity controlled by the evaluated unit (university), or an employee of the evaluated unit. Consider the model of functioning and coordination and control of intellectual property management of the evaluated unit (university).

Score [0–5 points]:

0 - Inadequate

Qualitative assessment:

Not concerned actually. In the event that contractual activities are developed, it would be useful to prepare the staff for intellectual property.

Recommendation 3.7, 3.8 a 3.9:

- identify subjects/themes that could give rise to cooperation with the non academic sphere and set up a strategy towards the sector of activity concerned.

RECOGNITION BY THE SCIENTIFIC COMMUNITY

3.10 The most significant individual awards for R&D&I

Evaluate the ten most significant R&D&I awards received (in the Czech Republic and in other countries) in the 2014–2018 reporting period.

Score [0–5 points]:

2 - Average

Qualitative assessment:

The faculty states in the SER that there are no internationally recognized awards in theology. This might be true for the Czech Republic, but there are several prestigious awards fostering excellence in theological scholarship in Europe and the UK, e. g. the Joseph Ratzinger-Benedict XVI Vatican Foundation Prize; the European Society for the Study of Science and Theology (ESSSAT) research prize, the ESSSAT student prize, the Emerging Scholar Theological Book Award of the European Society for Catholic Theology; the John Templeton / Manfred Lautenschläger Award for Theological Promise; the Burkitt Medal, awarded annually by the British Academy "in recognition of special service to Biblical Studies"; the Giuseppe Alberigo Award; the Louise and Richard Goodwin Writing Prize for Excellence in Theological Writing; the «Theologische Preis» of the Salzburger Hochschulwochen; the Karl-Rahner-Award for theological research, the Erwin-Kräutler-Award for contextual theology, interreligious dialogue and research in liberation theology, etc). Moreover, attending conferences could give rise to awards, for example for poster communications. Two are mentioned in the SER.

In order to promote the best researchers in this field, the faculty could take the initiative to create an internal award (Dean's prize) as in some other faculties of the university.

3.11 Recognition by the international R&D&I community (elected membership in international scientific societies, participation on the editorial boards of international scientific journals, invited lectures at the institutions abroad etc.)

Evaluate the recognition of the evaluated unit by the international scientific R&D&I community, based on a commentary presented in the appendices of Self-evaluation report (table 3.11.1, table 3.11.2, table 3.11.3 and table 3.11.4).

Score [0–5 points]:	3 - Good
Qualitative assessment: <p>8 examples of participation in journal boards are given (Germany, Austria, Poland, Italy, Vatican city and the Netherlands) as well as 10 lectures given in Europe, South Africa, Iran (different lecturers from the faculty) both in conferences and invited lecturers in a foreign university. 10 examples of lectures by invited foreign scientists from Europe (one from Iran) and the same number of memberships to professional societies (mainly Czech Republic) are also provided. These examples cover all areas of research of the faculty.</p> <p>The faculty did not mention in the SER, but during the presentation that Lenka Karfíková was elected fellow of the Czech Learned Society (Učená společnost) in 2015.</p> <p>The faculty financially supports the participation of staff to international conferences with internal individual grants.</p> <p>It should be taken in consideration that the international community in theology research is very fragmented (according to different religions). Efforts of the faculty with respect to interreligious dialogue is shown by cross lectures with Iran.</p>	

Recommendation 3.10 a 3.11:

- create a Dean's award (or any other type of award) to encourage initiatives from staff members and/or students.
- increase recognition of the faculty at the international level (outside Europe) using research themes such as interreligious dialogue, ethics, social work.

POPULARISATION OF R&D&I

3.12 The most significant activities in the popularisation of R&D&I and communication with the public	
<i>Evaluate the main activities of the evaluated unit in the area of popularisation of R&D&I and communication with the public, based on a maximum of ten significant examples from the evaluated unit perspective.</i>	
Score [0–5 points]:	4 - Very good
Qualitative assessment: <p>DIPEX is pointed out, since communication in the media has been important. The faculty participates to PopUP (i.e. Science fair, children's university, Night of Science). Some lectures are done in high schools and one module has been proposed for the University of the 3rd Age.</p> <p>Another example is the Volunteer Centre of UP connecting students and staff to organisations, NGOs and institutions needing volunteers for their project. The main themes are related to social work, health care and environmental protection.</p> <p>The celebration of the 300th anniversary of the main building of the faculty allowed for popularisation lectures in 2017.</p>	

Recommendation 3.12:

- increase popularization of research activities in connection with UP and at the faculty level by appropriate awareness of staff in the context of a shared faculty strategy.

MODULE 3 - OVERALL ASSESSMENT

After evaluation of the individual criteria of the M3 module, please summarise your assessment in the context of the whole module (social benefits, applied research projects, results of applied research, cooperation with the non-academic environment and technology transfer, recognition by the research community and the popularisation of R&D&I) and describe and justify the strengths and weaknesses of the evaluated unit.

Overall score [Calibrated]:	84
Overall grade [Excellent– Inadequate]:	3 - Good

General qualitative assessment (summary):

The Faculty's main theological theme has historically been devoted to fundamental research, but over the last ten years or so, it has diversified its research into areas of application related to health in the broadest sense, such as the determination of the impact of social and spiritual determinants. This has made it possible to obtain funding for applied research projects that have led to results used by the general public (DIPEX, epilepsy, ...). A significant success has been the certification of the DIPEX methodology, an interesting database for sharing patient experiences.

Other themes are likely to broaden the influence of the Faculty, such as interreligious dialogue (at the international level) or the valorization of liturgical textiles in connection with the Faculty of Sciences. This approach of opening up to more applied research ("crossing the borders") has not been translated into contracts, probably due to a lack of impetus on the part of the faculty's leaders. Although many activities like TT, spin-off creation are not very relevant to the faculty activities, the faculty appears to have difficulties to analyze and promote its social impact and this is reflected in the self-evaluation report and the oral presentation of the faculty. One can also regret that the submitted SER gives little information on results (data) in the reporting period as well as introduction of new initiatives (potential cooperation with the biomarker lab, with CARITAS, ethics).

This evaluation was based on the information presented in the review materials provided. The faculty is clearly involved in research activity as has been noted but the presentation and collective impact of this work was not presented in the written review from the faculty.

Strengths:

- good interactions with the health sector (OUSHI).
- new themes of potential high interest : social work, ethics and communication in the media.
- interreligious theme of research leading to potential international collaboration.
- research projects with possible direct use by the public (DIPEX, epilepsy, ...).

Weaknesses:

- no reflexion on indirect economic and direct non-economic impact on society.
- no use of data to sustain impact promotion of activities.
- interactions with institutions and NGOs do not lead to contract research.
- no strategy at the faculty level for popularization of research.

MODULE 3 SOCIAL RELEVANCE

EVALUATED UNIT: Faculty of Arts

FORD: Humanities and Arts

SOCIAL RELEVANCE / SOCIAL BENEFIT OF THE EVALUATED UNIT

3.1 General self-assessment of the social benefit of R&D&I in the fields of research at the evaluated unit, and of the evaluated unit as a whole

This criterion has not indicative value. It represents a general introduction describing the social benefit of R&D&I in the fields developed by the evaluated unit, and the evaluated unit as a whole.

Qualitative assessment:

The Faculty of Arts (FA) covers an unusually wide range of FORDs (5.1, 5.2, 5.3, 5.4, 5.6, 5.8, 6.1, 6.2, 6.3, 6.4) with different research traditions and methodologies. There are ten philological departments (English and American Studies, Asian Studies, Czech Studies, German Studies, Classical Philology, Dutch Studies, General Linguistics, Romance Languages, Slavonic Studies, Language Centre), three art studies departments (Art History, Theatre and Film Studies, Musicology) and eight diverse humanities and social sciences departments (Applied Economics, Philosophy, History, Media and Cultural Studies and Journalism, Politics and European Studies, Psychology, Sociology, Andragogy and Cultural Anthropology, The Kurt and Ursula Schubert Center for Jewish Studies). The faculty knows how to derive the greatest possible benefit from this broad interdisciplinary combination of the most diverse fields. The overall social impact is thus more profound than if the FA was divided into smaller independent units. Understandably so, basic research is an essential component of the FA's RDI activities. In the long run, this kind of research has an important social impact with regard to the general intellectual and cultural erudition of people and society, the reflection on cultural and spiritual heritage, the development of critical thinking and aesthetic feeling. But apart from these undeniable long-term effects, also the FA's immediate social impact is evident and impressive, very broad and as diverse as is the range of its FORDs. Major research results with direct social consequences are for example the detection of electoral fraud and irregularities at the level of electoral districts in the Czech Republic, the optimization of Driving Assistance Systems in vehicles, the preparation of the European Commission's Digital Single Market strategy for the Czech Republic and the development of measures for cultural policies and the copyright system, confidential recommendations for Czech ministries concerning public opinion about historical memory, important exhibitions of art from the Eastern Bohemia region, etc.

APPLIED RESEARCH PROJECTS

3.2 Applied research projects

Evaluate five most significant (from the perspective of the evaluated unit) applied research projects from the complete list in the appendix (tables 3.2.1 and 3.2.2 of Self-evaluation report), consider particularly results achieved or a project's potential for application.

Score [0–5 points]:

5 - Excellent

Qualitative assessment:

The FA presented the maximum of five most significant applied research projects in the 2014–2018 reporting period, some of which are really extraordinary achievements with high social impact. For example, systematic electoral fraud and errors in counting votes were found during the work on the most prominently featured project Electoral fraud and electoral irregularities at the level of electoral districts in the Czech Republic: Analysis of causes, their general patterns and methods of prevention (TAČR – OMEGA). Not only did this project trigger a society-wide debate, but even led to the change of the outcome of the elections to the Chamber of Deputies and to both non-legislative as well as legislative measures to prevent fraud in future.

Furthermore, positive and negative effects of Driving Assistance Systems on traffic safety were identified in the framework of the project Driver adaptation on Driving Assistance Systems in the vehicle (TAČR – OMEGA); measures for the cultural policy and for the copyright system of the Czech audio-visual industry were developed through research on the impact of legislation and the European Commission's Digital Single Market (DSM) strategy; confidential recommendations for Czech ministries were made about public opinion regarding foreign political practice and historical memory (with a special focus on World War II); and last but not least a highly acclaimed exhibition on the Art of the Gothic and Early Renaissance Periods in the Eastern Bohemian Region was staged (supported by the Ministry of Culture – NAKI).

Another very promising project «Sinophone Borderlands – interaction at the Edges»? (OP VVV, European Regional Development Fund, Ministry of Education, Youth and Sport) started on July 1st, 2018. Moreover, there were also two projects by a provider from another country (Norway Grants; Korean Studies Promotion Service) as the beneficiary and two as another participant (Erasmus+/The Maria Grzegorzewska Academy of Special Education Warsaw; Utrecht University).

In this context, the following should be emphasized: There is a really substantial increase of the financial support for projects supported by a provider from the Czech Republic as well as from another country between 2014 and 2018 (42 420 € → 1 622 120 €; + 3 724 %). Even if this is partly due to the tendering practice of the ministries during the reporting period and the realization of multidisciplinary projects that are not exclusively carried out at the faculty (e. g. OP VVV project ARTECA, OA – ITI, Integrated Territorial Investment, so-called pre-applicational research), the increase is still significant. In short, excellent use has been made of the opportunities offered.

3.3 Contract research

Evaluate revenues from contract research for the 2014–2018 reporting period from the complete list in the appendix of Self-evaluation report (tables 3.3.1 and 3.3.2).

Score [0–5 points]:

4 - Very good

Qualitative assessment:

There are really many examples of contract research at the FA. However, the revenues from them are not really high, because contract research is mostly realized for the non-profit sector such as public institutions from the fields of culture, education and research (e. g. many regional and local art and history museums, the National Heritage Institute, several other universities) or institutions from the public administration (on the local level as well as nation-wide), but also for political parties, administrative associations, the corporate sector (e.g. ČEZ, SŽDC) etc. Obviously, the prevalence of the non-profit sector leads to a certain extent of fluctuation in revenues (169 720 € → 24 340 € → 81 830 € → 138 130 € → 99 130 €; -85,66 % → +236,20 % → +68,80 % → -28,23 %). All in all, the FA is doing a great service to society and at the same time makes a significant contribution to its image in public. The number of research contracts is considerable, even if the revenues are relatively low. But to a certain extent, one also has to consider the indirect profitability of such contract research for public institutions.

3.4 Revenues from non-public sources (besides grants or contract research) from research work

Evaluate revenues for the 2014–2018 reporting period for R&D&I from non-public sources, besides grants or contract research (e.g. licences sold, spin-off revenues, gifts, etc.) presented in a complete list in the appendix of Self-evaluation report (table 3.4.1).

Score [0–5 points]:

3 - Good

Qualitative assessment:

Except for the revenue sum in 2014 (67 600 €) from Siemens and the Institute of Psychological Services, the sums from non-public sources during the following years were really low (1 170 €; 410 €; 310 €; 920 €) and came from licenses sold, e.g. licenses for popular science films, license fees from CEEOL, EBSCO, and Portal. Given the FA's activities, this is an area in which it is quite difficult to gain revenues. Besides, developments in research policy such as the implementation of international open access initiatives will in future rather lead to a decline in the already low income from licences. The FA is well aware of the potential commercialization of intellectual property and the possibility of raising financial means through generous donors among the alumni. However, this area is still underdeveloped in the Czech Republic as a whole and would also require appropriate legislative changes at a higher level to make such donations more attractive.

Recommendation 3.2, 3.3 a 3.4:

- consolidate the successful cooperation between the individual FORDs of the FA as well as the utilization of synergy effects with other faculties.
- try to identify and support strength fields from the width of what the FA offers, so that potential new project applications will arise not only on the national, but also the European level (the faculty is well on the way to achieving this).
- focus on contract research which either generates financial revenues of an appropriate amount or at least an appropriate level of indirect profitability (multum, non multa).
- enhance ongoing alumni initiatives and try to lobby for the realization of sponsor-friendly conditions regarding the educational sector nation-wide.

APPLIED RESEARCH RESULTS

3.5 Applied research results with an existing or prospective economic impact on society	
<i>Evaluate the five most significant (from the perspective of the evaluated unit) applied research results that have already been applied in practice, or that will realistically be applied, in the 2014–2018 reporting period from the overview in the appendix of Self-evaluation report (table 3.5.1).</i>	
Score [0–5 points]:	5 - Excellent
<p>Qualitative assessment:</p> <p>During the reporting period, the FA can boast of different psycho-diagnostic methods, used by clinical, counselling, or school psychologists with adolescents such as (1) <i>Depression Scale</i> (Dolejš, Skopal, and Suchá; SDDSS 2018), (2) <i>Impulsivity Scale</i> (Dolejš and Skopal; SIDS 2016), (3) <i>Anxiety Scale</i> (Dolejš and Skopal; SUDS 2016).</p> <p>Moreover, the software product <i>QuitaOnline – A New Generation of Datamining</i> was developed in 2015 by the Department of General Linguistics and is now sold via the Science and Technology Park of the Palacký University.</p> <p>Publication license fees from CEEOL, Portal, EBSCO complement this section.</p> <p>Apart from these applied research results of the FA with a direct economic impact on society, there are indirect financial benefits for society, as the many examples of low-level contract research in the non-profit sector show, which save the state and public institutions a considerable amount of taxpayers' money.</p>	

3.6 Significant applied research results with an other than an economic impact one on society	
<i>Evaluate the five most significant (from the perspective of the evaluated unit) applied research results with the other than the economic impact on society in the 2014–2018 reporting period from the overview in the appendix of Self-evaluation report (table 3.6.1).</i>	
Score [0–5 points]:	5 - Excellent
<p>Qualitative assessment:</p> <p>The Faculty is clearly aware of its strengths in this area and refers to the following applied research results with a substantial impact on society (apart from an economic one):</p> <p>From the field of political sciences (1) non-legislative measures to prevent electoral fraud (cf. the evaluation in 3.2); from sociology (2) local strategies for the integration of foreigners in Brno; from psychology (3) prevention projects for adolescents regarding aggression, depression, self-esteem, and impulsiveness; from philology (4) many language textbooks and dictionaries, e.g. a textbook for conducting business in Sinophone countries; and from media studies (5) the solution of key problems of the Czech audio-visual industry with regard to the European Commission's Digital Single Market strategy (cf. the evaluation in 3.2).</p>	

Recommendation 3.5 a 3.6:
<ul style="list-style-type: none"> - expand on the successful activities in this area in order to emphasize the importance of applied research alongside basic research at the FA. - further continue the path chosen (the faculty reflects in an exemplary manner on the steps and measures taken).

COOPERATION WITH THE NON-ACADEMIC ENVIRONMENT AND TECHNOLOGY TRANSFER

3.7 The evaluated unit's most significant interactions with the non-academic application/corporate sphere	
<i>Evaluate the most significant interactions with the non-academic application/corporate sphere, comment on the most typical users of the evaluated unit's outcomes. Please take into consideration how the evaluated unit looks up for these users and how the evaluated unit cooperates with them. Use provided examples of interactions for your evaluation.</i>	
Score [0–5 points]:	5 - Excellent
<p>Qualitative assessment:</p> <p>The FA gives the full number of ten examples for most significant interactions with the non-academic and corporate sphere. The range of interactions is impressive, very broad and as diverse as is the range of the FA's FORDs. The most typical users stem from state and local administration, culture institutions, but also the corporate sector. The FA can boast of such interactions with regard to (1) the development of an assessment system concerning mental fitness in selected occupations of the Czech Railway Administration; (2) the application of tools for measuring and strengthening safety awareness in ČEZ Nuclear Power Plant Divisions; (3) the development of Advanced Driver Assistance Systems security features for Škoda Auto; (4) the description of the structure of the Czech audio-visual market and the impact of the current legislation on the Czech audio-visual industry for the Ministry of Culture, the Ministry of Industry and Trade and the Czech Film Fund; (5) the mapping of cultural industries in the Olomouc region, used by the Ministry of Culture, the City Council, the Regional Chamber of Commerce (RCC), and CzechInvest; (6) the realization of exhibitions with the Museum of Art Olomouc (MUO), the Museum of Eastern Bohemia, and the National Heritage Institute; (7) the creation of program texts and notes for the Czech and Moravian Philharmonic Orchestras, etc.; (8) the development of a new software for persons with physical disabilities for the Office of the Ombudsman; (9) the cooperation on research topics with the Rachel Carson Center for Environment and Society in the Doctoral Program in Sociology; and last, but not least (10) the staff evaluation in the company MERKO CZ, a producer of batching plants and recycling systems for treating of residual concrete from truck-mixers and concrete pumps. Although the breadth of typical users of the FA's outcomes is impressive, the total sum of revenues from research contracts won remains small (cf. the evaluation in 3.3). The FA's contribution to the actual value added for those typical users is therefore not always justly measured, even if it is clearly given.</p>	

3.8 System and support of technology transfer and intellectual property protection (can be extended to the whole university, emphasising the specific features of the evaluated unit)	
<i>Evaluate the system of technology transfer of the evaluated unit. Consider the quality of the applied research and the effectiveness of technology transfer using the description and the data presented in the appendix of Self-evaluation report (table 3.5.1). Focus particularly on the number of filed and granted patents (Czech and international) and licences sold.</i>	
Score [0–5 points]:	4 - Very good

Qualitative assessment:

The FA gives a clear account of the system and support of technology transfer and intellectual property protection at Palacký University Olomouc. There is a team of five members at the Science and Technology Park who have completed training at the Industrial Property Office. The Science and Technology Park of Palacký University Olomouc (VTP UP; <http://www.vtpup.cz/>) manages the university's intellectual property portfolio in an internal information system based on Microsoft Dynamic Customer Relationship Management. In the university's intellectual property register, there are 168 valid patents and 60 pending patent applications, but these are not related to the FA. However, the FA used the support of the Science and Technology Park of the Palacký University e.g. for the sale of licenses of the data mining software QuitaOnline.

3.9 Strategy for setting up and support of spin-off firms or other forms of commercialisation of R&D&I results (can be extended to the whole university, emphasising the specific features of the evaluated unit)

Evaluate practical use of the intellectual property of the unit in the form of setting up spin-off companies or other forms of commercialising R&D&I results (both with and without the participation of the unit) established by the evaluated unit (university), or by another entity controlled by the evaluated unit (university), or an employee of the evaluated unit. Consider the model of functioning and coordination and control of intellectual property management of the evaluated unit (university).

Score [0–5 points]:

4 - Very good

Qualitative assessment:

The strategy for setting up and supporting spin-off firms or other forms of commercialization of R&D&I results at Palacký University Olomouc is again intertwined with the Science and Technology Park (VTP UP). It started to create a network of investors and partners for spin-off formation support. Since 2015, the VTP UP annually organises a competition named «Podnikavá hlava» (Enterprising Head, www.podnikavahlava.cz), which aims to find out and support new business ideas from which new spin-off companies emerge. For spin-offs, the VTP UP has more than 4000 m² of offices, laboratories and production facilities in three buildings; a fourth building with more than 2000 m² of space is planned. However, this strategy only marginally affects the FA.

Moreover, published results are sold through different e-platforms (CEEOL, EBSCO, Portal) and through Palacký University Press and FA Press, where the revenues range from 14 to 17 thousand EUR/year. However, international open-access initiatives such as the plan S will most certainly lead to a decrease of revenues. Scientists and researchers who benefit from state-funded research organisations and institutions are increasingly required to publish their work in open repositories or in journals that are available to all.

Recommendation 3.7, 3.8 a 3.9:

- consolidate the exemplary interactions with the non-academic application and corporate sphere and try to obtain research contracts that put the added value of the FA's research results in the right light.
- expand on the cooperation with the Science and Technology Park of Palacký University with regard to technology transfer and intellectual property protection, but also the support of spin-off firms and other forms of commercialization of R&D&I results.

RECOGNITION BY THE SCIENTIFIC COMMUNITY

3.10 The most significant individual awards for R&D&I	
<i>Evaluate the ten most significant R&D&I awards received (in the Czech Republic and in other countries) in the 2014–2018 reporting period.</i>	
Score [0–5 points]:	5 - Excellent
<p>Qualitative assessment:</p> <p>Among the ten most significant RDI awards during the reporting period, the FA mentions (I) six awards for lifetime achievements (the Order of the Aztec Eagle, awarded in 2018 by the President of Mexico to Pavel Štěpánek; the Vize 97 Prize, awarded in 2018 by the Dagmar and Václav Havel Foundation to Josef Jařab; the Silver Medal of the Senate, awarded in 2017 to Josef Jařab; the Danubius Award, awarded in 2016 by the Austrian Federal Ministry for Education, Science and Research and the Institute for the Danube Region and Central Europe (IDM) to Ingeborg Fialová; the Kurt-Schubert-Gedächtnispreis, awarded to Ingeborg Fialová; and the Historical Seal of the City of Pilsen, awarded in 2016 to Karel Nováček; (II) one award to a young scientist (the Neuron Prize, awarded in 2017 to Martin Soukup); and (III) three awards for specific research results (the Magnesia Litera Prize, awarded in 2018 to Rostislav Švácha, for the books Paneláci 1 and 2; the prize Dictionary of the Year, awarded by the Union of Interpreters and Translators to Jiří Černý, for Spanish-Czech Dictionary of Americanisms, 2018; the Gold Ribbon, awarded in 2015 and 2017 by the Czech Section of the International Board on Books for Young People (IBBY) to Martin Foret and Tomáš Prokůpek for their books on comics, 2014 & 2016).</p> <p>The prizes awarded are all of very high prestige and testify to the quality of the FA staff.</p>	
3.11 Recognition by the international R&D&I community (elected membership in international scientific societies, participation on the editorial boards of international scientific journals, invited lectures at the institutions abroad etc.)	
<i>Evaluate the recognition of the evaluated unit by the international scientific R&D&I community, based on a commentary presented in the appendices of Self-evaluation report (table 3.11.1, table 3.11.2, table 3.11.3 and table 3.11.4).</i>	
Score [0–5 points]:	5 - Excellent
<p>Qualitative assessment:</p> <p>The FA gives an overview of the most significant examples of elected memberships in international scientific societies, the participation on editorial boards of international scientific journals and invited lectures. It lists three fellowships in learned societies as well as seven memberships in scientific societies. It can boast the participation on the editorial boards of many internationally recognized Czech and Slovak journals as well as other foreign journals from; United Kingdom, Germany, Italy, Poland, Russia.</p> <p>The most significant invited lectures led FA staff to Edinburgh University, École normale supérieure (ÉNS) Paris, University of Zürich, University of Vienna, Hebrew University, University of Bologna, La Sapienza – Università di Roma, the Max Planck institute, the German Archaeological Institute, and the Russian Academy of Sciences. Most significant guests were e.g. N. Chomsky, D. McQuail, Lynn Hunt, Martin Haspelmath, etc. from prestigious institutions such as the MIT, University of Oxford, University of Cambridge, Princeton University, University of California – Berkeley, University of California – Los Angeles, etc.).</p> <p>Beyond that, the FA could mention further locations and many more persons due to its involvement in American Studies, Asian Studies, Dutch Studies, etc.</p>	

Recommendation 3.10 a 3.11:

- encourage initiatives from staff members and students to participate actively in international competitions to increase even further the FA's visibility.
- expand on the excellence performance in this area.

POPULARISATION OF R&D&I

3.12 The most significant activities in the popularisation of R&D&I and communication with the public

Evaluate the main activities of the evaluated unit in the area of popularisation of R&D&I and communication with the public, based on a maximum of ten significant examples from the evaluated unit perspective.

Score [0–5 points]:

5 - Excellent

Qualitative assessment:

Many of the FA's activities in the popularisation of RDI and communication with the public are fantastic. Many of these highly respected and diverse activities bear witness to the huge impact of UP and especially the FA on society on the local as well as regional level and often even beyond that. Some activities can already look back on a long tradition. Much of this is the result of the voluntary initiative of the FA staff and can only be realized with their personal support. These activities also demonstrate the distinctive corporate identity of the FA members.

The FA participates in the following university activities: Academia Film Olomouc (one of the most significant festivals of popular science documentaries); Children's University (for pupils from 8 to 12 years); University of the Third Age (for senior citizens); the Night of Sciences (a pan-European event of science popularisation).

Moreover, the FA organizes faculty specific activities for high school students such as the Translation Prize, the Summer School of Philosophy, the Summer School of Diplomacy, regional and national rounds of the International Philosophical Olympiad and the International Linguistics Olympiad; various "Days of Culture" with lectures on language, literature, culture, and history of different countries, some in cooperation with the Research Library, MUO, etc. (Days of Jewish Culture, Days of German-speaking Culture, Japanese Spring, Days of French Culture, Days of Lusophone Culture, Polish Days in Olomouc); MusicOlomouc (an international festival of contemporary music with lectures and workshops); Theatre Flora Festival (in which the FA realizes seminars); Societas Cognitorum Lectures of UP professors; a Gallery of Social Photography (with exhibitions related to sociology, andragogy and cultural anthropology research, faculty participation in UP activities).

Recommendation 3.12:

- consolidate the popularization of research activities in this fantastic way and inspire other faculties to similar efforts (e.g. through cooperation in some areas).

MODULE 3 - OVERALL ASSESSMENT

After evaluation of the individual criteria of the M3 module, please summarise your assessment in the context of the whole module (social benefits, applied research projects, results of applied research, cooperation with the non-academic environment and technology transfer, recognition by the research community and the popularisation of R&D&I) and describe and justify the strengths and weaknesses of the evaluated unit.

Overall score [Calibrated]:	155
Overall grade [Excellent– Inadequate]:	5 - Excellent

General qualitative assessment (summary):

The Faculty of Arts (FA) covers an unusually wide range of FORDs (5.1, 5.2, 5.3, 5.4, 5.6, 5.8, 6.1, 6.2, 6.3, 6.4) with different research traditions and methodologies. There are ten philological departments, three art studies departments and eight diverse humanities and social sciences departments (Applied Economics, Philosophy, History, Media and Cultural Studies and Journalism, Politics and European Studies, Psychology, Sociology, Andragogy and Cultural Anthropology, Jewish Studies). The FA makes use of this inherent interdisciplinarity and derives substantial benefit from this broad combination of very diverse fields. The overall social impact is thus more profound than if the FA was divided into smaller independent units. Understandably so, basic research is an essential component of the FA's RDI activities. In the long run, this kind of research will have an important social impact with regard to the general intellectual and cultural erudition of people and society, the reflection on cultural and spiritual heritage, the development of critical thinking and aesthetic feeling. But also the FA's immediate social impact is evident and impressive, very broad and as diverse as is the range of its FORDs. This has made it possible to obtain a constantly growing amount of funding resources for applied research projects that have led to results used by the general public (during the reporting period 2014 – 2018 from 42 420 € up to 1 622 120 €; this is an increase of + 3 724 %).

Although many activities like interactions with the corporate sphere or setting up spin-off firms are not of prominent relevance to the FA's activities, the FA manages to present an excellent picture even in the fields of contract research, applied research projects and interactions with the non-academic and corporate sphere.

The activities in the popularisation of RDI and the communication with the public are varied, exemplary and – through their broad social impact – do credit to the entire university.

Strengths:

- large interdisciplinary faculty with excellent management.
- strong increase in funds raised for applied projects during the reporting period.
- not only long-term, but also direct social impact of the FA's research projects with immediate effects and far-reaching consequences.
- excellent international reputation and networking.
- fantastic performance in the popularization of R&D&I.

Weaknesses:

- underpayment of contract research as well as the interactions with the non-academic application and corporate sphere. However, this is not a weakness in the strict sense, because on the one hand it concerns the nonprofit sector and on the other hand it is seen as an investment in publicising the FA's achievements and impact on society, which is why there is a certain degree of indirect profitability given.

MODULE 3 SOCIAL RELEVANCE

EVALUATED UNIT: Faculty of Physical Culture

FORD: Social Sciences

SOCIAL RELEVANCE / SOCIAL BENEFIT OF THE EVALUATED UNIT

3.1 General self-assessment of the social benefit of R&D&I in the fields of research at the evaluated unit, and of the evaluated unit as a whole

This criterion has not indicative value. It represents a general introduction describing the social benefit of R&D&I in the fields developed by the evaluated unit, and the evaluated unit as a whole.

Qualitative assessment:

The Faculty of Physical Culture's main areas of focus include; sports, quality of life, health, and population lifestyle. Their work includes basic research which has a societal relevance and produces important contributions to knowledge.

The faculty has a wide scope of research with some notable areas of social impact to wider communities. 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.

APPLIED RESEARCH PROJECTS

3.2 Applied research projects

Evaluate five most significant (from the perspective of the evaluated unit) applied research projects from the complete list in the appendix (tables 3.2.1 and 3.2.2 of Self-evaluation report), consider particularly results achieved or a project's potential for application.

Score [0–5 points]:

3 - Good

Qualitative assessment:

This is a recent area of development with only a few live projects, however this shows an area of growth which should be encouraged. The four projects highlighted were:

- 5,196,000 CZK "Utilization of epidemiological data drawn from social science HBSC research study on healthy lifestyle" received
- 31,211,000 CZK "Effective Use of Social Research Studies for Practice"
- 7,111,000 CZK "Research on Data Fusion from MEMS and Ultrawide Band Technology with Focus on Personal Micro-movement"
- 31,211,000 CZK "Effective Use of Social Research Studies for Practice"

The faculty has good physical resources and is well equipped to perform applied research. The new projects within this area appear to be well funded, however I would expect more applied research projects across more of the areas within a faculty of this size and nature.

There appears to be a focus on Innovation funding around Health Technology which appears to cover the spectrum of ongoing work. This could support more of the work in laboratories 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.

3.3 Contract research

Evaluate revenues from contract research for the 2014–2018 reporting period from the complete list in the appendix of Self-evaluation report (tables 3.3.1 and 3.3.2).

Score [0–5 points]:

2 - Average

Qualitative assessment:

This is an area that could be further developed using the physical resources, research equipment and staff expertise within the faculty.

The faculty has introduced a motivational system for employees who perform contract research and the BALUO Application Centre has also been launched, which was hoped to increase the contract research activities.

The faculty is getting some income from assessments of physical activity with sports clubs however the individual value of these contracts is low. An area that could be explored is the support of companies in the testing and validation of medical/healthcare devices.

3.4 Revenues from non-public sources (besides grants or contract research) from research work

Evaluate revenues for the 2014–2018 reporting period for R&D&I from non-public sources, besides grants or contract research (e.g. licences sold, spin-off revenues, gifts, etc.) presented in a complete list in the appendix of Self-evaluation report (table 3.4.1).

Score [0–5 points]:

2 - Average

Qualitative assessment:

Some sponsored Clinical Research is ongoing between the Faculty and AstraZeneca Czech Republic "The presence and the effect of frailty in patients with chronic obstructive pulmonary disease (COPD - 2B) on the level of daily physical activity, on postural stability and on a risk of falls", however the value of this was not reported. This area of research could be developed further as this could be a source of income to support staff time and laboratory equipment.

Recommendation 3.2, 3.3 a 3.4:

- keep the ongoing strategy of increasing income from applied research projects, as a way to sustain the development of the work in laboratories and ongoing community based research projects.
- manage to keep good physical resources and state-of-the-art equipment to perform applied research.
- increase grant capture together with Intellectual Property training.
- invest time and resources to attract significant external funding on key areas such as innovation around Health Technology.
- look for collaboration with companies in the testing and validation of medical/healthcare devices to draw down income to support staff and further develop physical resources.
- explore funding opportunities to assist small to medium sized companies through "Innovation Funding" and "European Structural and Investment Funds".

APPLIED RESEARCH RESULTS

3.5 Applied research results with an existing or prospective economic impact on society	
<i>Evaluate the five most significant (from the perspective of the evaluated unit) applied research results that have already been applied in practice, or that will realistically be applied, in the 2014–2018 reporting period from the overview in the appendix of Self-evaluation report (table 3.5.1).</i>	
Score [0–5 points]:	3 - Good
Qualitative assessment: <p>This appears to be in its infancy within the faculty although this is now clearly an area that is growing within this sector in Czech Republic, and until recently applied research has not been emphasized within the faculty. However examples that were provided within the presentation clearly show a secondary “economic impact”, this includes the Epidemiological and Social Research Studies, as well as work on the collection and display of statistical data for sports analytics which is supplied to the sports industry. This is expected to generate an economic impact to the company that worked with the Faculty.</p> <p>This is an area that needs more consideration as the work going on clearly has implications to the assessment of the health of the nation which is interlinked with an economic impact on society. The concept of recording “Impact” needs to be developed further in all live projects, which in many ways is becoming more important than numbers of papers, citations and other traditional research metrics.</p>	

3.6 Significant applied research results with an other than an economic impact one on society	
<i>Evaluate the five most significant (from the perspective of the evaluated unit) applied research results with the other than the economic impact on society in the 2014–2018 reporting period from the overview in the appendix of Self-evaluation report (table 3.6.1).</i>	
Score [0–5 points]:	4 - Very good
Qualitative assessment: <p>The faculty should be commended on the impact of its work which clearly offers a demonstrable impact on society with examples of influencing policy and wider engagement and benefits in health status monitoring. The faculty should be praised for these approaches as they are clear and measurable. However, as above, the concept of recording “Impact” needs to be developed further.</p>	

Recommendation 3.5 a 3.6:
<ul style="list-style-type: none"> - keep the ongoing strategy which has high social impact based on clear and measurable approaches. - improve the recording “Impact” which will improve the understanding of these new metrics for recording the reach and significance of new and ongoing research work.

COOPERATION WITH THE NON-ACADEMIC ENVIRONMENT AND TECHNOLOGY TRANSFER

3.7 The evaluated unit's most significant interactions with the non-academic application/corporate sphere	
<i>Evaluate the most significant interactions with the non-academic application/corporate sphere, comment on the most typical users of the evaluated unit's outcomes. Please take into consideration how the evaluated unit looks up for these users and how the evaluated unit cooperates with them. Use provided examples of interactions for your evaluation.</i>	
Score [0–5 points]:	3 - Good
Qualitative assessment: <p>One significant project exists which is an investigator initiated sponsored Clinical Research agreement between AstraZeneca Czech Republic. Other examples exist of collaborative working are evident including; Ministry of Health of the Czech Republic, National Network of Healthy Cities, Primary and secondary schools in the Czech Republic and other countries, Physicians Physiotherapists and Nurses, Physical education, Sports Clubs, etc. However, more attention is needed to try and get external/third party funding to support these activities, but this does identify an area that the Faculty is actively developing.</p>	

3.8 System and support of technology transfer and intellectual property protection (can be extended to the whole university, emphasising the specific features of the evaluated unit)	
<i>Evaluate the system of technology transfer of the evaluated unit. Consider the quality of the applied research and the effectiveness of technology transfer using the description and the data presented in the appendix of Self-evaluation report (table 3.5.1). Focus particularly on the number of filed and granted patents (Czech and international) and licences sold.</i>	
Score [0–5 points]:	2 - Average
Qualitative assessment: <p>The example that was provided was software that enables the collection and display of statistical data for sports analytics which is supplied to the sports industry. This is expected to generate an economic impact to the company that worked with the faculty. There is clearly some intellectual property that exists within this project, although what was less clear is what advice was take to try and protect this.</p> <p>The expertise within the laboratories and community health monitoring offers significant opportunities for applied research and technology transfer. To date these appear to be around smaller collaborative working projects with industry, and with support highlighting funding opportunities to work with industry these have the potential to grow income and further economic impact.</p>	

3.9 Strategy for setting up and support of spin-off firms or other forms of commercialisation of R&D&I results (can be extended to the whole university, emphasising the specific features of the evaluated unit)

Evaluate practical use of the intellectual property of the unit in the form of setting up spin-off companies or other forms of commercialising R&D&I results (both with and without the participation of the unit) established by the evaluated unit (university), or by another entity controlled by the evaluated unit (university), or an employee of the evaluated unit. Consider the model of functioning and coordination and control of intellectual property management of the evaluated unit (university).

Score [0–5 points]:

2 - Average

Qualitative assessment:

The faculty does link with the Universities Science and Technology Park, however more could be made of these links, in particular there may be opportunities around Medical/Healthcare Technology development and testing with the laboratories and physical resources within the faculty.

Recommendation 3.7, 3.8 a 3.9:

- keep on actively developing the very good work ongoing in the areas of health monitoring, applied research and technology transfer.
- increase support to assist the development of external/third party funding applications to support these activities within the Faculty, as well as through the Science and Technology Park and other central University services.

RECOGNITION BY THE SCIENTIFIC COMMUNITY

3.10 The most significant individual awards for R&D&I

Evaluate the ten most significant R&D&I awards received (in the Czech Republic and in other countries) in the 2014–2018 reporting period.

Score [0–5 points]:

3 - Good

Qualitative assessment:

Some good examples but an area needing further staff development and support of engagement for early career researchers.

3.11 Recognition by the international R&D&I community (elected membership in international scientific societies, participation on the editorial boards of international scientific journals, invited lectures at the institutions abroad etc.)

Evaluate the recognition of the evaluated unit by the international scientific R&D&I community, based on a commentary presented in the appendices of Self-evaluation report (table 3.11.1, table 3.11.2, table 3.11.3 and table 3.11.4).

Score [0–5 points]:

4 - Very good

Qualitative assessment:

Examples of editorial boards of international scientific journals, invited lectures, keynote talks at foreign institutions and international conferences, and working in elected positions in professional societies. Examples of invited foreign scientists to give lectures and participate in research projects. Shanghai Ranking (2016) shows a midtable ranking internationally and the highest ranked Sport Science School/Department in the Czech Republic (and Eastern Europe).

Recommendation 3.10 a 3.11:

- strive to keep a very good international status on Shanghai Ranking.
- increase further staff development and support of engagement, in particular to encourage leading on International funded projects.

POPULARISATION OF R&D&I

3.12 The most significant activities in the popularisation of R&D&I and communication with the public

Evaluate the main activities of the evaluated unit in the area of popularisation of R&D&I and communication with the public, based on a maximum of ten significant examples from the evaluated unit perspective.

Score [0–5 points]:

4 - Very good

Qualitative assessment:

Very good examples of significant activities in the popularisation of R&D&I and communication with public. The range of activities includes reports and events; National Report on Physical Activity of Czech Children and Youth, International Report on the Health and Lifestyle of School-Aged Children, and Health Behaviour in School-Aged Children. These have had an influence on the change in behaviour in these groups and has influenced policy. This is showing excellent opportunities to highlight the impact of the work going.

Recommendation 3.12:

- continue to develop work of individual's and projects which have influenced change in behaviour and has influenced policy.
- set up a strategy for more grant capture and other income streams.

MODULE 3 - OVERALL ASSESSMENT

After evaluation of the individual criteria of the M3 module, please summarise your assessment in the context of the whole module (social benefits, applied research projects, results of applied research, cooperation with the non-academic environment and technology transfer, recognition by the research community and the popularisation of R&D&I) and describe and justify the strengths and weaknesses of the evaluated unit.

Overall score [Calibrated]:	119
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Overall grade [Excellent– Inadequate]:	3 - Good
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General qualitative assessment (summary):
 There are clearly areas which the Faculty of Physical Culture has highlighted as under development which include increasing grant capture and other income streams, however there is a core of very good quality research work at individual and group levels with a clear collaborations and working at an international level.

MODULE 3 SOCIAL RELEVANCE

EVALUATED UNIT: Faculty of Health Sciences

FORD: Medical and Health Sciences

SOCIAL RELEVANCE / SOCIAL BENEFIT OF THE EVALUATED UNIT

3.1 General self-assessment of the social benefit of R&D&I in the fields of research at the evaluated unit, and of the evaluated unit as a whole

This criterion has not indicative value. It represents a general introduction describing the social benefit of R&D&I in the fields developed by the evaluated unit, and the evaluated unit as a whole.

Qualitative assessment:

The Faculty of Health Sciences is the eighth and the newest faculty at Palacký University. It was established in 2008. The College focuses on the non-medical professionals in health care whose specifications comply with the Act No. 96/2004 Coll., though the term “non-medical” is confusing as these professions are clearly involved in health care delivery and are invaluable members of a health care team. The faculty has developed a strong foundation for education and research through four study programs and a Doctorate in Nursing Program. There is cooperation in place with the Faculty of Science in Optometry and Orthoptics. The social benefit of the Faculty of Health Science in research has been consistent and growing. The potential impact for the future of the research is significant. The faculty identified six social impact areas for research: 1) Changing role of the “non-medical” health care provider in a new health care delivery system; 2) Research in aging and dementia in a growing elder population; 3) Investigation into the relationship between atherosclerosis and dementia and quality of life in the aging process; 4) Examination of the economic, material and staff savings related to early diagnosis in age-related diseases; 5) Research into the safety practices in human protection centers examining effective triage and decontamination; and 6) Development of national guidelines to unify and clarify procedures for improved population safety and improved health outcomes for both staff and patients. All of the areas identified for ongoing and potential research are excellent. The faculty need to strengthen their numbers, affiliate with other faculty in other institutions (both in the Czech Republic and abroad) to expand and further develop what is truly an outstanding agenda. The potential for public health research, interdisciplinary team education and practice, and reduction of chronic disease are also rich topic areas that the Faculty of Health Sciences seem well positioned to develop. This faculty unit has incredible potential for the long term future in R&D&I.

APPLIED RESEARCH PROJECTS

3.2 Applied research projects

Evaluate five most significant (from the perspective of the evaluated unit) applied research projects from the complete list in the appendix (tables 3.2.1 and 3.2.2 of Self-evaluation report), consider particularly results achieved or a project's potential for application.

Score [0–5 points]:

4 - Very good

Qualitative assessment:

The Faculty of Health Sciences identified five primary research projects. All projects were within the identified six social impact areas. Three of these focused impacts were on the elderly, atherosclerosis, dementia, and stroke and two on triage systems and emergency medical care in an emergency, including a decontamination scenario. As a relatively new faculty, the numbers of projects are small but nevertheless of high quality and with significant potential for the future, the region, and the country. Funding for research needs to be increased and overall research expanded for the future. This is in the vision of the faculty but needs to be actively expanded. Three areas for expansion of this work are: 1) Through the Ph.D. in Nursing, involving students in active community based research in the social impact areas identified; 2) Given the work of the faculty and students in COVID-19 in the Czech Republic, this could be integrated into the research on emergencies and emergency response; and 3) Taking the “public health focused impact areas” such as population health and health outcomes, the faculty could conduct online continuing education programs for “non-medical” professionals throughout the Czech Republic and measure short and long term impacts.

3.3 Contract research

Evaluate revenues from contract research for the 2014–2018 reporting period from the complete list in the appendix of Self-evaluation report (tables 3.3.1 and 3.3.2).

Score [0–5 points]:

2 - Average

Qualitative assessment:

Although the faculty reported no income from contract research, the Czech government did provide some support for research in three of the impact priorities (quality of life, emergency medical care, and arterial related disorders) in 2016, 17, and 18. The potential is strong in these areas and the other impact areas identified. The faculty is challenged by the large number of adjunct professors. A Center for Research and Science was established to study issues related to aging and dementia. This should help in the future. The faculty noted that language skills of students is an ongoing challenge especially for those returning to school from the workforce to obtain an advanced degree such as a nurse. Partnerships with communities and foundations could open up the door to increased funding. The University Center for Research should assist in this. A wide opened area with the Czech's changing health care delivery system would be interdisciplinary education and practice (impact, cost, and patient outcomes).

3.4 Revenues from non-public sources (besides grants or contract research) from research work

Evaluate revenues for the 2014–2018 reporting period for R&D&I from non-public sources, besides grants or contract research (e.g. licences sold, spin-off revenues, gifts, etc.) presented in a complete list in the appendix of Self-evaluation report (table 3.4.1).

Score [0–5 points]:

3 - Good

Qualitative assessment:

The faculty stated that they have no income from non-public sources. Given the faculty's impact priorities in research and outreach in public health areas in the community, there are opportunities to receive funding from private foundations, healthcare or pharmaceutical companies, insurance companies, and private donors. Alumni may be able to give some small amounts if inspired to do so. Communities can also support research and project related research in areas such as decontamination training and impact.

Recommendation 3.2, 3.3 a 3.4:

- take into account that healthcare is trenched in costs and cost containment, to work with health administration/management programs with the possibility for a grant initiative examining the impact of these "non-medical" providers.
- consider the health care "impacts" that will be very important in the future, to take advantage of this faculty ideally positioned to examine that.
- establish international partnerships for education and research with other countries since nursing is a shortage in many countries and nursing subspecialties are also a key area to pursue.
- take the opportunity for funding in the area of public health and emergencies from a variety of companies including mask producers, vaccine manufacturers, and chemical manufacturers.

APPLIED RESEARCH RESULTS

3.5 Applied research results with an existing or prospective economic impact on society	
<i>Evaluate the five most significant (from the perspective of the evaluated unit) applied research results that have already been applied in practice, or that will realistically be applied, in the 2014–2018 reporting period from the overview in the appendix of Self-evaluation report (table 3.5.1).</i>	
Score [0–5 points]:	3 - Good
Qualitative assessment: <p>The faculty reported no results from applied research with an economic impact on society. Although some work done on stroke rehabilitation in nursing does clearly have an economic impact on society. This is clearly a wide-open area for research expansion in the Faculty of Health Sciences. An economic impact factor could be brought into each of the six impact focus areas that the faculty identified. Areas such as an examination of economic impact to nurses by obtaining an advanced degree is also a good research area for those interested in education-related, less clinical, research. Examining the economic impact of interprofessional teams in health care delivery is another rich area for economic impact, and patient impact research as well.</p>	

3.6 Significant applied research results with an other than an economic impact one on society	
<i>Evaluate the five most significant (from the perspective of the evaluated unit) applied research results with the other than the economic impact on society in the 2014–2018 reporting period from the overview in the appendix of Self-evaluation report (table 3.6.1).</i>	
Score [0–5 points]:	2 - Average
Qualitative assessment: <p>In the self-evaluation, two peer-reviewed articles were noted, two certified methodologies, and one monograph. More peer-reviewed articles would have strengthened this section. This is a challenge with all of the part time faculty. Given the outstanding focus on impact areas that the faculty has identified and is working on, more publications are possible.</p>	

Recommendation 3.5 a 3.6:
<ul style="list-style-type: none"> - develop the promising area of quality of life factors for individuals with dementia, which is especially needed for caretakers of persons with dementia or Alzheimer's disease. - consider disaster response, recovery and resilience as a needed area for non-economic related research especially in the post COVID-19 period. This could parallel nicely with education for the public on disaster and emergency response. This is an option that holds great potential to the Faculty but more full time faculty would be needed.

COOPERATION WITH THE NON-ACADEMIC ENVIRONMENT AND TECHNOLOGY TRANSFER

3.7 The evaluated unit's most significant interactions with the non-academic application/corporate sphere	
<i>Evaluate the most significant interactions with the non-academic application/corporate sphere, comment on the most typical users of the evaluated unit's outcomes. Please take into consideration how the evaluated unit looks up for these users and how the evaluated unit cooperates with them. Use provided examples of interactions for your evaluation.</i>	
Score [0–5 points]:	3 - Good
Qualitative assessment: <p>The faculty identified two broad areas of interactions with the non-academic application/corporate spheres. Although broadly stated, in the neurosciences and in the area of emergency response, the faculty have interacted and affected the “outside” community. This section would have been strengthened by actual measures of involvement and or impact. For example, how many books were sold, monographs printed, and peer-reviewed articles cited by others? The emergency response and triage work is exemplary but how it was disseminated and whether it has been incorporated into the healthcare system especially at the community level is not presented. The matrices from these output measurements could be used in a request for community funding in the future.</p>	

3.8 System and support of technology transfer and intellectual property protection (can be extended to the whole university, emphasising the specific features of the evaluated unit)	
<i>Evaluate the system of technology transfer of the evaluated unit. Consider the quality of the applied research and the effectiveness of technology transfer using the description and the data presented in the appendix of Self-evaluation report (table 3.5.1). Focus particularly on the number of filed and granted patents (Czech and international) and licences sold.</i>	
Score [0–5 points]:	2 - Average
Qualitative assessment: <p>The system of technology transfer is currently supported from the Science and Technology Park of Palacký University, central core facility for the transfer of technologies (TT) and intellectual property protection (IPP). Faculty identified this as the main resource. Currently, the Faculty of Health Sciences is not involved in any major projects involving technology transfer or intellectual properties. In the future, this may not be the case and the faculty need to identify areas for potential growth and development in TT and IPP. This can also be a source of funding in the future. This area of development within a faculty requires some creative thinking and identification of needs in society from a Health Sciences perspective.</p>	

3.9 Strategy for setting up and support of spin-off firms or other forms of commercialisation of R&D&I results (can be extended to the whole university, emphasising the specific features of the evaluated unit)

Evaluate practical use of the intellectual property of the unit in the form of setting up spin-off companies or other forms of commercialising R&D&I results (both with and without the participation of the unit) established by the evaluated unit (university), or by another entity controlled by the evaluated unit (university), or an employee of the evaluated unit. Consider the model of functioning and coordination and control of intellectual property management of the evaluated unit (university).

Score [0–5 points]:

2 - Average

Qualitative assessment:

The Center of Science and Technology at Palacký University serves as the primary resource to the Faculty of Health Sciences in this area. There are no active spin-offs at the Faculty of Health Sciences at the time of this writing. It is important for the future for all faculty and Ph.D. students to receive training in intellectual property and entrepreneurship. This is important not only for researchers but for future academicians as well.

Recommendation 3.7, 3.8 a 3.9:

- provide training for all faculty and Ph.D. students in commercialization of R&D&I and in spin off company development.
- provide Continuing Education programs for health sciences partners on commercialization of R&D&I working closely with the University's Center for Science and Technology.
- provide visioning sessions for faculty on what could be commercialized from the R&D&I agendas.

RECOGNITION BY THE SCIENTIFIC COMMUNITY

3.10 The most significant individual awards for R&D&I

Evaluate the ten most significant R&D&I awards received (in the Czech Republic and in other countries) in the 2014–2018 reporting period.

Score [0–5 points]:

3 - Good

Qualitative assessment:

The Faculty of Health Sciences presented three noteworthy examples and a link to a poster session at the European Association for Palliative Care. All of these are very good examples of the work of researchers. Since the self-study allowed for up to ten citations, it was a bit disappointing to see only four. As stated earlier and in the virtual site visit, this is a relatively new faculty with many part time faculty. The faculty is committed to research and in developing a strong and impactful research agenda in targeted areas. Publications, presentations, and networks with colleagues from throughout the EU and world need to be established to further push forward the research agenda. The potential is clearly with the Faculty of Health Sciences.

3.11 Recognition by the international R&D&I community (elected membership in international scientific societies, participation on the editorial boards of international scientific journals, invited lectures at the institutions abroad etc.)

Evaluate the recognition of the evaluated unit by the international scientific R&D&I community, based on a commentary presented in the appendices of Self-evaluation report (table 3.11.1, table 3.11.2, table 3.11.3 and table 3.11.4).

Score [0–5 points]:

3 - Good

Qualitative assessment:

The Faculty of Health Sciences has a significant opportunity to expand its participation on editorial boards. Four faculty members were identified on four boards in differing academic disciplines (Anthropology, Nursing, Nursing and Public Health, and Public Health). There was an opportunity to identify up to ten. Given the smaller faculty size and larger number of part time faculty, this number may be acceptable. All journals were in the V4 (two in Slovakia, one in Poland, and one in the Czech Republic). There were a number of invited lectures but all of them except for two of them were from Slovakia. The most significant lectures presented by foreign scientists and other guests were impressive. The “interdisciplinary” topics presented were also very good.

Recommendation 3.10 a 3.11:

- increase faculty member participation on professional editorial boards throughout the EU and abroad.
- expand invited lectures to other countries in the EU, outside of the EU and abroad.

POPULARISATION OF R&D&I

3.12 The most significant activities in the popularisation of R&D&I and communication with the public

Evaluate the main activities of the evaluated unit in the area of popularisation of R&D&I and communication with the public, based on a maximum of ten significant examples from the evaluated unit perspective.

Score [0–5 points]:

4 - Very good

Qualitative assessment:

The Faculty of Health Sciences is closely connected to the community and to various audiences in the public. This is a very strong asset. Work was cited in 2015, 17, and 18. There was no mention of 2016. One can assume this work was carried into 2016 but it is not clear. The connection to the public has been interprofessional (Law, Science, Anthropology, and Education). The blog that the faculty does on Palliative Care is an excellent use of social media. The work of the faculty reaches all ages (youth to older adults). There was no mention made of outcomes and impacts of this work. What was accomplished and how was it assessed?

Recommendation 3.12:

- use work with the public to do both basic qualitative and quantitative research.

MODULE 3 - OVERALL ASSESSMENT

After evaluation of the individual criteria of the M3 module, please summarise your assessment in the context of the whole module (social benefits, applied research projects, results of applied research, cooperation with the non-academic environment and technology transfer, recognition by the research community and the popularisation of R&D&I) and describe and justify the strengths and weaknesses of the evaluated unit.

Overall score [Calibrated]:	128
Overall grade [Excellent– Inadequate]:	3 - Good

General qualitative assessment (summary):

The Faculty of Health Sciences is well positioned to expand its research in many areas to achieve both social and economic impacts. As the newest faculty within the University it has the opportunity to imagine creative opportunities in research and development to initiate patents and licenses. As health care emerges to be more interdisciplinary within the context of a new and varied health care delivery system, the faculty can embark on creative research endeavors both within the university and the community. It can work closely with the Ministry of Health to examine health indicators, outcomes, and quality of life. The faculty have the skills to participate in both applied and basic clinical research. It needs to be expanded with more full time faculty, more international linkages and research collaborations, and new and expanded doctoral programs.

Strengths:

- Dedicated faculty and administration who have developed a mission for the future in research and are aware of their strengths and weaknesses and where they need to go.
- Have developed a Center for Science and Research focused on ageing and dementia (great potential for significant expansion).
- Have developed international affiliations and collaborative work especially in Central Europe.
- Are committed to focusing on the Interdisciplinary approach throughout the Faculty and each of the academic programs.

Opportunities:

- Explore new research initiatives from the strengths of your study programs such as Interprofessional Education and Practice.
- Public health research expansion in Disaster Preparedness, Response, Mitigation, and Recovery.
- Expand doctoral study programs in “non-medical” disciplines.
- Explore leadership in Academic Nursing Teaching and Practice.
- Develop Ph.D. nurse specialties including a Nurse Practitioner Program.
- Identify “niches of excellence” in the study programs from which to build research agendas.
- Work with the seven other faculties on campus and become the Interprofessional Center.
- Establish a Community Advisory Council with representatives from around the Czech Republic.
- Develop a research track and nursing specialty track in the Ph.D. program.
- Identify measurable and achievable research goals for the Faculty of Health Sciences for the next five years.
- Develop a Research Agenda and work with colleagues throughout the Czech Republic and Slovakia.
- Set an achievable goal for attainment of extramural funds.

Challenges:

- Need to expand international affiliations beyond Central Europe.

- Need to establish research networks with other Faculty of “Allied Health” across the globe.
- Increase revenues for R&D&I from contract research and non-public sources.
- Increase measurement and evaluation of indirect economic and direct non-economic impact on society.
- Increase faculty member’s involvement in research and encourage more Ph.D. student research.
- Encourage more extramural funding from grants and from community based funding sources such as foundations and businesses.

MODULE 3 SOCIAL RELEVANCE

EVALUATED UNIT: Faculty of Medicine and Dentistry

FORD: Medical and Health Sciences

SOCIAL RELEVANCE / SOCIAL BENEFIT OF THE EVALUATED UNIT

3.1 General self-assessment of the social benefit of R&D&I in the fields of research at the evaluated unit, and of the evaluated unit as a whole

This criterion has not indicative value. It represents a general introduction describing the social benefit of R&D&I in the fields developed by the evaluated unit, and the evaluated unit as a whole.

Qualitative assessment:

y definition, Faculty of Medicine and Dentistry (FMD) creates a great social benefit of R&D&I in basic and applied research in biomedicine and clinical research. Its clinical departments serve more than one million people. Therefore, FMD in 2012 established its own research facility, the Institute of Molecular and Translational Medicine (UMTM), which serves as a universal partner to all departments for the research in the pre-clinical, technological and clinical environments; this is commendable as most research projects encompass multitude of the medical areas. The social impact of the FMD R&D&I is largely direct, since their results serve as a basis for new diagnostic or treatment algorithms, new clinical standards of care or they bring new epidemiological data regarding the most important or most serious diseases. The dominant research topics at the FMD are regularly and carefully selected in its general research plan for the 5-years periods. For the last 5 years, they have been involved in cancer research (together with clinical oncology), neurodegenerative disorders (biology, taxonomy, epidemiology), and immunological disorders (including autoimmune disorders). High quality of research is reflected in (i) cooperation with numerous other research facilities in the Czech Republic and worldwide; (ii) large numbers of papers, published in prestigious and highly impacted journals every year; (iii) several European, USA or Japanese patents, approved every year; (iv) FMD being rated as one of three best medical research facilities in the Czech Republic for the last 5 years. Overview of the R&D&I projects and activities shows that the FMD understands the value of an interdisciplinary approach.

APPLIED RESEARCH PROJECTS

3.2 Applied research projects

Evaluate five most significant (from the perspective of the evaluated unit) applied research projects from the complete list in the appendix (tables 3.2.1 and 3.2.2 of Self-evaluation report), consider particularly results achieved or a project's potential for application.

Score [0–5 points]:

5 - Excellent

Qualitative assessment:

Among more than 100 applied research projects, the 5 listed as the most significant include 2 Centres and 3 therapeutic projects, all highly applicative: (i) *Recombinant Biotechnology and Immunotherapy Centre* is an ongoing multiannual project which started in 2018, focusing upon the development of recombinant high-affinity ligands, recombinant proteins and genetic DNA / RNA vaccines with corpuscular carriers and molecular adjuvants. It reflects a new biotechnological trend in the development of recombinant vaccines, highly selective immunotherapeutics, diagnostics, and theranostics and is particularly relevant in the era of Covid19. As such it will have high potential for application in wider area of Central Europe. (ii) multiannual *Center for Development of Original Drugs* developed traditionally successful fields of Czech research: medicinal and pharmaceutical chemistry and pharmacology and paved the way to the commercialization and practical application of the results of basic research. Highly applicative were also three treatment oriented projects: (iii)

the 2015-16 *Comprehensive characterization of molecular changes in glioblastoma multiforme and its recurrence* & (iv) *Monitoring the effect of lung cancer treatment using quantitative analysis of gene expression of minimal residual disease biomarkers* and (v) 2016-18 *Technologies of nano-tubes and nano-silver for antibacterial surface treatment of orthopaedic implants*.

3.3 Contract research

Evaluate revenues from contract research for the 2014–2018 reporting period from the complete list in the appendix of Self-evaluation report (tables 3.3.1 and 3.3.2).

Score [0–5 points]:

3 - Good

Qualitative assessment:

Contract research represents a surprisingly minor source of FMD incomes. FMD should identify, at faculty level, the themes likely to lead to the signing of contracts and unless there are legal obstacles try to increase these sources, e.g. by commercialization & creation of centres & laboratories & other activities.

3.4 Revenues from non-public sources (besides grants or contract research) from research work

Evaluate revenues for the 2014–2018 reporting period for R&D&I from non-public sources, besides grants or contract research (e.g. licences sold, spin-off revenues, gifts, etc.) presented in a complete list in the appendix of Self-evaluation report (table 3.4.1).

Score [0–5 points]:

2 - Average

Qualitative assessment:

Revenues for R&D&I from non-public sources represent a surprisingly small part of FMD incomes – only a minor licence income for 2018. FMD should identify, at faculty level, what are potentials to increase funds for R&D&I from non-public sources, besides grants or contract research. Medicine is an area in which it may be difficult to find such resources, as pharma contributions should be strictly monitored and ethically regulated, but there may be other ways (private donations and strengthening ties with alumni, training staff in intellectual property along with stronger links with other faculties, such as the Faculty of Science to reach new fields of application...).

Recommendation 3.2, 3.3 a 3.4:

- continue numerous and high quality R&D&I activities in basic and applied research in biomedicine and clinical research on national and international level as well as with an appropriate emphasis on multidisciplinary approach.
- should identify the themes likely to lead to the signing of research contracts and try to increase these sources, e.g. by commercialization & creation of centres & laboratories & other activities.
- be proactive in increasing funds for R&D&I from other non-public sources.

APPLIED RESEARCH RESULTS

3.5 Applied research results with an existing or prospective economic impact on society

Evaluate the five most significant (from the perspective of the evaluated unit) applied research results that have already been applied in practice, or that will realistically be applied, in the 2014–2018 reporting period from the overview in the appendix of Self-evaluation report (table 3.5.1).

Score [0–5 points]:

5 - Excellent

Qualitative assessment:

Overview of applied research for the 2014–2018 reporting period reveals numerous and – from the point of prospective economic impact - high quality results. Listed are 48 patents (12 EU, 8 American, 23 Czech, 5 'other foreign') & 1 sold licence and as 5 most significant results claimed (1) *Carbonic anhydrase inhibitors and method of their production*, (2) *Substituted 7-deazapurine ribonucleosides for therapeutic uses*, (3) *6,8-disubstituted-9-(heterocyclyl) purines, compositions containing these derivatives and their use in cosmetic and medicinal applications*, (4) *A method of an extraction of follicular cells and a device for pursuance of this method*, (5) *Novel substituted 7-deazapurine ribonucleosides for therapeutic uses*. Some of the approved patents have clear and immediate societal value and some serve as a starting point for the next development of the new diagnostic or treatment method. However, FMD does not perform any kind of research, which could produce the tradeable results for the nonacademic environment. Also, indirect effects, which may have great impact, are not mentioned.

3.6 Significant applied research results with an other than an economic impact one on society

Evaluate the five most significant (from the perspective of the evaluated unit) applied research results with the other than the economic impact on society in the 2014–2018 reporting period from the overview in the appendix of Self-evaluation report (table 3.6.1).

Score [0–5 points]:

3 - Good

Qualitative assessment:

In SER FMD claims, somehow disappointingly, that they reported no significant applied research results other than an economic impact on society. Although typically such results are expected more from disciplines in the humanities and social sciences, rich and numerous applied research activities certainly reflect in important non-economic impacts (educated staff, number of PhDs, young researchers, international cooperation & networks...).

Recommendation 3.5 a 3.6:

- non-economic impact should be taken into account with both the presentation and discussion of indirect effects and with appropriate data.

COOPERATION WITH THE NON-ACADEMIC ENVIRONMENT AND TECHNOLOGY TRANSFER

3.7 The evaluated unit's most significant interactions with the non-academic application/corporate sphere	
<p><i>Evaluate the most significant interactions with the non-academic application/corporate sphere, comment on the most typical users of the evaluated unit's outcomes. Please take into consideration how the evaluated unit looks up for these users and how the evaluated unit cooperates with them. Use provided examples of interactions for your evaluation.</i></p>	
Score [0–5 points]:	4 - Very good
<p>Qualitative assessment:</p> <p>Main interactions are with <i>Technological Agency of the Czech Republic</i> (Bioveta, a. s., CGB laboratoř, a.s., DYNEX TECHNOLOGIES, spol. s r. o., APIGENEX s.r.o., IOCB TTO s.r.o., MediTox s.r.o., QUINTA-ANALYTICA s.r.o.), <i>Ministry of Industry and Trade</i> (APPLICAN INT. s.r.o, TRYSTOM, spol. s r. o.) and <i>Celgene International II Sarl</i> (a global biopharmaceutical company). Main cooperation is through projects (e.g. <i>development of vaccine, Diagnostic kit for hematocytology, Modified nucleosides, nucleotides, oligonucleotides and their applications in the biomedicine, Phyto-pharmaceutics and cosmetics with natural products, Fully automatised microdialysation system with the implementation of electrochemical sensor, Structural Variation Discovery in Multiple Myeloma at Single Molecule Level Using NanoChannel Array</i>) and team work in Centers (<i>Center for the development of original drugs, Competence center for the molecular diagnostic and personalised medicine</i>).</p>	

3.8 System and support of technology transfer and intellectual property protection (can be extended to the whole university, emphasising the specific features of the evaluated unit)	
<p><i>Evaluate the system of technology transfer of the evaluated unit. Consider the quality of the applied research and the effectiveness of technology transfer using the description and the data presented in the appendix of Self-evaluation report (table 3.5.1). Focus particularly on the number of filed and granted patents (Czech and international) and licences sold.</i></p>	
Score [0–5 points]:	4 - Very good
<p>Qualitative assessment:</p> <p>The system of technology transfer is currently supported from the Science and Technology Park of Palacký University, central core facility for the transfer of technologies and protection of intellectual property. In the near future FMD plans to create its own Project Support Service department, which will serve only FMD projects, predominantly those, which will be the result of translational research performed at the IMTM. The quality of technology transfer is sufficient, nevertheless, the incremental amount of finished projects which results is also an international patent application is needed and also planned. The effectiveness of technology transfer will crucially depend on the quality of project support service. The need for its own Project Support Service department is certainly reflected in numerous & high quality output with 48 EU, American, Czech and 'other foreign' patents & sold licence.</p>	

3.9 Strategy for setting up and support of spin-off firms or other forms of commercialisation of R&D&I results (can be extended to the whole university, emphasising the specific features of the evaluated unit)

Evaluate practical use of the intellectual property of the unit in the form of setting up spin-off companies or other forms of commercialising R&D&I results (both with and without the participation of the unit) established by the evaluated unit (university), or by another entity controlled by the evaluated unit (university), or an employee of the evaluated unit. Consider the model of functioning and coordination and control of intellectual property management of the evaluated unit (university).

Score [0–5 points]:

0 - Inadequate

Qualitative assessment:

There are no active spin-offs at the Faculty of Medicine and Dentistry, but if activities will be developed, it would be useful to prepare the staff and PhD students for intellectual property and entrepreneurship.

Recommendation 3.7, 3.8 a 3.9:

- expedite plans to create FMD's own Project Support Service department, in connection with the central Project Service.

RECOGNITION BY THE SCIENTIFIC COMMUNITY

3.10 The most significant individual awards for R&D&I

Evaluate the ten most significant R&D&I awards received (in the Czech Republic and in other countries) in the 2014–2018 reporting period.

Score [0–5 points]:

5 - Excellent

Qualitative assessment:

Among listed R&D&I awards in the reporting period are those received in the Czech Republic (*National Award "Discovery Award", Prize of Josef Hlávka for scientific literature for 2018, Award of Charles University's Rector for 2018, the best original work published in the journal Czech and Slovak Neurology and Neurosurgery in 2014, 2 Honorable mentions of Palacky University's Rector for authors of scholarly books in 2015, Award of Technology Agency of the Czech Republic for developing a veterinary vaccine against Lyme disease, Named Laureate by the Minister for Health for health research and development for 2015*) and internationally (*International Society of Electrochemistry, Award International UAE Genetic Diseases Association for the Scientist of the year in hereditary diseases prevention, Honorary membership in Polish Society for Rheumatology*).

3.11 Recognition by the international R&D&I community (elected membership in international scientific societies, participation on the editorial boards of international scientific journals, invited lectures at the institutions abroad etc.)

Evaluate the recognition of the evaluated unit by the international scientific R&D&I community, based on a commentary presented in the appendices of Self-evaluation report (table 3.11.1, table 3.11.2, table 3.11.3 and table 3.11.4).

Score [0–5 points]:

5 - Excellent

Qualitative assessment:

Reported participation of the evaluated unit's academic staff on the editorial boards of international scientific journals reveals high quality journals from the USA (The American Society for Pharmacology and Experimental Therapeutics; International association for the study of lung cancer, Journal of Disease Markers), EU (House of the Slovak Academy of Sciences; Springer Science Business Media, Germany; Lancet Oncology, Elsevier, Amsterdam, Netherlands) and UK (Informa, London; Churchill Livingstone Journal; European Journal of Orthodontics Oxford University Press; Oncogene Nature Publishing Group Springer Nature London). Invited lectures by FMD academic staff at institutions in other countries include USA (Atlanta, GA; Birmingham, AL), EU (Roma, Italy; Munich, Germany; Ljubljana, Slovenia; Wien, Austria), Taipei, Taiwan; Istanbul, Turkey; Vancouver, Canada; Cape Town, South Africa. The most significant lectures by foreign guests include scientists from USA (Bethesda, MD; Irvine, California; Birmingham, Alabama, Virginia) and EU (Toulouse, Montpellier, Nantes, France; Vienna, Austria (2); Wurzburg, Germany). The list of elected membership in professional societies relevant to the R&D&I field include important Czech (but none foreign, as requested) societies, serving largely in a presidential role.

Recommendation 3.10 a 3.11:

- confirm already positive view and highly respected role of FMD and its recognition at the international level by actively participating also in foreign societies

POPULARISATION OF R&D&I

3.12 The most significant activities in the popularisation of R&D&I and communication with the public

Evaluate the main activities of the evaluated unit in the area of popularisation of R&D&I and communication with the public, based on a maximum of ten significant examples from the evaluated unit perspective.

Score [0–5 points]:

5 - Excellent

Qualitative assessment:

In SER FMD describes several activities in popularisation in general and its own research in the field of medicine & dentistry: (i) public presentations in the newspapers, (ii) popularisation scientific journals (Vesmír etc.), (iii) popular scientific websites, (iv) university journals (Zurnal UP), issued regularly in the printed and also electronic form in both Czech and English languages; (v) researchers frequently present their research at the open forums for the public; they deliver talks in the course of "Scientists' Night", "The science and recognition week" and "Science Café".

Recommendation 3.12:

- describe popularization of research activities in connection with UP and at the faculty with more detailed & quantitative data.

MODULE 3 - OVERALL ASSESSMENT

After evaluation of the individual criteria of the M3 module, please summarise your assessment in the context of the whole module (social benefits, applied research projects, results of applied research, cooperation with the non-academic environment and technology transfer, recognition by the research community and the popularisation of R&D&I) and describe and justify the strengths and weaknesses of the evaluated unit.

Overall score [Calibrated]:	171
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Overall grade [Excellent– Inadequate]:	4 - Very good
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General qualitative assessment (summary):
FMD has created and is maintaining numerous and high quality interdisciplinary research activities, with many strengths and some challenges.

Strengths:

- numerous and high quality interdisciplinary research activities with a great social benefit of R&D&I.
- own research facility (IMTM).
- international cooperation, being recognized on the map of European & World medicine
- large number of European, USA or Japanese patents.
- Interdisciplinary approach.

Challenges

- increase & support the contribution of dentistry part of FMD in R&D&I.
- increase revenues for R&D&I from contract research and non-public sources.
- increase & evaluate indirect economic and direct non-economic impact on society.
- create FMD's own Project Support Service department in connection with the central Project Service.
- more systematic approach to popularisation of research.

MODULE 3 SOCIAL RELEVANCE

EVALUATED UNIT: Faculty of Education

FORD: Social Sciences

SOCIAL RELEVANCE / SOCIAL BENEFIT OF THE EVALUATED UNIT

3.1 General self-assessment of the social benefit of R&D&I in the fields of research at the evaluated unit, and of the evaluated unit as a whole

This criterion has not indicative value. It represents a general introduction describing the social benefit of R&D&I in the fields developed by the evaluated unit, and the evaluated unit as a whole.

Qualitative assessment:

The Faculty of Education have a long tradition within Palacký University. Its roots go back to the 18th century. It was one of the first Faculty to open immediately after the re-establishment of Palacký University after World War II. It is one of the largest of the eight Faculties of Palacký University with 4000 students, 189 faculty, 200 majors, 7 Ph.D. programs (with over 200 Ph.D. students), and the home to nine different professional journals. Social relevance is clearly articulated in their history and in the current modern context. Their approach to both teaching and research is interdisciplinary in working with several other Faculties. The research and scientific activities of the Faculty go beyond the Czech Republic and extend internationally to several other countries. The Faculty have identified eight worthy areas in the self assessment that have a direct social impact/benefit. It is important to note that these areas are unique and do represent interdisciplinary perspectives: 1) Establishment of a new field of study called "Museum and Gallery Pedagogy; 2) Application of research in the judicial arena through research on texting and sexual abuse of children in the Czech Republic; 3) Development of independent orientation through tactile-auditory instruments for people with visual impairments; 4) Systemic support and advocacy for inclusive education; 5) Development of legislation for the prevention of risky behavior in the virtual environment; 6) Establishment of the Support Center for Students with Disabilities (note more appropriate nomenclature "students with disabilities" rather than "disabled students;" 7) Development of a tool to evaluate the level of accessibility of websites in Slovakia that lead to changes in legislation; and 8) Assisting the European Union in the developing of strategy papers to examine child sexual abuse in the online environment. The Faculty of Education clearly understand their interdisciplinary role in both education (teaching of all) and research to impact all sectors of society on a local, regional, country wide and international scope.

APPLIED RESEARCH PROJECTS

3.2 Applied research projects

Evaluate five most significant (from the perspective of the evaluated unit) applied research projects from the complete list in the appendix (tables 3.2.1 and 3.2.2 of Self-evaluation report), consider particularly results achieved or a project's potential for application.

Score [0–5 points]:

4 - Very good

Qualitative assessment:

The Faculty of Education is involved in a number of applied research projects, many of which overlap. The six projects cited did overlap considerably. One of the additional links provided could not be opened up. All of the projects cited have significant impact to the education discipline especially the area of special needs or special education. The online application of an instrument for educational diagnostics and intervention for kindergarten teachers with an emphasis on examining school readiness is commendable. All of the applied research presented showed excellent collaborative modeling with partnerships throughout the Czech Republic and the EU. The

incorporation of technology in the applied research was strong. The type of applied research presented is excellent for Ph.D. students. Given all of the research the faculty members are involved in, this section would have been strengthened to identify other areas of research beyond students with special needs and school readiness.

3.3 Contract research

Evaluate revenues from contract research for the 2014–2018 reporting period from the complete list in the appendix of Self-evaluation report (tables 3.3.1 and 3.3.2).

Score [0–5 points]:

4 - Very good

Qualitative assessment:

The Faculty of Education does a very good job of securing contract research from external sources. Unfortunately, the amount of money from these external sources is not large. The faculty has to be commended for obtaining funds from sources like the Military Hospital in Olomouc that helped to support the Center for the Prevention of Risky Virtual Communication (PRVC). Telecommunications companies also supported the PRVC but not at significant amounts given the importance of the project and research. The Faculty have so much potential for Evidenced Based Research in the fields of study. Given these varied fields of study and concurrent research, community and business support should be high. Areas in Lifelong Learning, transfer of knowledge, and educational software development should be wide open and further expanded given the outstanding work to date. Establish a national advisory board with major companies supporting areas of potential research. This could be a win-win for everyone. Strive to garner support in a 3 to 5 year period to help assure that the support is not viewed as a one-time venture.

3.4 Revenues from non-public sources (besides grants or contract research) from research work

Evaluate revenues for the 2014–2018 reporting period for R&D&I from non-public sources, besides grants or contract research (e.g. licences sold, spin-off revenues, gifts, etc.) presented in a complete list in the appendix of Self-evaluation report (table 3.4.1).

Score [0–5 points]:

3 - Good

Qualitative assessment:

Revenues for R&D&I from non-public sources were not listed. Given the outstanding community partners supporting some of the research, this is surprising. License or usage fees could be garnered from such things as newly developed instruments for educational diagnostics or items such as newly developed online tools for measuring social media use by children. The work of the Faculty of Education is so closely aligned with the community and the research impacts relate to education, special needs accommodations, and social media, all areas that partners could support.

Recommendation 3.2, 3.3 a 3.4:

- Form a national advisory board for the Faculty of Education with key stakeholders who will be ultimate supporters for research; attract alumni to actively take part on this advisory board, especially those with advanced degrees.
- Identify a strong research agenda, articulate it and promote it to stakeholders. Focus on the interdisciplinary nature of the research, potential impacts especially to society and the entire education system. Continue to attract strong partners but do not be afraid to ask for “bigger” sums of money to do the research. Be more proactive.
- Leverage more resources for research from the communication and technology companies.

APPLIED RESEARCH RESULTS

3.5 Applied research results with an existing or prospective economic impact on society

Evaluate the five most significant (from the perspective of the evaluated unit) applied research results that have already been applied in practice, or that will realistically be applied, in the 2014–2018 reporting period from the overview in the appendix of Self-evaluation report (table 3.5.1).

Score [0–5 points]:

3 - Good

Qualitative assessment:

The Faculty reported no results of this type in their research. Given the entirety of the self study of the Faculty of Education, there are numerous opportunities and connections to both existing and prospective economic impacts from the research being conducted. Ideas may include: 1) Use of online resources and technology support for children with disabilities – family impact and reduced need for outside support; 2) Stress reduction for families with children who have disabilities with the assistance of technology; 3) Early diagnosis and intervention – savings for schools; 4) Sex texting and the reduction in crimes for society; and 5) Promotion of school health for students and staff. The societal impact of the research of the Faculty of Education is significant but the economic impact is strong and needs to be more fully explored.

3.6 Significant applied research results with an other than an economic impact one on society

Evaluate the five most significant (from the perspective of the evaluated unit) applied research results with the other than the economic impact on society in the 2014–2018 reporting period from the overview in the appendix of Self-evaluation report (table 3.6.1).

Score [0–5 points]:

4 - Very good

Qualitative assessment:

The applied research is evident in the monographs and research reports published by the faculty. These include the areas of: Cyberbullying; Sexting; Early Childhood Education, School Inclusion; and Using Anthropology to Promote Health of Pupils and School Staff. These are incredibly powerful applied research areas. The Faculty's' greatest strength in this area is in national policy development. Then the faculty (professors) can go on to measuring societal impact from the policy and changing behaviors in society over time.

Recommendation 3.5 a 3.6:

- Explore and actualize all the potential from the applied research area.
- Expand policy development and impacts on society as a result of that.

COOPERATION WITH THE NON-ACADEMIC ENVIRONMENT AND TECHNOLOGY TRANSFER

3.7 The evaluated unit's most significant interactions with the non-academic application/corporate sphere	
<i>Evaluate the most significant interactions with the non-academic application/corporate sphere, comment on the most typical users of the evaluated unit's outcomes. Please take into consideration how the evaluated unit looks up for these users and how the evaluated unit cooperates with them. Use provided examples of interactions for your evaluation.</i>	
Score [0–5 points]:	4 - Very good
Qualitative assessment: <p>The Faculty of Education has established rich interactions with the non-academic and corporate spheres. There needs to be a greater return on investment to the faculty for this. The affiliations and work with the Czech government, the Olomouc Military Hospital, the Czech Police, and major phone companies in Europe is commendable. The areas of digital education and online engagement for all ages, cyberbullying, cybersecurity for youth (sexting), and innovative interventions for individuals in addiction treatment are research areas to pursue for long term support for non-academic partners. These areas have the potential to impact society and generate external funding. Examples of the faculty work in this area of non-academic applications and integration into the corporate sphere were clearly provided for in the self study. The weakness is the long-term return to the faculty for the good work done and assistance provided in terms of sustained long term support.</p>	

3.8 System and support of technology transfer and intellectual property protection (can be extended to the whole university, emphasising the specific features of the evaluated unit)	
<i>Evaluate the system of technology transfer of the evaluated unit. Consider the quality of the applied research and the effectiveness of technology transfer using the description and the data presented in the appendix of Self-evaluation report (table 3.5.1). Focus particularly on the number of filed and granted patents (Czech and international) and licences sold.</i>	
Score [0–5 points]:	3 - Good
Qualitative assessment: <p>The Faculty of Education utilizes the "System and Support of Technology Transfer and Intellectual Property Protection at Palacký University" as developed by the team at the Science and Technology Park of the University. In chart 3.5.1 no applied research results with an economic impact on society were listed by the Faculty of Education. Given the excellent work in cyber sexting, cyber bullying, minecrafting, and adult usage on the net, there are significant opportunities for product development and program licensing. Ongoing training and continuing education for faculty and administrators on technology transfer and issues related to intellectual property are important and encouraged. Focus on return investment in monetary resources and impact on society need to be examined more closely.</p>	

3.9 Strategy for setting up and support of spin-off firms or other forms of commercialisation of R&D&I results (can be extended to the whole university, emphasising the specific features of the evaluated unit)

Evaluate practical use of the intellectual property of the unit in the form of setting up spin-off companies or other forms of commercialising R&D&I results (both with and without the participation of the unit) established by the evaluated unit (university), or by another entity controlled by the evaluated unit (university), or an employee of the evaluated unit. Consider the model of functioning and coordination and control of intellectual property management of the evaluated unit (university).

Score [0–5 points]:

2 - Average

Qualitative assessment:

There are no active spin-offs at the Faculty of Education. If activities will be developed, it would be useful to prepare the staff and PhD students for intellectual property and entrepreneurship.

Recommendation 3.7, 3.8 a 3.9:

- Expedite plans to have faculty participate actively in commercialization of products with possible spin off results.
- Prepare faculty and Ph.D. students to participate in intellectual property negotiations with a major emphasis on entrepreneurship. It is being done already in terms of innovation and entrepreneurship but needs to be advanced to produce long term monetary results and measured impact on society.

RECOGNITION BY THE SCIENTIFIC COMMUNITY

3.10 The most significant individual awards for R&D&I

Evaluate the ten most significant R&D&I awards received (in the Czech Republic and in other countries) in the 2014–2018 reporting period.

Score [0–5 points]:

4 - Very good

Qualitative assessment:

The Faculty of Education identified five significant R&D&I individual awards received. The awards are international in scope and represent interdisciplinary research areas. Recognition from Belgium, Slovakia, the European community, and the Czech Republic are noted. No links for additional recognition were listed. Given the outstanding work of the faculty, it is hoped that more international recognition will be attained in years to come.

3.11 Recognition by the international R&D&I community (elected membership in international scientific societies, participation on the editorial boards of international scientific journals, invited lectures at the institutions abroad etc.)

Evaluate the recognition of the evaluated unit by the international scientific R&D&I community, based on a commentary presented in the appendices of Self-evaluation report (table 3.11.1, table 3.11.2, table 3.11.3 and table 3.11.4).

Score [0–5 points]:

5 - Excellent

Qualitative assessment:

As noted in the self-assessment, the breadth and scope of the Faculty's representation at the national and international levels is excellent. It truly represents an international presence and recognition by colleagues from around the world. The collaborative work and academic exchanges with European, American, and Asian institutions and individual scholars are impressive. The participation on international editorial boards is commendable both in prestige of the publications and in the interdisciplinarity of the types of editorial boards. Both the significant lectures provided by the faculty outside of Palacký University and those presented by international lectures at the university are both impressive and varied in topic and relevance to society in the 21st century. FE has truly embarked upon research areas that are significant to the external public at many levels.

Recommendation 3.10 a 3.11:

- Continue to expand international footprint both in collaborative lectures, research, and publication.
- Establish interdisciplinary networks in different region of the world using some of the excellent research areas that you have already developed.

POPULARISATION OF R&D&I

3.12 The most significant activities in the popularisation of R&D&I and communication with the public

Evaluate the main activities of the evaluated unit in the area of popularisation of R&D&I and communication with the public, based on a maximum of ten significant examples from the evaluated unit perspective.

Score [0–5 points]:

4 - Very good

Qualitative assessment:

The Faculty of Education presented a broad overview of their significant work with the public especially in the cyber work with families and children. Three additional documentation links relating to the work being done were provided. The faculty has also been active in health promotions for students and faculty. They are encouraged to work with the College of Health Sciences to expand this area. The faculty regularly participate in the nationwide Night of Scientists. It appears that the faculty have done a good job in collaborating with other faculty in the university. They are encouraged to do even more of this networking to expand interdisciplinary efforts in both research and innovation.

Recommendation 3.12:

- Monitor and measure outcomes of work especially in the cyber world and its impact on the public. Examine impact over time and publish results. Strive to influence and establish national policy from this work.

MODULE 3 - OVERALL ASSESSMENT

After evaluation of the individual criteria of the M3 module, please summarise your assessment in the context of the whole module (social benefits, applied research projects, results of applied research, cooperation with the non-academic environment and technology transfer, recognition by the research community and the popularisation of R&D&I) and describe and justify the strengths and weaknesses of the evaluated unit.

Overall score [Calibrated]:	146
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Overall grade [Excellent– Inadequate]:	4 - Very good
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General qualitative assessment (summary):

The Faculty of Education has done a highly commendable job in R&D&I. Many strengths have been noted. There are ongoing opportunities for expansion with concurrent and ongoing new challenges.

Strengths:

- There are numerous and high quality interdisciplinary research activities with great social benefit being done.
- There is very good international cooperation and collaboration in Europe, USA, and Asia.
- The research being conducted is interdisciplinary; that needs to be more highlighted and more work with other faculty within Palacký University can enhance this.
- Publications are good and the fact that the faculty publish nine professional journals is impressive.

Opportunities:

- Expand public resource attainment.
- Seek funding for 3-5 years from private funders, especially businesses and technology companies.
- Develop an international R&D&I advisory council for the Faculty of Education.
- Identify patent and license opportunities.
- Work with the Czech government in policy development in areas of the Faculty's research such as cyber protection for children; school health, and digital literacy for all.

Challenges:

- Increase longer term and more sustained funding for R&D&I from a variety of public and non-public sources.
- Develop a systematic plan for measuring "public impact" from research work done; strive to examine long term impacts.
- Develop research networks with international colleagues.

MODULE 3 SOCIAL RELEVANCE

EVALUATED UNIT: Faculty of Law

FORD: Social Sciences

SOCIAL RELEVANCE / SOCIAL BENEFIT OF THE EVALUATED UNIT

3.1 General self-assessment of the social benefit of R&D&I in the fields of research at the evaluated unit, and of the evaluated unit as a whole

This criterion has not indicative value. It represents a general introduction describing the social benefit of R&D&I in the fields developed by the evaluated unit, and the evaluated unit as a whole.

Qualitative assessment:

As a faculty devoted to the study of law specifically, the Faculty of Law's mission is promotion of democratic values of a free civil society. It's founding in 1991 after the fall of communism has influenced the way in which its dedication to the principles of the rule of law is applied in its curriculum, as well as other R&D&I activities. Since then it has grown in size and impact. One example is its comprehensive experiential and clinical legal skills programs, one of the most comprehensive in the Czech Republic, and one of the largest in the EU. The clinical programs have had a robust social impact in terms of both the education received by future actors in the justice system, as well as the benefits to individuals and communities served by the clinics for more than two decades. During the review period, the Faculty engaged in multiple R&D&I activities involving the development of law and procedure in the Czech Republic, as well as in Slovakia. For example, the Faculty engaged in a large-scale recodification of Czech criminal law, which has tremendous impact on not only the study of law but its application. It has also had an important role in the creation, implementation, and interpretation of the new Czech Civil Code. The Faculty of Law operates the Center for International and Humanitarian Operational Law, and the Jean Monnet Center for European Law. It publishes three scholarly journals. Finally, it provides specialized courses for the professional public on important issues within its expertise.

The primary output of the Faculty of Law is scholarly research, based upon the nature of the study of law, and its traditions rooted in scholarly research over applied research. The location of University of Palacký in Olomouc, rather than the judicial capital of Brno, presents some impediments to engaging in applied research related to the courts. The Faculty engages in contract research on issues in which it has special expertise, typically for public sector clients.

Notably, among the Faculty of Law's strengths is its engagement and reputation in the international R&D&I community through its faculty's membership in international journals, invited lectures in other countries, and membership in foreign professional societies.

APPLIED RESEARCH PROJECTS

3.2 Applied research projects	
<i>Evaluate five most significant (from the perspective of the evaluated unit) applied research projects from the complete list in the appendix (tables 3.2.1 and 3.2.2 of Self-evaluation report), consider particularly results achieved or a project's potential for application.</i>	
Score [0–5 points]:	3 - Good
Qualitative assessment: <p>The level of engagement of applied research projects by the Faculty of Law is consistent with the level of engagement with other law schools internationally. As explained in the self-evaluation, a specific feature of legal research is that it mostly responds to legal practice and legislative changes, and is thus entwined with legal application practice through evaluating, defining and influencing this practice. In terms of classical applied research practice, the Faculty reported one research project for the Ministry of Culture of the Czech Republic, focused on “Methods and Instruments of Landscape Architecture for Territorial Development.” The unit also reports that it has a goal of becoming more effective in applied research.</p>	

3.3 Contract research	
<i>Evaluate revenues from contract research for the 2014–2018 reporting period from the complete list in the appendix of Self-evaluation report (tables 3.3.1 and 3.3.2).</i>	
Score [0–5 points]:	5 - Excellent
Qualitative assessment: <p>The Faculty of Law provides its expertise and analytical abilities to a variety of clients through contracts. Contract research typically involves counselling and preparation of opinions and evaluations on legal matters or issues defined by the contractor, for clients such as local government administration, legislators, and other representatives from legal practice. These contracts represent a range of areas in which the Faculty of Law is consulted for expert opinions or other analysis. The revenue amounts are relatively small, ranging from 3 500 € in 2016, 3 600 € in 2017, and 5 620 € in 2018. The level of revenues is favourably comparable to other similarly situated faculties of law. Because private lawyers offer the same services, clients may easily obtain the same opinions or analyses from practising lawyers. As a result, the market for such contracts to Faculty of Law members is fairly limited. Nevertheless, there are a number of them reported. These activities speak to the level of expertise and regard in which the Faculty of Law is held, and the contracts with regional offices, Office of the Member of Parliament, City of Olomouc, Office for International Legal Protection of Children, etc. bring positive engagement and enhance the reputation of the entire University, as well as the Faculty of Law. The value of this work is both in the amount of revenue and in good will for the institution itself.</p>	

3.4 Revenues from non-public sources (besides grants or contract research) from research work	
<i>Evaluate revenues for the 2014–2018 reporting period for R&D&I from non-public sources, besides grants or contract research (e.g. licences sold, spin-off revenues, gifts, etc.) presented in a complete list in the appendix of Self-evaluation report (table 3.4.1).</i>	
Score [0–5 points]:	2 - Average

Qualitative assessment:

No specific statistics are available for such revenues. The Faculty of Law has received some alumni gifts for specific events and those are included in the general budget of the faculty or are used to pay for costs of specific events. The unit reported a very small amount of revenue from licences in 2019.

Because of the nature of law study and law work, limited opportunities for licenses, patents, or spin-off revenues exist. It is also noted that there is not a culture of donation of monetary gifts. As such, this section is not scored. The Faculty of Law is equivalent to other similarly situated faculties.

Recommendation 3.2, 3.3 a 3.4:

- Develop applied research as suggested by the faculty leaders. This is encouraged to the extent opportunities arise in law-related contexts.
- Promote expertise where possible in order to develop future opportunities for contract research, especially in areas of special expertise where the Faculty is called upon to render expert opinions or analyses.
- Explore the potential, even if this may be limited, to gain revenues from alumni or a limited number of private vendors who service the legal profession. Any potential exploration must balance the investment of time against the effort required for relatively small yield and this balancing may give way to other priorities which may have better return for the institution as a whole.

APPLIED RESEARCH RESULTS

3.5 Applied research results with an existing or prospective economic impact on society	
<i>Evaluate the five most significant (from the perspective of the evaluated unit) applied research results that have already been applied in practice, or that will realistically be applied, in the 2014–2018 reporting period from the overview in the appendix of Self-evaluation report (table 3.5.1).</i>	
Score [0–5 points]:	0 - Inadequate
Qualitative assessment: The self-evaluation reported no examples of these results during the reporting period.	

3.6 Significant applied research results with an other than an economic impact one on society	
<i>Evaluate the five most significant (from the perspective of the evaluated unit) applied research results with the other than the economic impact on society in the 2014–2018 reporting period from the overview in the appendix of Self-evaluation report (table 3.6.1).</i>	
Score [0–5 points]:	5 - Excellent
Qualitative assessment: The most significant applied research results with other than an economic impact on society are results from the experiential curriculum and the Center for Clinical Legal Education. The Student Legal Aid Office offers advice to individuals who seek legal assistance and students, under the guidance of an academic supervisor, solve legal issues. Students in policy clinics perform research on important legal issues in society, and may generate unpublished reports or other materials. The majority of cases are civil-law cases, and the clinics handle a substantial number of cases as documented in the Annual Report of the Students Legal Aid Office, submitted as an addendum to this report. These programs and client encounters benefit the individuals or communities seeking advice, provide multiple hours of legal service at no cost to individuals who would otherwise not be able to afford a lawyer, benefit the profession of law because they help prepare students for their roles in the profession, create student awareness of the real impacts of law upon society, instil an ethic of pro bono into students, and have a beneficial impact on society by contributing to communities more broadly through street law activities and other programs. The other results of significance are that the certified methodologies prepared by the Faculty of Law for the Ministry of Culture of the Czech Republic in 2016 are being used within the practice and programming activity of this authority and thus have an impact on the development of territorial planning work.	

Recommendation 3.5 a 3.6:
- Continue to support and develop the Centre for Clinical Legal Education, which is perhaps the best expression of applied research within the Faculty and has important social benefit to the society, the legal profession, students, clients, and communities.

COOPERATION WITH THE NON-ACADEMIC ENVIRONMENT AND TECHNOLOGY TRANSFER

3.7 The evaluated unit's most significant interactions with the non-academic application/corporate sphere	
<i>Evaluate the most significant interactions with the non-academic application/corporate sphere, comment on the most typical users of the evaluated unit's outcomes. Please take into consideration how the evaluated unit looks up for these users and how the evaluated unit cooperates with them. Use provided examples of interactions for your evaluation.</i>	
Score [0–5 points]:	5 - Excellent
<p>Qualitative assessment:</p> <p>The reported interactions are broad in scope and consistent with a faculty that is engaged in all aspects of the legal sector and which cooperates broadly with the legal profession. The unit's most significant interactions with the non-academic application/corporate sphere are primarily interactions directed toward the legal community, which includes judges, attorneys, prosecutors, and other legal professionals. The most significant interaction and contribution is in the form of research papers published in journals focused on legal practice. Additionally, the Faculty of Law publishes three journals, including the International Comparative Law Review and the Journal of European Studies, which may include topics of relevance to non-academic audiences, including practitioners and corporate actors. Another important and impressive contribution is the publication of Commentaries on Legal Regulations. The faculty also provides training sessions directed toward administrative bodies regarding applicable laws and compliance issues.</p> <p>During the review period, the faculty convened conferences and trainings. For example, in 2014-2018, it held annual conferences related to developments in the field of private law. In 2015-2018, it held annual conferences in mediation, targeting legal professions such as judges, prosecutors, social workers, and mediators. In Nov. of 2017, the 4th such conference, there were 110 participants, including scholars and practitioners from Czech Republic as well as from Slovakia, Austria, Germany, and Hungary. From 2014-2018, the unit held semi-annual workshops and training sessions for the Czech Social Security Administration. These courses comprise professionals and civil servants from the Czech Social Security Authorities, and offer 36 training and teaching hours.</p> <p>These activities are all indicative of the Faculty acting as an engaged member of the community, and interacting with the legal community and administrative agencies. The activities reflect its role as a hub for the discussion, education, analysis, and interpretation of law for the benefit of society and to help systems function more effectively. The activities also demonstrate a relationship of trust and collaboration with the university to enhance competency in important legal matters.</p>	
3.8 System and support of technology transfer and intellectual property protection (can be extended to the whole university, emphasising the specific features of the evaluated unit)	
<i>Evaluate the system of technology transfer of the evaluated unit. Consider the quality of the applied research and the effectiveness of technology transfer using the description and the data presented in the appendix of Self-evaluation report (table 3.5.1). Focus particularly on the number of filed and granted patents (Czech and international) and licences sold.</i>	
Score [0–5 points]:	0 - Inadequate
<p>Qualitative assessment:</p> <p>There are no specific identified activities in this area. Again, because of the nature of work law faculties perform, this section is less applicable to the Faculty of Law.</p>	
3.9 Strategy for setting up and support of spin-off firms or other forms of commercialisation of R&D&I results (can be extended to the whole university, emphasising the specific features of the evaluated unit)	
<i>Evaluate practical use of the intellectual property of the unit in the form of setting up spin-off</i>	

companies or other forms of commercialising R&D&I results (both with and without the participation of the unit) established by the evaluated unit (university), or by another entity controlled by the evaluated unit (university), or an employee of the evaluated unit. Consider the model of functioning and coordination and control of intellectual property management of the evaluated unit (university).

Score [0–5 points]:

0 - Inadequate

Qualitative assessment:

Because of the nature of law study and law work, limited opportunities exist for the creation of intellectual property, or the setting up and supporting spin-off firms or other forms of commercialization of R&D&I results.

Recommendation 3.7, 3.8 a 3.9:

No specific recommendations for this section.

RECOGNITION BY THE SCIENTIFIC COMMUNITY

3.10 The most significant individual awards for R&D&I

Evaluate the ten most significant R&D&I awards received (in the Czech Republic and in other countries) in the 2014–2018 reporting period.

Score [0–5 points]:

5 - Excellent

Qualitative assessment:

In the category of most significant individual awards for R&D&I, the Faculty of Law, individuals received important and prestigious honours. Among the most impressive were awards in 2017 and 2018 for Best Law Book of the Czech Republic for commentaries on the civil code, the awarding of the Golden Cross of Merit from Poland for support of Czech-Polish cooperation in legal science, and awards of a Fulbright Scholarship and Fulbright Honorary Ambassadorship. Individuals also received the Bronze medal of Nicolaus Copernicus University in Poland for common research in the V4 region, a grant from the University College in London or a project based on Human Dignity as a Ground for Limitation of Evaluative Interpretation of the European Convention of Human Rights. These awards demonstrate recognition of the faculty and their expertise in their profession at the highest levels during the reporting period.

3.11 Recognition by the international R&D&I community (elected membership in international scientific societies, participation on the editorial boards of international scientific journals, invited lectures at the institutions abroad etc.)

Evaluate the recognition of the evaluated unit by the international scientific R&D&I community, based on a commentary presented in the appendices of Self-evaluation report (table 3.11.1, table 3.11.2, table 3.11.3 and table 3.11.4).

Score [0–5 points]:

5 - Excellent

Qualitative assessment:

The Faculty of Law's international reputation of excellence is well documented and broad in scope, and is one of its major strengths overall. It is clear that the faculty are engaged at high levels in international work that benefits the university's reputation.

Multiple faculty members hold positions on editorial boards of international legal journals of significance, including the International Journal of Clinical Legal Education and the International Journal of Not-for-Profit Law, as well as the editorial boards of the Baltic Journal of European Studies, Theory and Practice of Intellectual Property of the Ukrainian Academy of Sciences, the Slovak Yearbook of International Law, Bratislava Law Review, Electoral Studies, and the Slovak Journal of Political Sciences. This is a high level of engagement in such journals given the size of the faculty.

Faculty of Law members have also given invited lectures in multiple other countries, including USA, Brazil, Netherlands, United Kingdom, Colombia, Hungary, France, Turkey, and Lisbon. In some instances, these lectures were given to worldwide audiences, which increases the impact of the lecture for University of Palacký.

The unit also hosted distinguished foreign visitors to the school from multiple countries during the reporting period, including lecturers from South Africa, France, England, Brazil, New Zealand, Belgium, Austria, and USA.

Finally, members of the faculty hold elected membership in prestigious professional societies. Each member reported held a position at the executive level. These societies include the European Network for Clinical Legal Education and the European Commission against Racism and Intolerance, as well as Czech-based memberships of Association for European Studies, Society for International Law, Association, Society for European and Comparative Law, Association for European Studies, and the Association Littéraire et Artistique.

Recommendation 3.10 a 3.11:

- Continue to prioritize faculty support for international engagement activities such as scholarship, service on boards of professional societies, and, most importantly, travel (when travel restrictions lift) to present at international venues such as conferences and other meetings.

POPULARISATION OF R&D&I

3.12 The most significant activities in the popularisation of R&D&I and communication with the public

Evaluate the main activities of the evaluated unit in the area of popularisation of R&D&I and communication with the public, based on a maximum of ten significant examples from the evaluated unit perspective.

Score [0–5 points]:

5 - Excellent

Qualitative assessment:

The Faculty of Law has demonstrated creativity in the popularisation of R&D&I and communication with the public. Through a variety of activities. The activities highlighted are of excellent quality and offer innovative ways to connect with the public.

Its delivery of public lectures via the “Science Coffee Series” offers the opportunity for society to engage with law in mid-size groups, and offers debate of contemporary legal issues of the day, demystifying law for the public, enhancing understanding, and bringing legal issues of importance to a public sphere.

It also offers “Street Law,” which is an activity designed to bring law and legal awareness to communities. Street law benefits participants as well as the law students who participate in it. The Faculty of Law is a pioneer in using street law methods to teach law students who go into secondary schools, where they teach about law, give lectures, and hold moot court competitions. These activities not only increase public awareness of law, but inspire the next generation of students to aspire to become part of the profession.

In 2016, 2017, and 2018, the school offered the popular “Summer School of Medical Law,” open to other disciplines. This focused school has both national and international interest, and is also a way to demystify and popularise medical law for those outside of the legal system.

Another very creative experiential program highlighted is Camp PEIRA, which is a collaborative event held by the law faculty and the Czech Republic Armed Forces, where they engage in a live-simulation training on topics of international humanitarian law. The opportunity for participants to experience a simulation is extraordinary and likely a powerful experience for those who participate.

In addition to these innovative activities, the law faculty also host workshops and trainings related to developments in the law, particularly changes in the civil and criminal codes. All of these events demonstrate how the Faculty of Law is bringing the concept of law to people in the community, and connecting with the public around its basis of expertise.

Recommendation 3.12:

- keep the type of activities listed which are an impressive way to engage the public and popularize law and legal studies.
- consider, although there is no specific need for improvement in this area, whether there are other Summer School topics that could be offered on a rotating basis, or through another format, topics of shorter duration on a focused area that may appeal to the community.

MODULE 3 - OVERALL ASSESSMENT

After evaluation of the individual criteria of the M3 module, please summarise your assessment in the context of the whole module (social benefits, applied research projects, results of applied research, cooperation with the non-academic environment and technology transfer, recognition by the research community and the popularisation of R&D&I) and describe and justify the strengths and weaknesses of the evaluated unit.

Overall score [Calibrated]:	151
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Overall grade [Excellent– Inadequate]:	4 - Very good
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General qualitative assessment (summary):

The Faculty of Law has grown significantly at all levels since its inception in 1991. It is engaged in research activities that bring positive recognition to the school, particularly at a local and national level. Its applied research activities, including the work of the Centre for Clinical Legal Education, are a strength that should be leveraged to continue its reputation for excellence in this area. Among its other strengths are evidence of social benefit. For example, its engagement in revisions to the civil and criminal code, and its commentaries to the code, are important social contributions. Its ability to engage with and cooperate with the non-academic community is evident by the range of projects and programs with which it is involved and its applied research. It is engaged in successful popularisation activities, and could expand or re-orient these activities to address pressing topics as needed or desired by the public (i.e., legal issues related to Covid-19).

In terms of challenges, it is difficult to increase revenues from contract research because of the nature of law and the fact that such contracts directly compete with services that can be offered by lawyers in private practice. It is also difficult to acquire revenue from other non-public sources. This is a potential area of growth though may be a challenge.

MODULE 3 SOCIAL RELEVANCE

EVALUATED UNIT: Faculty of Science

FORD: Natural Science

SOCIAL RELEVANCE / SOCIAL BENEFIT OF THE EVALUATED UNIT

3.1 General self-assessment of the social benefit of R&D&I in the fields of research at the evaluated unit, and of the evaluated unit as a whole

This criterion has not indicative value. It represents a general introduction describing the social benefit of R&D&I in the fields developed by the evaluated unit, and the evaluated unit as a whole.

Qualitative assessment:

Palacký University Olomouc is located in Olomouc, which is an old cultural and intellectual town. The fact that the Olomouc region is eligible for obtaining money from European Framework Programs for Research and Technological Development continues to lead to the constant development of the university and all faculties included. The Faculty of Science was successful in obtaining money from European Framework programs for building research centers, such as the Regional Centre of Advanced Technologies and Materials (RCPTM) and the Centre of the Region Hana (CRH) for Biotechnological and Agricultural Research. Both centers have formed the backbone of the research performed at the faculty.

These facts together have brought about a unique situation for attracting the best scientists to the faculty from the whole Czech Republic and also from abroad. This is why the Faculty of Science is one of the fastest developing faculties of science in the Czech Republic. And this is especially true in the field of applied research. Since the faculty is located in an agriculturally rich part of the country, it results in environmental friendliness of the outcomes of the research and a balance with the landscape. This is how Olomouc and the Hana region as well are perceived in general and the Faculty of Science follows such direction.

There are three main roles of universities: teaching, research, and knowledge and technology transfer. In Module 3 the social relevance of the applied research and technology transfer has been evaluated. It is obvious from the Self-evaluation Report, data available on the internet, and on-line talks that all sections of the Faculty of Science, i.e., Mathematics and Computer Science, Physics, Chemistry, Biology and Ecology, Earth Sciences, and research centers RCPTM and CRH form a sensible structure and have been able to perform solid basic and applied research with a positive impact to society and the environment.

APPLIED RESEARCH PROJECTS

3.2 Applied research projects

Evaluate five most significant (from the perspective of the evaluated unit) applied research projects from the complete list in the appendix (tables 3.2.1 and 3.2.2 of Self-evaluation report), consider particularly results achieved or a project's potential for application.

Score [0–5 points]:

5 - Excellent

Qualitative assessment:

Quantitative assessment of the applied research and contracted research:

A comparison between the Faculty of Science, Palacky University, (Fac_Sci_UP) and an analogous institution, the Faculty of Science, Charles University (Fac_Sci_UK) was carried out. The subject of comparison was the ability for obtaining means for applied and contracted research (distinguishing between them is difficult). The sources of data compared are (i) this self-evaluation report and (ii) annual reports of the Fac_Sci_UK for the years 2014-2018.

	Year	Fac_Sci_UP					Fac_Sci_UK				
		2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
	Academic staff	534	516	691	-	552	572	583	605	643	69
3.2.1 Czech beneficiary	Applied research projects, as the beneficiary	73 187	73 189	80 983	99 672	157 704	43 094	51 017	26 033	25 977	34 80
3.2.1 Czech another	Applied research projects, as another participant	10 007	367	9 638	11 948	32 018	11 094	13 088	9 830	5 417	7 38
3.2.2 Foreign beneficiary	Applied research projects supported by a provider from another country, as the beneficiary	2 023	2 041	2 060	175	0	7 822	37 512	58 516	16 090	4 96
3.2.2 Foreign another	Applied research projects supported by a provider from another country, as another participant	0	0	0	0	0	1 804	2 306	0	0	
3.3.1 Czech	Contract research, research work contracted by a client from the Czech Republic	11 951	13 286	12 716	15 682	14 239	12 321	13 083	24 585	24 402	23 78
3.3.2 Foreign	Contract research, research work contracted by a foreign client	2 035	2 716	1 744	689	5 459	could not be distinguished				
	Sum	99 203	91 599	107 141	128 167	209 421	76 135	117 006	118 964	71 885	70 93

The sums are in CZK when applying the exchange rate of 26.57 CZK per Euro. Fac_Sci_UP is more productive in obtaining means for applied and contracted research.

The most significant projects include 1. Center of digital optics, 2. Environmental friendly nanotechnologies and biotechnologies in water and soil treatment, 3. Cultural heritage of landscape of the Archdiocese of Olomouc - research, presentation and management, 4. Research and Development Network in the Field of Lightening and Imaging Technologies and Optoelectronics for Optics and Automotive Industry and 5. Advanced nanotechnologies to minimize impact of escaped hazardous chemical substances endangering the population. Two of them have been financed by the Technology Agency of the Czech Republic, two of them by the Ministry of Education, and one by the Ministry of Interior. The projects bring the faculty 792 mil. CZK in total.

Qualitative assessment: The five most significant applied research projects presented in the report belong among the top projects in the Czech Republic. All of them have big application potential and their outcomes will have significant social relevance.

3.3 Contract research

Evaluate revenues from contract research for the 2014–2018 reporting period from the complete list in the appendix of Self-evaluation report (tables 3.3.1 and 3.3.2).

Score [0–5 points]:

4 - Very good

Qualitative assessment:

Contracted research is a measure of the ability of the institution to attract second parties to utilize the ability of the institution for research, mostly applied research. The quantitative data has been provided in the previous point 3.2. The Faculty of Science is doing relatively very well and the topics dealt with are highly relevant. The interest of foreign clients is moderate; however, there was a promising high increase of interest in 2018.

3.4 Revenues from non-public sources (besides grants or contract research) from research work

Evaluate revenues for the 2014–2018 reporting period for R&D&I from non-public sources, besides grants or contract research (e.g. licences sold, spin-off revenues, gifts, etc.) presented in a complete list in the appendix of Self-evaluation report (table 3.4.1).

Score [0–5 points]:

3 - Good

Qualitative assessment:

There is little data in Table 3.4.1. It may be because it is not fully clear what is meant by “Revenues from non-public sources (besides grants or contract research)”. The main source of means declared is from selling licenses, especially in 2018. Overall, the faculty has a lot of potential in obtaining such resources given the number of patents applied and granted. Other potential lies in revenues from future spin-off firms. Both have a good base to increase in the future.

Recommendation 3.2, 3.3 a 3.4:

- find possibilities for a next cooperation among the Faculty of Science and other faculties, especially the Faculty of Medicine and Dentistry.
- identify companies from the corporate sphere which are open to utilize research performed at the faculty as the contract research.
- identify companies from the corporate sphere which are open to utilize patent owned by the faculty.

APPLIED RESEARCH RESULTS

3.5 Applied research results with an existing or prospective economic impact on society	
<i>Evaluate the five most significant (from the perspective of the evaluated unit) applied research results that have already been applied in practice, or that will realistically be applied, in the 2014–2018 reporting period from the overview in the appendix of Self-evaluation report (table 3.5.1).</i>	
Score [0–5 points]:	5 - Excellent
Qualitative assessment: <p>The faculty has been fairly successful in applying the results of research in practice. As the most significant results they declare: production of lactoferrin the large scale by a spin-off company Lactofirm s.r.o. in, production of Mössbauer spectrometers, production of Austenitometers, the sale of the license for production of cytokinin oxidase/dehydrogenase to Syngenta, and marketing of AUCYT Start, which is a synthetic cytokinin for cereal plants and oilseed rape, via Chemap Agro s.r.o. All of the abovementioned applied research results bring the faculty appreciable means. Production of lactoferrin and production of Mössbauer spectrometers are the flagships of the faculty. Applied research and its real application in practice in general is a strong point of the faculty when compared with analogous institutions.</p>	

3.6 Significant applied research results with an other than an economic impact one on society	
<i>Evaluate the five most significant (from the perspective of the evaluated unit) applied research results with the other than the economic impact on society in the 2014–2018 reporting period from the overview in the appendix of Self-evaluation report (table 3.6.1).</i>	
Score [0–5 points]:	5 - Excellent
Qualitative assessment: <p>The five most significant applied research results with other than economic impact on society selected by the faculty are: (i) INCIDE - inhibitor of cytokinin oxidase/dehydrogenase, (ii) the method for evaluation of voice disorders, (iii) Restoration and building of ponds in forest areas as a part of sustainable water resources, (iv) The method of reduction and/or elimination of cyanobacteria bloom in water, (v) Suitability of Olomouc Region for land development in 2016.</p> <p>All of the five mentioned applied research results are valuable for the faculty, not only from the economical point of view, but all of them obviously bring additional benefits to society, communities, and the lives of individuals e.g., higher yields of rice crops in developing countries, improving protection of environment and crucial sources of water, especially in light of current trends concerning drought, or strengthening land-use planning.</p>	

Recommendation 3.5 a 3.6:
<ul style="list-style-type: none"> - continue in the successful production of equipment and biochemical and biological products. - try to find additional fields of commercialization of the faculty research .

COOPERATION WITH THE NON-ACADEMIC ENVIRONMENT AND TECHNOLOGY TRANSFER

3.7 The evaluated unit's most significant interactions with the non-academic application/corporate sphere	
<i>Evaluate the most significant interactions with the non-academic application/corporate sphere, comment on the most typical users of the evaluated unit's outcomes. Please take into consideration how the evaluated unit looks up for these users and how the evaluated unit cooperates with them. Use provided examples of interactions for your evaluation.</i>	
Score [0–5 points]:	5 - Excellent
Qualitative assessment: <p>This proceeds from a long tradition that cooperation and, more generally, interaction of the Faculty of Science with the non-academic and corporate worlds is positive and fruitful. One example here is the cooperation of the Faculty of Science with the pharmaceutical companies in Olomouc and in the North Moravia region. The present interaction with companies such as Teva Czech Industries, which is a subsidiary company of Teva Pharmaceutical Industries, is beneficial for both parties. The other good point is the collaboration between the Center of Digital Optics with optical companies in the region, such as Meopta. Cooperation between the faculty and the industry in general is at a good level when compared with analogous institutions in the country. It is a strong point of the Faculty of Science.</p>	

3.8 System and support of technology transfer and intellectual property protection (can be extended to the whole university, emphasising the specific features of the evaluated unit)	
<i>Evaluate the system of technology transfer of the evaluated unit. Consider the quality of the applied research and the effectiveness of technology transfer using the description and the data presented in the appendix of Self-evaluation report (table 3.5.1). Focus particularly on the number of filed and granted patents (Czech and international) and licences sold.</i>	
Score [0–5 points]:	4 - Very good
Qualitative assessment: <p>This activity is organized and controlled by a team at the Science and Technology Park, which is in fact at the university level. In 2014 Palacky University obtained a grant from Technology Agency to support technology transfer in running projects. The Science and Technology Park communicates with all faculties and research centers through technology scouts. This structure is common in the country. However, the Faculty of Science, as a sizable research institution, needs better support for researchers to be aware of the importance of intellectual property and technology transfer. In the Czech Republic, the level of the technology transfer from universities to the corporate sphere is lower when compared to other European countries.</p>	

3.9 Strategy for setting up and support of spin-off firms or other forms of commercialisation of R&D&I results (can be extended to the whole university, emphasising the specific features of the evaluated unit)

Evaluate practical use of the intellectual property of the unit in the form of setting up spin-off companies or other forms of commercialising R&D&I results (both with and without the participation of the unit) established by the evaluated unit (university), or by another entity controlled by the evaluated unit (university), or an employee of the evaluated unit. Consider the model of functioning and coordination and control of intellectual property management of the evaluated unit (university).

Score [0–5 points]:

4 - Very good

Qualitative assessment:

The faculty has a working case of utilizing applied research in practice, which is the production of lactoferrin from cow milk whey. The method for large scale lactoferrin separation was filed as a patent application in 2013. In 2018 a licence for the method was sold to Lactofirm s.r.o, which is now successfully producing whey proteins from milk. This example is encouraging; however, the potential of the Faculty in forming spin-off firms and utilizing research could be higher.

Recommendation 3.7, 3.8 a 3.9:

- take advantage of the good name of Palacky University and Faculty of Science and offer to companies from the corporate sphere a possible cooperation and interaction.
- establish a team at the faculty level, in connection with STP, managing all activities related to technology transfer and intellectual property protection in sciences, in order to enhance the capacity of the Faculty of Science in these fields
- find successful results of the applied research and think about establishing spin-off firms commercializing the appropriate products or technologies

RECOGNITION BY THE SCIENTIFIC COMMUNITY

3.10 The most significant individual awards for R&D&I

Evaluate the ten most significant R&D&I awards received (in the Czech Republic and in other countries) in the 2014–2018 reporting period.

Score [0–5 points]:

5 - Excellent

Qualitative assessment:

All the individual awards mentioned in the Self-evaluation Report are prestigious, especially the two Neuron Prizes and two Alfred Bader Prizes.

3.11 Recognition by the international R&D&I community (elected membership in international scientific societies, participation on the editorial boards of international scientific journals, invited lectures at the institutions abroad etc.)

Evaluate the recognition of the evaluated unit by the international scientific R&D&I community, based on a commentary presented in the appendices of Self-evaluation report (table 3.11.1, table 3.11.2, table 3.11.3 and table 3.11.4).

Score [0–5 points]:

5 - Excellent

Qualitative assessment:

The list of international activities of faculty members is impressive and bears witness to the faculty being incorporated in international scientific life.

Recommendation 3.10 a 3.11:

- stimulate both faculty members and students to participate in the national and international competitions

POPULARISATION OF R&D&I

3.12 The most significant activities in the popularisation of R&D&I and communication with the public

Evaluate the main activities of the evaluated unit in the area of popularisation of R&D&I and communication with the public, based on a maximum of ten significant examples from the evaluated unit perspective.

Score [0–5 points]:

5 - Excellent

Qualitative assessment:

The presentation of the Faculty of Science to the public is rich and the public relations of the faculty are a shining example to other faculties of science.

Recommendation 3.12:

- stimulate faculty members to increase their participation in national and international competitions.
- expand the Alumni activities at the international level.

MODULE 3 - OVERALL ASSESSMENT

After evaluation of the individual criteria of the M3 module, please summarise your assessment in the context of the whole module (social benefits, applied research projects, results of applied research, cooperation with the non-academic environment and technology transfer, recognition by the research community and the popularisation of R&D&I) and describe and justify the strengths and weaknesses of the evaluated unit.

Overall score [Calibrated]:	217
Overall grade [Excellent– Inadequate]:	5 - Excellent

General qualitative assessment (summary):

The Faculty of Science of Palacký University is one of the fastest developing faculties of science in the Czech Republic. Given both its wide array of interlocking and cross-pollinating institutions as well as its choice location in the agriculturally rich environment of Olomouc and surroundings, it is no surprise that faculty has been able to perform solid basic and applied research with sustained positive impact on society and in a strong emphasis placed on environmental protection and other related issues.

It is more than clear that the faculty has been extraordinarily successful in acquiring the necessary means and support required to carry out applied research, as well as shown itself to be very competent in bringing out stimulating and successful research projects. This can be seen in the fact that the five most significant applied research projects presented in this report belong among the top applied research projects in the country, notwithstanding the faculty's moderate size. Moreover, each of them has big application potential and outcomes which promise significant social relevance, which is only a particularly pronounced example of a general tendency in the faculty's work.

When it comes to the actual results of the applied research, the faculty has been fairly successful in applying them in practice. In general, this is one of the strong points of the faculty when compared with analogous institutions. The five mentioned research projects have been fairly lucrative and prospective for the faculty. Additionally, they bring about obvious additional benefits to society, communities, and the lives of individuals, as can be seen clearly from the report. Moreover, these benefits are found in accordance with current, pressing environmental and global needs and trends. This proceeds from a long tradition that cooperation and, more generally, interaction of the Faculty of Science with the non-academic and corporate worlds is positive and fruitful, but, however, there is room for improvement, in particular concerning the successful utilization of patents and sales of licenses. Additionally, as seen in other examples of analogous institutions throughout the Czech Republic, the faculty's establishment of spin-off firms is found to be rather lacking or even negligible. The Faculty of Science, as a sizable research institution in the frame of the University, needs better support for its researchers to be aware of the importance of intellectual property and technology transfer, though, again, this is a criticism one can apply to analogous institutions from the country generally when compared to other European countries. Otherwise, cooperation between the faculty and industry is at a generally good level.

It is clear from the report that the international activities of faculty members are well-developed and mature, and they show the faculty's relevant presence in, and ongoing impact on, international scientific life. Similarly, the presentation of the Faculty of Science to the public is rich and the public relations of the faculty are a shining example to other faculties of science. That said, the faculty still has a way to go in bringing more of its talented researchers and their visions to the public. One way to move forward could be to stimulate both faculty members as well as students to increase their participation in national and international competitions. Another way could be expanding the faculty's Alumni activities to the international level. In both cases, it is quite likely that the faculty will continue to see its members awarded prestigious medals and prizes in both the national and

international arenas.

Strengths of the faculty:

- Good applied research
- Consistently relevant social impact in its applied research projects
- Strong international collaboration
- Strong cooperation with industry and the corporate sphere
- Excellent public relations and popularizing efforts

Weaknesses of the faculty:

- Lack of emphasis on technology transfer
- Lack of success in founding spin-off firms and selling licenses
- Only a moderate amount of contracted research

MODULE 3 SOCIAL RELEVANCE

SUMMARY

MODULE 3 - OVERALL ASSESSMENT
<p><i>After evaluation of the individual evaluated units of the M3 module, please summarise your overall assessment in the context of the whole university (social benefits, applied research projects, results of applied research, cooperation with the non-academic environment and technology transfer, recognition by the research community and the popularisation of R&D&I) and evaluate the balance and describe and justify the strengths and weaknesses of the evaluated unit.</i></p>
<p>General qualitative assessment (summary):</p> <p>The research at Palacký University concerns several FORDs which by their nature are not comparable in terms of the type of impact on society. Nevertheless, all faculties are involved in research activities with possible economic or societal impacts to varying degrees. While in some fields (natural science, health) the economic impact can be measured directly, in others (social sciences, humanities and arts) this is possible only to a certain extent, resp. the impact can only be indirect. Moreover, this aspect is often overlooked in presentations of work and results. Similarly, the non-economic impact is relatively little emphasized in the SER. In a context of national or international calls for proposals, researchers should put more emphasis on these issues. Precisely because university research has a strong social influence on many areas such as education, health, culture and the arts, law, sociology, physical culture, this fact undoubtedly has an indirect economic impact as well.</p> <p>The university has been able to use European and national funds to create 3 Science Centres (RCPTM, CRH and IMTM) which have managed to drain significant resources because of the quality of their research. Without reaching the dimension of these centres, other internal structures (Research centres) position the university on certain current themes in social sciences (social health and social work, intercultural and interreligious dialogue, prevention of risky virtual communication, clinical legal education, stress physiology, ...) and in the humanities and arts (German Moravian literature). The IMTM's position in health is interesting, because internal interdisciplinary collaborations have taken place with several faculties. Interactions between natural science and other disciplines – although less developed – already exist. The development of interdisciplinarity remains an objective of the university, which must however consider it globally and not only with the creation of CATRIN, the contours of which must be clarified. Some faculties already have a very interdisciplinary orientation and know how to draw great potential from that (e.g. the Faculty of Arts with its several FORDs).</p> <p>The university has implemented a Project Service at the central level, whose objective is to assist in the setting up of projects. The results obtained are excellent. However, two avenues for improvement are possible: to professionalize the setting up of European projects and to envisage a rapprochement and specialization at the local level, when the quantitative need is important (natural science, health).</p> <p>Contract research (or counselling such as in law) with the socioeconomic sector is well developed in some faculties, but the means obtained remain modest. The main objective seems to be the establishment of close links allowing the university's influence to be felt in town and the surrounding region. This objective is understandable (and commendable), but an effort of professionalization would be strongly advised among researchers (especially with regard to intellectual property and cost analysis). Also a more proactive approach towards potential clients may be needed at the university level, because a company or an institution may be interested in different research areas or expertises.</p> <p>Technology transfer and intellectual property are managed by the Science and Technology Park. This</p>

proves efficient in areas such as health and natural science with international patents and licenses. Although other areas are less concerned, all researchers should be aware of these aspects. The university intends to create a specific entity to sustain spin offs and start-up development, a domain which probably also needs some national push.

The recognition by the international community demonstrates the quality of research undertaken at Palacký University. Several prestigious awards (and one ERC grant) have been given to researchers in Law, Theology, Medicine and Science. Academic staff's participation in editorial boards is not limited to Czech or Slovak scientific journals, but mainly occurred at the European level. The lists of invited lecturers abroad as well as the lists of invited foreign scientists both show the outreach of the university researchers (with a large distribution of staff).

Popularisation of R&D&I is a great concern for the university, which has set up (i.e. PopUP) or participated in a series of events for the public and especially the youth. These are very positive actions to promote Palacký University and its expertise to a large local audience.

Strengths

- high quality applied research evidenced by above-average success in national calls for proposals and by the international reach of several researchers in different disciplines.
- high-potential themes to be exploited in all faculties (see specific M3).
- some interdisciplinary research involving several faculties with mainly the medical sector, and the exploitation of the interdisciplinary nature of the Faculty of Arts.
- close relations with the non-academic sector in various sectors (science, medicine, arts, law, education, physical culture).
- an efficient support mechanism for the implementation of projects within the framework of national calls for tenders.
- professionalisation of technology transfer and intellectual property (Science and Technology Park).
- a strong involvement in the popularization of R&D&I and communication to the public.

Weaknesses

- still insufficient exploitation of the multidisciplinary character of the university to develop interdisciplinary projects.
- a relative reluctance to assert the economic and especially non-economic impact of the research in progress.
- maybe too many little profitable contracts with the non-economic sector (although those are often of local and regional societal importance).
- few results in terms of spin-offs and start-ups.

MODULE 4 VIABILITY

ORGANISATION, MANAGEMENT AND SUPPORT OF R&D&I

4.1 Organisation and management of R&D&I	
<i>Evaluate the management system and organisational structure for R&D&I and compare it with foreign universities at a similar level. Take into account also the data on the number and structure of the university's employees contributing to R&D&I with consideration of the structure and robustness of the university. See comments on data from the appendix of the Self-evaluation report (tables 4.1.1 and 4.1.2).</i>	
Score [0–5 points]:	4 - Very good
<p>Qualitative assessment:</p> <p>2 vice-rectors are in charge of research: one in connection with vice-deans for research and in charge of Project Service (Czech funds) and publishing house (VR for science and research); one in charge of Science and Technology Park and European funds (VR for strategy for science and research). The issue of research strategy is not linked to the VR overseeing vice-deans for research while the VR for “strategy” is more oriented toward external relations (technology transfer, innovation, European funds).</p> <p>The central academic bodies dealing at different levels with research are the Academic Senate, the Board of Trustees, the Internal Assessment Board and the Scientific Board. The latter is in charge of the Strategic Plan and its implementation. However the organization is highly decentralized with vice deans for research in charge of the research policy at the faculty level leading to a bottom-up approach. This is also shown by so-called “central” research offices located in the various faculties. The same organisation is observed for central support services which are reproduced at the faculty and even department levels. Although a nearby office may be helpful for the researchers, the issues of efficiency and interactions between all these services may be questioned. The 2018 EUA-IEP report pointed out this situation: “UP should consider the integration/centralisation of its research management, especially in relation to support services, to scale up resources and good practice”, p. 20.</p> <p>The overall ratio of the academic staff with respect to the size of the university is at a level comparable to similar universities in Europe. It is divided between full professors (140 equivalents, taking into account the average converted number, which is related to the effective number of hours spent in R&D&I), associate professors (268, idem), assistant professors (663, idem). These figures appear stable over the period under review, except with a slight increase at the associate level (+10,7%). The gender equilibrium is highly dependent on disciplines, but is still low for women at the full professor level (16%), while increasing at the associate (28%) and assistant (45%) levels. As in many other universities, an effort should be made to improve the career of women.</p> <p>The number of post-doctoral students is good (193, with a sharp increase since 2016) while the number of PhD students is stagnating at a relatively high level (1479), particularly in medicine and dentistry, with a balanced equilibrium in gender (respectively 45% and 56%).</p>	

4.2 Support system of R&D&I and measures to stimulate high-quality science	
<i>Evaluate described systemic stimulation measures/tools to promote quality of R&D&I.</i>	
Score [0–5 points]:	5 - Excellent

Qualitative assessment:

Individual assessment of academic staff using IS HAP, on a yearly basis, is a key performance indicator, which is useful to stimulate researchers by providing a transparent measure of all activities, including research. Funding of research teams based on bibliometric data is a key tool to support the most active and established researchers, but perhaps not the emerging ones. Since LCDRO is split among faculties, which, for most of them, do the same with science centres and departments, stimulation measures are not decided at the university level and perhaps even not at the faculty level.

As the majority of resources (60%) arises from calls for proposals, the university has set up a central Project Service to help researchers obtain additional funding. The effectiveness of the system coupled with the quality of research activities, is demonstrated by the very good results at the national level. An additional effort is needed (and anticipated) at the level of European calls for projects. It is a good strategy to further increase research quality linked to national and European priorities.

Interesting specific actions are in place at the central level to support students (Student Grant Competition) and young researchers (Junior Research Program). All domains are considered.

Some stimulating awards also provide recognition for achievements at the university (Rector's award) level and in some faculties such as Faculty of Science and Faculty of Medicine and Dentistry (Dean's award).

4.3 Institutional regulations for the use of institutional support for the LCDRO

Evaluate the strategy for using institutional support for the LCDRO in managing institutionally supported research work and how institutional support was split among individual workplaces/research teams with regard to the quality of the research activity/research teams.

Score [0–5 points]:

3 - Good

Qualitative assessment:

Qualitative assessment:

During the period under review, LCDRO funds have been transferred to each faculty based on their performance and bibliometric data. Then faculties had different approaches to split these funds between the dean level and the department or research centres. The Faculty of Science kept only 2% of LCDRO while the Faculty of Arts kept 40% of these funds. Sts Cyril and Methodius Faculty of Theology and Faculty of Physical Culture also used larger parts of LCDRO to support specific research activities and new teams. The Faculty of Law used LCDRO to support publishing activities such as journals and reviews. One drawback was that LCDRO funds were allocated according to data which were not up to date.

Due to the new 2017+ methodology this drawback will be limited by the use of more recent data (i.e. 2018 data for 2020 budget). But the most challenging issue is about the method used to weight the performance in different fields of research and particularly in the human and social sciences. All the reflections underway are interesting and should be further developed: source of bibliometric data, Article Influence Score, citation impact, and peer review of selected papers.

Whatever the mathematical model will be, the splitting of funds will be correlated to the measured quality (in a transparent process) up to the level of the department or research centre. The issue would then be to have feedback on the use of LCDRO to eventually adapt the model.

4.4 Strategy for the establishing, financing and long-term development and sustainability of research centres and large research infrastructures

Evaluate the described strategy for the sustainability and development of large research infrastructure if the university is the host organisation for such a project. See also described strategy for the sustainability and development of research centre(s) developed in 2007–2015 under the European Structural Funds (Operational Programmes: Research and Development for Innovations, Prague – Competitiveness) and supported during the sustainability period under the National Sustainability Programme, if such a research centre is part of the university.

If this criterion is not relevant for the university to be evaluated, at the end of the evaluation, adjust the rating of this criterion to the average scoring of the other criteria of M4 module.

Score [0–5 points]:

5 - Excellent

Qualitative assessment:

Palacký university hosts 3 Science Centres, RCPTM and CRH (Faculty of Science) and IMTM (Faculty of Medicine and Dentistry), founded with EU structural funds just before the period under review. They benefit from partnerships with hospitals and with another university (IMTM) as well as institutes of the Czech Academy of Science (IMTM and CRH). The Czech National Sustainability Program has supported these centres from 2014 to 2018 (CRH, RCPTM) and 2019 (IMTM). Further support then comes from several national calls but it is interesting to note that the actual funding is equally distributed between LCDRO, national funds and foreign (mainly Europe) ones (ca 30% each) plus technology transfer (10%).

After 10 years, it is obviously a success for the university and the fund providers. The size of these research centres and the quality of their research in areas of great interest need to be underlined,

bringing high visibility in the Czech Republic and abroad. The search for more support from international programs will be a priority for the future. According to SER, Palacký university *“aims to establish a new university research institute CATRIN that will integrate all 3 research centres”*. The scope of this project which intends to favour interdisciplinarity should be designed carefully in a university used to a decentralised management.

4.5 Training system in the area of intellectual property protection and technology transfer

Evaluate the internal system for training undergraduate and postgraduate students and employees in the area of intellectual property protection and technology transfer.

Score [0–5 points]:

4 - Very good

Qualitative assessment:

Science and Technology Park is the entity in charge of IP training and technology transfer. The business development managers of this entity have been trained during 2 years at the national level. A specific course is offered twice a year to new employees and PhD students. Indeed the need for more IP knowledge, or at least awareness, is still necessary in faculties which are not concerned by this subject as much as the Faculty of Science or the Faculty of Medicine and Dentistry for example. This will be useful for all those involved in contract research but also in all aspects of research disclosures.

Interestingly the university has a specific section on the intranet gathering all information on technology transfer. Each employee has access to a manual for technology transfer.

Recommendation 4.1, 4.2, 4.3, 4.4 a 4.5:

- linking research strategy and governance under the authority of a single vice-rector, giving him more financial resources for a global policy concerted with the faculties.
- strengthen the network between highly professionalized central services and local services, ensuring overall efficiency and clarity for staff.
- continue the development of IS HAP, an already efficient tool for management that will strengthen the university's outreach to other universities, as already done.
- use more of LCDRO at the central level, as several faculties are already doing, for targeted incentive actions to be defined in relation to the overall strategy (i.e. strengthening interdisciplinarity).
- ensure the objectives and scope of CATRIN in consultation with all stakeholders to ensure the preservation of the entire academy. The individual faculty research should not be compromised by CATRIN but should overall be enhanced by it.

DOCTORAL STUDIES

4.6 Organisation of doctoral studies

Evaluate the organisation and management of doctoral studies: structure, key statistics, information on promotion and recruitment schemes, external communications concerning doctoral studies, (e.g. cooperation with the Czech Academy of Sciences, cooperation with the application sphere, recruitment abroad, etc.), eventually any other relevant information such as the existence of a doctoral school, basic courses in soft skills, etc.

Score [0–5 points]:

4 - Very good

Qualitative assessment:

Although there is a motivation and there are activities to establish a Doctoral School as a centralised project, doctoral studies at UP remain largely decentralized and in the competence of the individual faculties. Within the faculties, councils for doctoral studies are established at the programme level, based on the Czech legislation and including senior researchers, academicians and external members.

The doctoral programmes have been re-accredited to conform with the rules of the Institutional Accreditation held by Palacký University in the last year of the assessment period (2018). Apart from those in Czech language, many are accredited also in English and some in Italian (Sts. Cyril and Methodius Faculty of Theology), and Russian (Faculty of Education).

While some programmes are being fully implemented at the faculties, many are being carried out in cooperation with partner institutions (e.g. (i) several institutes of the Czech Academy of Sciences, e.g. the Joint laboratory of Optics); (ii) non-profit public organisations, (iii) private companies (*Faculty of Education*) and (iv) hospitals (*Faculty of Medicine & Dentistry, Faculty of Health Sciences*). Students are recruited from all over the world. Recruitments at the faculty level and details differ according to each faculty and programme. Selected topics are based on the choice of the supervisor who suggests the appropriate areas of the research focus. Candidates are chosen in an interview (meeting) prior to acceptance. Means of recruiting more doctoral students to faculties of the Palacký University include the L. J. Fischer scholarship (intended for students in foreign language programmes) and support with the opportunity to publish quality papers in proceedings of international conferences (*Faculty of Law*). PhD students at all faculties are obliged to attend a course on publishing and two of them (*Faculty of Medicine & Dentistry* and *Faculty of Science*) require publication in journals with impact factor. Skills training for doctoral students is organised largely at the faculty level and less at the university level (e.g. STP courses on intellectual property). Currently there are 1 400 doctoral students at UP and 300 PhD programmes (among them at *Faculty of Science* 100, at the *Faculty of Arts* 100, ...). The regular length of doctoral studies is between 3 and 4 years, but the 4 years model is new and starts to prevail. However, the real study time differs among the individual faculties (e.g. at the *Faculty of Science* it is 6 years).

4.7 Internationalisation of doctoral studies

Evaluate the level of internationalisation of doctoral studies based on mentioned particular examples of the international cooperation in doctoral studies, e.g. building open doctoral study programmes for foreign nationals and creating international networks for doctoral studies; care for foreign students coming within the framework of mobility; support and the existence of joint individual doctoral studies as part of international cooperation (e.g. joint degrees), individual contracts (e.g. cotutelle degrees), study visits and research internships abroad, etc.

Score [0–5 points]:

5 - Excellent

Qualitative assessment:

Palacký University Olomouc is highly internationally oriented as (i) many programmes are accredited also in English, in Italian (*Sts. Cyril and Methodius Faculty of Theology*), and in Russian (*Faculty of Education*) and (ii) students are recruited from all over the world.

Recruitment and application for international mobility are facilitated and encouraged with (i) international mobility (e.g. internships abroad) being an obligatory part of the studies where the length differs according to the specific programmes (ii) mobilities supported by Erasmus+ sources and internal sources of faculties; and (iii) the J. L. Fischer Scholarship for the students attending the doctoral programme in non-Czech language. The geographic targeting of mobilities is related to the financial resources and the budgeting of mobility resources is related to the research output of the individual departments and faculties.

Students are stimulated to attend international conferences and symposia by applying for funds in the Student Grant Competition or funds at their respective research faculty or department unit. However, there is a noticeable variability in the level of internationalisation between different units. Institutionalized international cooperation with foreign universities runs also in the form of joint degrees (Montpellier), double degrees (Rome, Bologna, Perugia) and cotutelle regimes, i.e. individual joint supervisions based on individual contracts (particularly at the Faculty of Science; cooperation with Limoges, Maynooth, Milan, Groningen).

4.8 Subsequent careers for doctoral graduates (support conditions)

Evaluate the support conditions for doctoral graduates based on the listed specific measures (e.g. internal subsidy schemes for the further development of new scientists, postdoctoral fellows, active search for opportunities abroad, etc.) and provided representative data about subsequent careers for doctoral graduates. For evaluation, use the data from the appendix of Self-evaluation report (table 4.8.1).

Score [0–5 points]:

3 - Good

Qualitative assessment:

Support for doctoral graduates is provided (i) centrally through the Palacký University projects & programmes and (ii) through programmes of individual faculties.

The university projects & programmes include (i) POST-UP and (ii) POST-UP II projects realized at the beginning of the reporting period (2015), which supported the establishment of new excellent research teams led by junior researchers or postdoctoral fellows; (iii) Mobility Support establishing several foreign postdoctoral positions; (iv) the Junior Research Programme set up towards the end of the assessment period (2018) supports young researchers below 37 to establish new research groups and laboratories.

The individual faculty programmes support doctoral graduates (i) by organizing placement at prestigious foreign universities and (ii) by providing internal grants to support research, publication and creative activities of younger academic staff (e.g. Dean's Grant scheme at *Faculty of Education*).

Examples in Table 4.8.1 demonstrate an excellent level of career success of Palacký University doctoral graduates holding prestigious positions (associate and vice dean at a faculty, head of a research laboratory, an attaché) in the UK, EU, Switzerland, Israel, China.

4.9 Rules for funding doctoral students, including foreign students (stimulation and motivation tools)

Evaluate the described model of university funding for doctoral students (PhD students), including international students, and according to the information provided about personal expenses (grants) and other costs. See also listed specific stimulation and motivation tools of the financial support for doctoral students in addition to their regular grants.

Score [0–5 points]:

4 - Very good

Qualitative assessment:

Olomouc itself is a very student-oriented and student-friendly city. The UP campus is dispersed within the city historical centre.

Apart from the government, scholarships funding for doctoral students is provided (i) centrally through the university projects & programmes and (ii) through different strategies and programmes of individual faculties. The university is redistributing the governmental subsidy for doctoral students to the faculty level. A single PhD stipend is about 635 EUR/month and tries to orientate itself to the regular minimum wage minimum wage in the Czech Republic.

University projects & programmes provide funding through (i) the Student Grant Competition of Palacký University (IGA) for high quality doctoral students research; (ii) the J. L. Fischer Scholarship for the students attending the doctoral programme in foreign language; (iii) Erasmus + project.

Strategies and programmes of individual Faculties: Doctoral students can be funded by the means of (i) Dean's awards for students' scientific publications, education and popular scientific texts; (ii) scholarships from the research projects of their advisors; (iii) partial employment in research projects; (iv) employment at hospital departments in order to gain access to the patient data as part of the research project (Faculty of Medicine & Dentistry); (v) minimum net monthly income (*Faculty*

of Science – starting from the second year of study); (vi) special grant for doctoral students, who manage to graduate in less than the standard study (*Faculty of Arts*).

Recommendation 4.6, 4.7, 4.8 a 4.9:

- increase activities to establish a UP doctoral school as a centralised institution with a reasonable bottom-up approach as there is a wide and rich variety among the academic fields and disciplines.
- implement a survey of the professional insertion of PhD holders, at the level of the future doctoral school.
- strengthen and deepen the alumni agenda and activities.
- clarify and formalize the role of councils for doctoral studies at the university & faculty levels.
- maintain a high international orientation while creating international networks for doctoral studies in various forms (cotutelle as an example of good practice).
- extend the commendable practice of international mobility as an obligatory part of the doctoral studies.
- look for more internal and particularly external sources for the support of doctoral students and doctoral activities.
- maintain & put more emphasis also on the interdisciplinary nature of doctoral studies.

NATIONAL AND INTERNATIONAL COOPERATION AND MOBILITY IN R&D&I

4.10 Significant cooperation in R&D&I at the national level

Evaluate specific examples of cooperation in terms of progressive R&D&I trends at the national level.

Score [0–5 points]:

4 - Very good

Qualitative assessment:

Among the 5 examples provided 3 concern the Faculty of Sciences and 2 the Faculty of Medicine and Dentistry. These cooperations exist either within the framework of a laboratory bringing together researchers from the university and other organizations, mainly from the Academy of Sciences, or within the framework of a cluster or a national infrastructure.

The internationally recognized Joint Laboratory of Optics has long brought together the Institute of Physics of the Czech Academy of Science and the university on fundamental and applied topics. It is also closely connected with RCPTM (<http://jointlab.upol.cz/en>).

The Centre of Region Hana for biotechnological and agricultural research is based on collaboration with the Institute of Experimental Botany of the Czech Academy of Sciences in Olomouc and the Crop Research Institute. It is a regional branch of the European Federation of Biotechnology. In cooperation with the European Federation of Biotechnology, and organizes every two years the Green for Good conference on plant biotechnology (cr-hana.eu/en).

An example of pooling at the national level is Czech-Bioimaging, which brings together imaging technologies and expertise made available in open access to researchers from Palacký University (IMTM), Charles University, Masaryk University, BioCeV and CEITEC centers and 5 institutes of the Czech Academy of Sciences. This infrastructure is included in the Roadmap of Large Infrastructures for Research, Experimental Development and Innovation of the Czech Republic for the years 2016-2022 (<https://www.czech-bioimaging.cz>).

In addition, two clusters involving Palacký University are presented: the Czech Optical Cluster (<https://www.optickyklastr.cz/en>) to support the development of the optical industry and the MedChemBio cluster (<https://medchembio.org>) to support medicinal chemistry and chemical biology. The first, founded in 2017, brings together 26 members, both academic and industrial, and the second 21 members on the same principle. All these examples of partnerships illustrate the university's long-standing influence in the field of optics, as well as in biotechnology and medicinal chemistry.

Outside of the above cooperations in R&D&I, all faculties show a growing environment of national cooperation both within and outside academia with scores associated with these such activities ranging from average through to excellent.

4.11 Significant cooperation in R&D&I at the international level

Evaluate specific examples of cooperation in terms of progressive R&D&I trends at the international level.

Score [0–5 points]:

5 - Excellent

Qualitative assessment:

This shows a considerable demonstrable involvement in numerous collaborations with universities and research teams from around the world. From the examples given there are clear areas of excellence within a number of faculties. However further information could have been included to further support the faculties and university's position including the number of active members of staff involved within the specific examples given, what funding has been secured in the last 3 years or so against these areas, the number of Q1 and Q2 publications these have generated, and some indication of impact outside of academia. When considering across the university all faculties scored between Good and Excellent for R&D&I at international level, and were able to demonstrate areas of effective and valuable working in collaboration with a wide range of international research groups. All faculties were able to demonstrate collaborations in the form of journal editorial boards, memberships to professional societies, and invited lectures at foreign institutions and international conferences, with some demonstrating presentation of keynote talks and fellowships in learned societies.

4.12 Mobility of academic staff and researchers (including segmental and intersegmental mobility)

Evaluate the mobility of academic staff and researchers, including the mobilities of doctoral students and academic staff in connection with R&D&I (strategy, system, and policies), evaluate benefits of described specific examples. Evaluate also any barriers to the mobility of academic staff and researchers.

Score [0–5 points]:

4 - Very good

Qualitative assessment:

The university has actively supported internationalisation of educational and scholarly research environments, as well as the international mobility of its students, academic and research workers, with particular examples of engagement within Erasmus+ Programmes, Horizon 2020, Operational Programmes OPVTV, schemes such as bilateral agreements, CEEPUS, Visegrad Fund, UP scholarship programmes, and UP Fulbright Chair. With a policy to support one-week traineeships and a maximum of two mobilities per person per academic year. In addition the central and faculty international offices provide appropriate support for incoming academics and researchers. Further information that would have been useful included; the proportion of staff have taken up these opportunities, the number of Fischer Scholarship doctoral students that have been supported. When considering across the University 7 of the 8 Faculties scores either Very Good or Excellent.

4.13 Internationalisation of the internal environment

Evaluate the internationalisation of the internal environment of the university in relation to R&D&I and to European standards. Evaluate the described tools to meet the objectives of internationalisation and how they are implemented.

Score [0–5 points]:

4 - Very good

Qualitative assessment:

The university shows clear evidence of actively supporting internationalisation of educational and research environments, as well as the international mobility of students, academics and researchers. Of particular note in 2019, the University hosted 4 497 international students from 108 countries. Further information with would have been useful in this evaluation includes the number of international guest lecturers and researchers the University has received, what growth has been seen in the last 3 to 10 years in these areas, or at least in the period under review, details of the

“prioritized” areas which have been increasing does this support all faculties or only prioritise previous successes?

Recommendation 4.10, 4.11, 4.12 a 4.13:

- keep supporting ongoing programs. There is some fantastic work going across the university.
- further develop the environment of national and international cooperation both within and outside academia in particular in the faculties that achieved scores of Average to Good. This will help develop these areas further to bring these in line with the excellent work going on in other Faculties.

HUMAN RESOURCES AND CAREERS IN R&D&I

4.14 System for career growth for academic staff and researchers

Evaluate the system for career growth for academic staff and researchers. See presented information on long-term placements for the academic staff abroad, and for foreign academics at the evaluated university (i.e. sabbaticals, whether there are particular regulations or a support system); consider also the information on international academics selection procedures; regulations for career growth; mentoring (if any); the transparent distribution of institutional Full Time Equivalents (FTE's); position on successive contracts and senior academic posts; arrangements for staff return after placements at external workplaces, including abroad; and any other presented information. Consider the information from provided link to any career regulations or similar document (if any).

Score [0–5 points]:

4 - Very good

Qualitative assessment:

Palacký university acknowledges that research centres have their own system for career growth and that a university global system is actually designed and built. This reflects the high level of decentralisation of the university within the framework of national regulations. The implementation of a global system is linked to the application to get a HRS4R award hereby aligning the human resources policies of the university to the 40 principles of the Charter & Code of the European Commission. This process is underway.

The career development of academic staff thus depends on the wishes expressed by the departments or research centres, depending on the qualification and records of a given employee, which are then discussed at faculty level as far as the means available are concerned. This system allows the qualitative rebalancing of human resources within a faculty. As a consequence, distribution of FTEs, both on a qualitative and quantitative level, in the university reflects the policy and development of each faculty.

Palacký university has a central support system for staff mobility and provides information on possible grants (Erasmus+, Fulbright, DAAD, AKTION, CEEPUS, ...). Over a period of 5 years, 890 academic staff and 200 non-academic staff have benefited from the Erasmus+ program (from the web page dedicated to employment at the university: pracuj.upol.cz/en). Furthermore getting an experience abroad is compulsory in some faculties to be promoted.

The distribution of full, associate and assistant professors shows that 3 faculties (Science, Medicine & Dentistry and Arts) gather a large part of the academic staff (81% of full professors, 65,8% of associate professors and 62,4% of assistant professors). This seems to be in agreement with the size, quality of research and seniority of these faculties, the Faculty of Science having the highest relative part of full and associate professors among the academic staff together with the highest number of researchers (data obtained upon request).

4.15 Evaluation system of academic staff and researchers and filling key positions in R&D&I

Evaluate the evaluation system of academic staff and researchers (the basic rules and principles for internal evaluation) and the rules for filling senior positions in relation to R&D&I.

Score [0–5 points]:

4 - Very good

Qualitative assessment:

The design of a mathematical model for academic staff performance assessment goes back to 2006 at the university. After pilot testing and development, this tool, IS HAP, has been used by the Faculty of Science since 2012 and in all faculties since 2016 (and now in 5 other Czech universities). IS HAP is used to evaluate pedagogical and administrative activities as well as research and development outputs. This web based application, accessible through the Internet, easily interfaced, appears easy to use, both for academic staff members and university leaders. A linguistic fuzzy expert system is used to give a comprehensible aggregated evaluation. This tool appears to be very efficient in many areas but still difficult to apply in human and social sciences. The design of specific criteria in this case is still ongoing with the help of a committee for quality.

The rules for filling associate and full professor positions are detailed in the “Code of Procedures to Grant Associate and Full Professorships at UP” (2017). Associate professorship is granted by the rector upon a proposal from the scholarly board of the faculty after evaluation by an Associate Professorship Board proposed by the dean of the faculty. The application is initially filed with the dean which has been accredited to grant associate professorships in the respective field. Full professorships can be initiated in different ways: by the candidate, by the dean of the faculty, by the rector or by the Scholarly Board. A similar process is followed, including a lecture on a specific subject and 2 letters of recommendation, but an approval by the Scholarly Board of the university is required before asking the ministry for a final decision.

Both processes comply with the requirements of quality and transparency of promotions.

The rules for filling senior positions (Constitution of Palacký University Olomouc, 2017, established according to Higher Education Act No. 111/1998 Sb.) are based on elections (Academic Senate) or appointments (Scholarly Board, Internal Assessment Board, vice-rectors) by the rector eventually based on proposals by the Academic Senate or by the Scholarly Board (in the case of the Internal Assessment Board. The composition of each board reflects the diversity of the university.

4.16 Recruitment system for academic staff and researchers from the external environment

Evaluate the described recruitment system for academic staff from the external environment, especially from other countries.

Score [0–5 points]:

4 - Very good

Qualitative assessment:

The internal procedure to recruit academic staff ("Academic staff recruitment at Palacký University", 2017) apply to all candidates. The open positions are published (Czech and normally English, although only positions in Czech language were opened in December 2020) on the website (pracuj.upol.cz).

Other publications on THEunijobs (no offer, 12/2020) and EURAXESS (2 post-doctoral positions offered, 4/12/2020) are also done (source: websites).

The wide use of the English language for research (and also to some extent for teaching) at the university is a good environment to attract foreign researchers. The university provides information about life conditions in the city of Olomouc such as a guide to foreign employees and an online document on "Rights and obligations of foreigners related to the establishment of employment or a work agreement at the Palacký University in Olomouc".

4.17 Human resources structure

Evaluate the current situation, age structure and development trend for the staff contributing to R&D&I, and their structure by job classification and gender in the 2014–2018 reporting period (see also tables 4.17.1 and 4.17.2 of Self-evaluation report), including workers who are foreign nationals (apart from Slovak nationals) contributing to the university's R&D&I (see also table 4.17.3 of Self-evaluation report). Within the evaluation, consider holding an HR Award, or whether the university aims to receive such Award.

Score [0–5 points]:

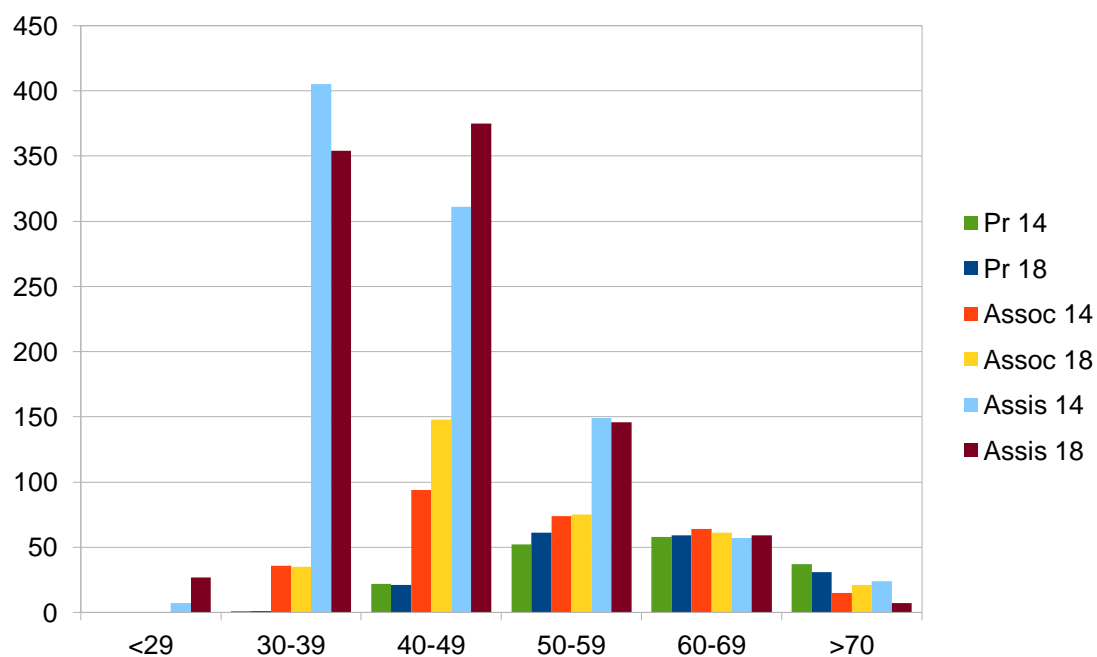
4 - Very good

Qualitative assessment:

The overall number of full professors (ca 140, average converted number) remained stable over the reference period, as did the number of assistant professors (663), while the number of associate professors increased by 10.6% (268, Table 4.1.2). The overall age distribution reflects a relatively positive situation with a majority of jobs held by those under 50 years of age. However the figures show that it is difficult to get a full professorship before the age of 50, which could be problematic for a university wishing to retain its best young talents. The analysis by age group shows a relative stability between 2014 and 2018 (see figure below) except for assistant professors with a decrease (-51, -12.6%) for under 40 year old and an increase under 50 (+64, +20.5%). This may be understood as less recruitment and ageing of this category. However the number of associate professors under 50 has sharply increased (+54, +57,8%) and this reflects a qualitative increase that should be highlighted.

The global gender distribution (Table 4.17.1) shows that no woman has reached in 2014 full professorship under the age of 50 and that women represented only 17% of full professors above 50. The situation has slightly improved in 2018 with 3 women as full professors below 50 but still with a low 16% above. The global ratio for associate professors is higher and rather stable (31%) while more women are appointed at the assistant professor level (46,4%, 2014; 47,8%, 2018). This reflects a rather common situation in universities and more efforts have to be done to support women, perhaps not during the recruitment process, but after, during the first part of the career. This global picture needs to be analysed by faculty since large differences are observed.

The university has started the first steps to get the European HR Excellence in Research award and this positive move will help to promote jobs at Palacký University.



4.18 Gender equality measures

Evaluate any arrangements of the university concerning the implementation of gender equality. Within evaluation consider benefits of these arrangements in the career path, the recruitment process, the filling of senior positions (including gender equality in senior positions; see tables 4.18.1 and 4.18.2 of Self-evaluation report), in nominations to professional bodies, the evaluation system and remuneration. Consider also measures to harmonise family life and work for researchers (flexible working hours, flexible forms of work, management of maternity / parental leave, facilitating child care and care for family members, age management in relation to gender) and measures to eliminate negative behaviour in the workplace such as mobbing or sexual harassment.

Score [0–5 points]:

3 - Good

Qualitative assessment:

The distribution of women in the faculties is close to that found in most of similar faculties at other universities. The Faculty of Science has the lowest ratio (18%) and the Faculty of Education the highest (61.4%, UP 2020 data for full, associate and assistant professors). The ratio is relatively balanced in Medicine & Dentistry (41.1%), Arts (45.3%) and Law (43.8%) but with a higher share of women in the lower levels in each case (additional data obtained upon request).

With regard to senior positions, parity is not reached at the level of Vice-Presidents (2 out of 7 women in 2018), the Academic Senate (10 out of 24), the Academic Board (10 out of 47) and the Board of Governors (3 out of 15). There are no incentive regulations to improve these ratios and no change is observed during the period under review.

Palacký university has implemented a set of tools to help academic staff such as flexible working hours and cooperation with nursery and primary schools. These actions are positive for all employees having young children.

An ethical committee is implemented to treat violations to the code of conduct for employees. The issue of negative misconduct and particularly of sexual harassment is treated in a relevant paragraph. However this code is only accessible in Czech language.

Recommendation 4.14, 4.15, 4.16, 4.17 a 4.18:

- complete the implementation of a global university system for career growth.
- continue the process to get the HR award.
- strive to improve IS HAP, an already powerful tool, particularly, but not only, with respect to human and social sciences.
- manage to identify and retain promising young researchers, hereby keeping a lower average age at the associate or full professor level.
- improve the gender equilibrium in senior positions.
- take appropriate measures to increase the gender equilibrium for higher positions (full professorship, associate professorship) in the future taking into account the actual situation at assistant or associate level.
- consider the issue of sexual harassment to bring more information (and training) to employees.

FUNDING FOR R&D&I

4.19 Structure of funding for R&D&I

Evaluate the portfolio of financial sources of the university in comparison with any other research organisations. Comment whether you consider the funds from public and non-public sources in individual financial categories sufficient. Evaluate the listed projects considered the most important from the perspective of the evaluated unit, and decide whether they represent high-quality and top-notch research and development. Within the evaluation use also data in tables 4.19.2, 4.19.3 and 4.19.4 in the appendix of Self-evaluation report.

Score [0–5 points]:

4 - Very good

Qualitative assessment:

The structure of funding for R&D&I of the University deals with the amount of financing and its funding sources. The present structure and the distribution of funding is the result of the global strategy of the University. The total amount of financing within the period of 2014 to 2018 was about 347 million euros and the number of institutions that gave support to these funding was 39. This number indicates a large variety of contacts with different types of institutions.

From the total amount of financing, about 50% was from Czech institutions and the remaining financing was supported by international institutions, specifically by European Commission programs. The distribution over 5 years of evaluation shows about the same values for 2014 and 2015, a decrease in 2016 and an increase in the last two years of evaluation. But in 2018 the financing was 134% of the one in 2014.

A point on the self-evaluation with some lack of quantitative evidence is “the portfolio of financial sources of the university in comparison with any other research organisations”. However, a comprehensive development and better understanding of the Palacký University’s framework funding is demonstrated in the annex “Institutional evaluation program-Palacký University Olomouc-self-evaluation report”, specifically, in the chapter, “Funding” (p. 8 -11).

The self evaluation report shows a predominance of basic research shaped by a “blind” assessment based on quantitative values shown in table 4.19.1. For 5 years under review the component of basic research is over 71%, 28% for applied research and below 1% for experimental development and innovation. The note under the table 4.19.1 and the explanation of the Vice-Rector for Strategy of Science and Research, during the presentation, support these distributions according to the formal definition of the Czech Act No 130/2002 as the principal document defining the support for R&D in the Czech Republic.

Regardless of the previous distribution R&D&I funding structure shown in tables 4.19.2; 4.19.3; 4.19.4, it is possible to take note of the initiative of leading projects alongside the permanent interaction in partnerships. Thus, the tables mention that, 25 projects are supported by a provider from another country (2,4 M€) of which, 14 projects as “the beneficiary” (about 71%, over 1,7 million euros). The majority is supported by the European Commission, amounting to 84% of the income (1,4 M€).

As another participant, the involvement was on 11 projects, about 29% of the total income revenue mentioned above (0,7 M€). From those 11 projects, 7 of them are supported by the European Commission which represents about 88 % of the finance revenue (0,609 M€), in collaboration with other universities. An Erasmus+ strategic partnership in special education sums 9%.

There is a wide numeric component of the item “Projects supported by a provider from the Czech Republic”. The total number of projects are 612 (418 as the beneficiary and 164 as another participant). The total of the financial income was over 171 M€ of which over 155 M€, or about 90%, as the beneficiary and over 15 M€ as another participant. Within the group as the beneficiary, 7 projects had 5 years of constant financing and within the group of another participant, 4 projects had 5 years of constant financing.

However, the table shows that within the group as the beneficiary, 13 projects had no financing at all during the 5 years and within the group of another participant, 11 projects had no financing at all during the period of evaluation. Out of a total of 612 projects, 24 without funding may depend only on ongoing projects that have not yet received funding. This fact was taken into account and clarified during the dialogue with the Vice Rector for Strategy of Science and Research.

4.20 Support for obtaining foreign research projects (including the strategy for obtaining prestigious foreign funding for R&D&I)

Evaluate the strategy, tools and established support system of the evaluated university for obtaining foreign research projects, e.g. arrangements for administrative support, project counselling, management of information on R&D&I, organising project management, the existence of auxiliary funding (internal subsidies) to help produce quality applications, etc.

Score [0–5 points]:

5 - Excellent

Qualitative assessment:

All the operational support of the strategy is based on the work of a central unit, the University Project Service (PSUP). This service is responsible for organising project management, acting as an information and an advice centre that provides consultancy and assistance services to project promoters as well as administrative and financial management of projects under development. The PSUP works in network with the Czech National Information Network for Framework Programmes EU and is also established as the Regional Contact Organisation for Central Moravia. It should be mentioned however that the Faculty of Science as well as the Faculty of Physical Culture have their own Project Management Services.

In addition to the previous dissemination work, the effective link with each project is materialized by the fact that many of the PSUP project managers are also members of the team itself, so performing directly the administrative and financial management during the project implementation phase.

In parallel but apart, the University's International Relations Office is the coordinator of the Erasmus+ programme and other programmes that facilitate academic exchanges with universities in other countries. This is not directly a "Support for obtaining foreign research projects" situation but the influence that exchange programmes have on future interactions leading to inter-university projects is known.

The reference to the Science and Technology Park is not so clear on its role in "Support for obtaining foreign research projects", but this office may bring insights into the proposals about technology transfer and protection of intellectual property.

Recommendation 4.19 a 4.20:

- relieve researchers of administrative tasks by maintaining the members of PSUP in a project during the whole time of management.
- consider the possibility to have less imbalance between the percentages of “basic research”, “applied research” and “experimental development and innovation”.
- take advantage of having projects financed by the European Commission and strengthen this line of development.

FORMATIVE EVALUATION OF R&D&I AND THE START-UP STRATEGY (WITH POTENTIAL FOR APPLICATION)

4.21 Internal and external system for evaluating research units (groups, teams, departments, institutes)

Evaluate the described system for the internal and external evaluation of research units / research teams / groups / departments / university institutes.

Score [0–5 points]:

4 - Very good

Qualitative assessment:

The evaluation has a direct impact on the funding of the University. A detailed description of the type of university funding and its relation with the evaluation is found in the EUA-IEP self-evaluation report (2018, page 8 et seq.). The described rules of the Ministry of Education, Youth and Sports of the Czech Republic, establish that in addition to the fixed components, there are indicators related to evaluation, in particular with “the university performance with a focus on the results of educational and creative activities” and the “Research organization development”. To develop the science administration the University appoints 2 Vice-rectors for the management of science and research, however, the document referred above clarifies: “A disadvantage complicating the management of science and research is the inconsistent agenda of Vice-rectors at the faculties, given in particular by the size of the faculties and the arrangement of the agenda of the Vice-deans.”

The above-mentioned document sets out as a priority that funding for science and research is one of the key roles in the development of university research. To this end, by 2018, the bibliometric assessment (the relationship between the output and score and finances) were used.

Within this framework of references the University of Palacký organises internal and external evaluations.

The internal system for evaluating faculties is based on a pyramidal process which depends from the sum of the staff individual evaluations This is based on the “information system for academic staff performance evaluation” (IS HAP). IS HAP is the basis of a management tool for the Directors of Departments and Faculties. Each year the outputs of IS HAP are discussed between each Faculty and the Rector. The decision of the implementation of IS HAP was in 2016 and has been generalised throughout the University since 2017. This generalisation was preceded by two evaluation prototypes, one at the Faculty of Health Sciences, the other at the Faculty of Physical Culture. The program methodology of the institutional evaluation is clearly detailed in a SER annex file. However, it does not seem clear how the transfer between the evaluation of the individual evolution of each staff member and the objectives and results of the evolution of each department / faculty is carried out.

The external system for evaluation of Palacký University was recurrently developed by the European University Association (EUA). The last evaluation was performed in 2017/2018. Considering that the current evaluation period also ends in 2018, it is natural that the conclusions have not yet been transferred to the work currently under examination.

The external system evaluating the Science Centres relies on the National Sustainability Programmes (NSP) in accordance with their own regulations. Two Science Centres linked with the Faculty of Science were evaluated: the RCPTM (Regional Centre of Advanced Technologies and Materials, research on products and technologies related to medical, industrial and environmental practice); the CRH (Centre of the Region Haná for Biotechnological and Agricultural Research, plant research and plant biotechnology). The Science Centre linked with the Faculty of Medicine and Dentistry, was also evaluated: IMTM (Institute of molecular and translational medicine).

4.22 Conditions for setting up new teams and introducing new research topics (start-up strategy)

Evaluate the university strategy for setting up new research teams (including international teams), support for their work at the university (sharing instruments, laboratories and information equipment for R&D&I) and the policy for ensuring conditions for the creation of new high-quality research focuses/topics, especially with the potential for application.

Score [0–5 points]:

3 - Good

Qualitative assessment:

With a future-oriented strategy for research and development, Palacký University has a specific programme (Junior Research Programme) which funds young researchers, for 3 years, in order to create new working groups and laboratories. This Programme deserves to be praised because it prepares the future of the University in a comprehensive way. It encourages not only its own young promising researchers but also new members coming from outside the university. In this way the University is creating the conditions to have research groups with a strong international development model.

Support for new research and development teams has all the conditions for future success, since it is planned that the management of the faculties together with the central support unit (Project Service, PSUP) will stimulate and support applications for internal programmes, such as the aforementioned Junior research or external programmes (namely the Czech Science Foundation) providing support for the administration and preparation of projects.

It follows that the Project Service PSUP also has the capacity to support groups of excellence of the highest level that need to prepare very specialised applications in the framework of international programmes of the highest level of demand.

4.23 External advisory bodies for R&D&I, independent feedback for R&D&I

Evaluate the external advisory body of the evaluated university for R&D&I, e.g. an international scientific council.

Score [0–5 points]:

3 - Good

Qualitative assessment:

Palacký University has a scientific council and each Faculty has its own scientific council but (in 2018) the international scientific council for the University was not yet established. The reason for this is related to the "Statute of the University" which will be specifically adapted for this purpose. However, the process had already started and it is even mentioned that the scientists suggested for this international scientific council had already accepted the nomination.

It should be noted that Science Centres have external scientific bodies to advise on R&D&I. This external evaluation system was listed in 4.21 and the designations are differentiated but fulfill the equivalent functions of an "international scientific council": "Scientific Board" at RCPTM (Regional Centre of Advanced Technologies and Materials); "International Advisory Board" at CRH (Centre of the Region Haná for Biotechnological and Agricultural Research); "Science Advisory Board" at IMTM, (Institute of molecular and translational medicine).

The absence (in 2018) of an "international scientific council" did not prevent the absence of international evaluations on its own initiative.

The following international evaluations should be noted:

- European Conference of Rectors (CRE) - Institutional Evaluation Programme in 1998/1999.
- European University Association, Institutional Evaluation Program (EUA-IEP). The evaluation was carried out between 1 September 2017 and 31 August 2018. The conclusions focus on strategic management and also on the quality of the activities of the institution evaluated. This institutional evaluation was carried out with special attention to Research Management and the use of Research Results. The process consisted of: a) presentation of a self-evaluation report (February 2018); b) report complemented by two on-site visits of the evaluators' team members; c) "After the comments were resolved an official evaluation report was submitted to the Rector in August 2018"; d) A progress report on the implementation of the evaluation results and the recommendations of the evaluators' team was subsequently prepared; e) The progress report was fully accepted by the European University Association in December 2019.

Palacký University follows its position in international rankings. It is easily demonstrated that it is in the top group of universities in the Czech Republic.

The summit: "Times Higher Education (THE): Research Excellence: New Europe - Building a Hub for World-class Research", held at Palacký University (2018) highlights the strategy of placing itself in a position of constant international improvement.

Recommendation 4.21, 4.22 a 4.23:

- develop teams/research centres evaluation (on a pluri-annual basis) to supplement the efficient annual individual evaluation and to anticipate MSMT evaluation.
- promote the development of University Project Service (PSUP) in order to support all kinds of research projects.
- strive to keep attractiveness toward promising young researchers such as with the Junior Research program.
- consider impacts on the environment and welfare of people in the quality assurance process managed by the quality committee.
- emphasize the whole process resulting from the European University Association assessment.

RESEARCH INFRASTRUCTURE

4.24 System for acquiring and renewing instruments and equipment for R&D&I

Evaluate the described system for acquiring / optimising the acquisition of expensive instruments and equipment and the renewal of older expensive instruments. See also the data from the appendix of Self-evaluation report (table 4.24.1).

Score [0–5 points]:

4 - Very good

Qualitative assessment:

Acquisition of renewal of equipment for research, development, and innovation remains in the domain of individual faculties and research centres. Contributions to the property reproduction fund (FRIM) are determined by the depreciation costs of the equipment. This does not apply if the equipment is funded through external grants. Substantially higher expenditure in the years 2014-2015 (table 4.24.1) can be related to the availability of EU structural funds during the financial perspective 2007-2013. This source of funding may be presently more difficult to access due to the need to provide a matching financial contribution from other sources.

4.25 System for sharing instruments and equipment for R&D&I

Evaluate the internal organisation of research infrastructure (technologies, expensive instruments and instrument sets). Consider also the described system for sharing (including sharing with external research organisations) expensive instruments and instrument sets, i.e. core facilities and the sharing of instruments and instrument sets.

Score [0–5 points]:

3 - Good

Qualitative assessment:

Scientific instruments and equipment are managed by individual units such as faculties, research centres and departments. Sharing schemes are created according to the identified cross-departmental needs or cooperation with external organisations. The university is a member of several research infrastructures. Given that the needs of the academic community vary substantially between different fields of research, the decision to leave management of scientific instruments and equipment in the hands of individual units is justified. The need for core infrastructures depends heavily on the field of research and in many fields it is not a prerequisite to produce cutting-edge research results.

Recommendation 4.24 a 4.25:

- encourage university staff to look for external sources to fund equipment purchases, e.g. EU Framework Programmes.
- continue the bottom-up approach to decisions regarding equipment purchase which warrants that the actual needs of the research community are met.

GOOD PRACTICE IN R&D&I

4.26 Internal regulations and measures for maintaining good practice in R&D&I (e.g. Code of Conduct for Research Integrity, ethical issues)	
<i>Evaluate how the compliance with the ethical aspects of R&D&I is overseen by the evaluated unit and consider presented description of the system, eventually also authentic documentation if provided by the university. Evaluate in connection with the European Code of Conduct for Research Integrity.</i>	
Score [0–5 points]:	3 - Good
Qualitative assessment: <p>The Code of Conduct for the employees and students of the University, only available in Czech language, follows the template document approved by the 5th conference of the Council of Higher Education Institutions of the Czech Republic and is compatible with the Code of ethics of researchers of the Czech Academy of Sciences which was formulated with the help of several international related documents including the European Code of Conduct for Research Integrity. Alleged violations of the Code of Conduct are brought to the Ethical Committee which includes one member from each Faculty designated by the respective Dean and additionally two student members in cases involving students. The student members of the Ethical Committee are appointed by the Rector of Palacky University on the proposal of the student members of Academic Senate via the student vice-Chairperson of the Academic senate (Academic senate has the Chairperson and the 1st vice-Chairperson from academic members and the 2nd vice-Chairperson from student members).</p>	

4.27 Open Access strategy for information from R&D&I	
<i>Evaluate the described institutional strategy of the university for Open Science 2.0/Open Access, including, e.g. the operation of an institutional repository or other mentioned tools.</i>	
Score [0–5 points]:	5 - Excellent
Qualitative assessment: <p>The University has a well thought out strategy for open access and open science activities. The university has in place several systems for online information management, such as OBD and STAG. The process of establishing internal data management policies has been initiated in 2020.</p>	

4.28 Data Management strategy for research data

Evaluate the policy for managing research data, consider how data is collected, made accessible and shared; intellectual property protection; personal data ethics and protection; archiving; backup; risk management; responsibility for datasets; quality assurance, etc.

Score [0–5 points]:

4 - Very good

Qualitative assessment:

The process of creating an internal research data management policy is ongoing. Rules for protecting personal data were introduced in accordance with in accordance with Regulation (EU) 2016/679 of the European Parliament and the Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data and repealing Directive 95/46 / EC (General Data Protection Regulation).

Recommendation 4.26, 4.27 a 4.28:

- prepare an English version of the University Code of Conduct to make it accessible to international students and researchers associated with the University.
- give safeguards to academic staff against exploitation by publishers that are behind these activities in the context of present proliferation of predatory journals.
- keep the researchers aware that the required fees should offer value for money when considering open access publications.
- provide data management protocols which may substantially depend on the field of research, when it comes to the data volumes (that can be huge in e.g. genomics), considering their usefulness to external users.

MODULE 5 STRATEGY AND POLICIES

R&D&I MISSION AND VISION

5.1 The evaluated institution's R&D&I mission and vision

Evaluate the vision and general mission for R&D&I (in the context of its education function and the strategy for university education under state policy or the relevant ministry, and comparing the mission as defined with the actual situation). Consider also supplemented links to the strategic plan for teaching, scientific, research, development and innovation, artistic or other creative activity, and any update of this plan.

Score [0–5 points]:

5 - Excellent

Qualitative assessment:

As stated in the 2016-2020 strategic plan, Palacký University has the vision to be a leading university in the field of research, with a permanent position among the three most important universities in the Czech Republic and among the top five hundred universities in the world. This statement is in agreement with the actual situation of the university as observed in several rankings (ranked 501-600 in the 2020 ARWU ranking, 2nd university of the country after Charles university).

The mission statement for research calls for excellence in research and a powerful application (IS HAP) has been developed to monitor the research activity of individual academic staff. Interdisciplinarity is also put forward but still some progress can be made in this domain. The development of an international environment for research is also an important mission for UP which already has several research teams at the top level offering a good opportunity to increase European and international collaborations.

UP's mission to increase knowledge transfer, supported by the Science and Technology Park, concerns mainly science and medicine at the level of patents and licenses but other areas (arts, physical culture, health) are also concerned with contract research and with applications for a large public. UP is very active in the field of events, spiritual and social life as well as communication to society.

Finally, developing high-quality doctoral studies is also considered by UP as an important mission, an area where some improvements can be made in terms of coordination (doctoral school).

These mission statements are in agreement with the strategic plan ending in 2020 and with the actual situation of UP in the Czech and European landscape.

Recommendation 5.1:

- excellence in basic and applied research must stay at the highest priority since high quality PhDs and international outreach are logical consequences.
- interdisciplinarity must be encouraged in such a comprehensive university to increase its capacity to handle all aspects of actual and future issues in many areas.

R&D&I OBJECTIVES AND STRATEGIES

5.2 Research objectives and strategies before the next evaluation	
<i>Evaluate the research strategy and objectives (e.g. specificity, feasibility, the international context of the strategic plan for teaching, scientific, research, development and innovation, artistic or other creative activity, and any update of this plan). See also, how the society and the market's needs have been identified.</i>	
Score [0–5 points]:	4 - Very good
<p>Qualitative assessment:</p> <p>6 targets are proposed by Palacký University. It should be emphasized that the very decentralised organisation of the university leaves to the central level the ability to define main orientations but that the implementation of the policy stays at the level of faculty and sometimes at the level of a department. As a consequence LCDRO funds are transferred to faculties and institutes, according to a transparent evaluation process, with a few percent kept at the central level for university programmes (i.e. Junior research grants). This organisation has been successful to develop research excellence but suffers from drawbacks when interdisciplinarity is put forward. The 6 targets are:</p> <p>(i) supporting excellent research teams: taking into consideration that the main part of funding comes from grant money (about 60%) support to prepare proposals has been accurately implemented by the university with a Project Service. This service is used by all faculties although some have their own added service to help researchers. Palacký University has been very successful in getting proposals approved in the period under review with a positive shift.</p> <p>(ii) interdisciplinary research: a comprehensive university like Palacký University has many opportunities to strengthen collaborations between research teams or centres. Actually the Faculty of Medicine and Dentistry occupies a main position in this respect with internal collaboration with almost all faculties where health problems are studied under different perspectives. Following a recommendation from EUA-IEP to increase interdisciplinarity, Palacký University is working on establishing a new research centre called CATRIN, which is planned to be formed from the present centres separated from the Faculty of Science (RCPTM, CRH, and from the Faculty of Medicine and Dentistry, IMTM). Many questions still remain about this intention. First it is setting up the clear rules for the separation from the faculties. Whatever the outcome will be, the university needs to think about establishing open processes to encourage interdisciplinary for all faculties.</p> <p>(iii) international environment: several areas of Palacký University do have strong interaction with the European and international research community, including participations to boards, lectures abroad and invited lecturers. The need to be more active with respect to extra national funds (i.e. Europe) and to attract more foreign students at all levels is a main concern for the university. The recent membership in the AURORA association, which is focused on sustainable development, is an interesting step in this regard. The implementation of a branch in Erbil (Kurdistan, Irak) is more dealing with teaching and training but may bring young researchers to Olomouc. Overall the use of English language in many programmes and documents is an appropriate context for such developments.</p> <p>(iv) mutual cooperation between the academic and application sphere: although contract research is not so developed in the Czech Republic, Palacký University has managed to have such applied research connections including outside the most obvious areas (science and medicine). This is the case for example of the Faculty of Arts and the Faculty of Physical Culture. The contracts are not providing large funds but they are important to weave strong links with many local partners. The Science and Technology Park provides support for technology transfer and intellectual property. However establishment of spin-off companies is rare and the university is considering to create a limited company to support this process.</p> <p>(v) open science policy (open access, open data): several systems for online information</p>	

management, such as OBD and STAG are in place. The process of establishing internal data management policies has been initiated in 2020. Participation in the International Open Access Week occurred in 2019.

(vi) quality of doctoral studies: Palacký University is considering implementing a doctoral school which will offer different services to PhD students (a common platform to share best practices, courses related to soft skills, facilitating student mobility, ...). This may favour cross-linking and collaboration between students and teams. Surveys will be conducted by the doctoral school, on student experience and professional insertion for example, which may help the university to improve the quality of studies.

Recommendation 5.2:

- design the next Strategic Plan (post 2020) taking into account these priorities and implement an operational plan with key performance indicators and targets.
- keep being very supportive to academic staff to prepare proposals to national calls and to target European calls.
- use a larger part of funds at the central level to increase interdisciplinarity by supporting specific projects proposed by teams at last from 2 different faculties.
- clarify the mission and governance of CATRIN.
- foster international collaborations within the AURORA network and with other institutions with the aim to be part of more European and international projects and to increase internationalisation of the university (students, dual degrees, PhD students, cotutelles, staff).
- keep strong links with local partners (contract research) and be more proactive for business prospects.
- establish a doctoral school with global missions.

R&D&I NATIONAL AND INTERNATIONAL CONTEXT

5.3 Relation to higher national and supranational strategic goals and measures for R&D&I

Evaluate how the R&D&I policies relate to the higher national and supranational strategic targets and measures for R&D&I, e.g. the European Commission's Europe 2020 strategy for smart, sustainable and inclusive growth, the National Research, Development and Innovations Policy for 2016–2020, the National Priorities for Research, Experimental Development and Innovations, the National Research and Innovation Strategy for Smart Specialisation of the Czech Republic (National RIS3 Strategy), etc.

Score [0–5 points]:

4 - Very good

Qualitative assessment:

In connection with the "Innovation Strategy of Czech Republic", Palacký University is very competitive in getting research funds at the national level with an overall increase in the period under review both as beneficiary (+ 32,7%) and as another participant (+ 45,5%). Participation in European programs remains limited (Horizon 2020) but an ERC grant was awarded in 2016 in chemistry (graphene derivatives).

The issue of establishing start-ups and spin-offs still remains a challenge but this seems to be more general in the Czech Republic than for the university and initiatives to support this goal are needed. Patent protection is carried out in the two faculties which are mainly concerned by this issue (Medicine and Dentistry, Science), including at the European and international levels. Several faculties are involved in contract research and so all staff members should be more aware of IP protection even if this is not the primary goal in this type of collaborations which appear limited to specific actions.

The university is able, according to the "National RIS3 Strategy", to identify areas of excellence in research in science (optical and informational technologies, nanotechnologies, biotechnologies) and medicine (clinical and biomedicine) supported by three science centres (RCPTM, IMTM, CRH).

The new "Strategic Plan of the Ministry of Education, Youth and Sports for 2021+" calls for increasing the effectiveness and quality of doctoral studies and this issue is under investigation with the implementation of a doctoral school.

5.4 Strategy and strategic management tools to improve the international or sectoral competitiveness of the university's research work and its quality

Evaluate the strategy and strategic management tools to increase the international or sectoral competitiveness of the university's research activity and its quality. Consider also the list of the most significant international evaluations for R&D&I in which the evaluated university has taken part. Evaluate the described vision and strategy for the next five-year period.

Score [0–5 points]:

4 - Very good

Qualitative assessment:

The management of research is still very decentralised at the faculty and department levels. This kind of organisation has proven its efficiency but this bottom up approach may be balanced by a global management at the university level. A global follow-up of the university strategy is needed to cope with the national ones for research and innovation. The university has already reshaped the missions of the vice-rector for science and research (Research funds, research assessment) and of the vice-rector for strategy in science and research (European funds, technology transfer). It is worth to mention that the 2018 EUA-IEP report already pointed out this issue: recommendation n° 20: "Develop a proactive research management, led by one research manager ». The actual situation does not provide an answer and is confusing in the sense that the vice-rector for strategy is not the

one in charge of assessment of research and of national funds which are the main source of income. For the next 5 years the university will continue to support excellence in research to remain one of the top three universities in the Czech Republic and to improve its rating and outreach at the European and international levels. It is anticipated to develop international partnerships and participation to European programs and initiatives while organizing PhD studies within a doctoral school. These coherent objectives may be supported by increased interdisciplinarity and proactive communication of research results to a large audience.

Recommendation 5.3 a 5.4:

- develop a proactive research management led by one research manager.
- strive to keep excellence in research as the key baseline.
- encourage and support interdisciplinary research projects in all areas.
- implement a doctoral school at the central level.

TOOLS FOR IMPLEMENTING THE RESEARCH STRATEGY

5.5 Institutional tools for implementing the research strategy, emphasising support of quality R&D&I and the innovation environment

Evaluate the described institutional and strategic tools of the university (e.g. strategic management tools, tools created to support the achievement of research objectives, legal and organisational regulations related to support of R&D&I, etc.) aimed at implementing its research strategy, with the emphasis on supporting quality of R&D&I and the innovation environment.

Score [0–5 points]:

4 - Very good

Qualitative assessment:

Palacký University has developed an efficient system (IS-HAP) for yearly evaluation of academic staff and so has key performance indicators in order to measure research outputs on a qualitative and quantitative basis. This system, primarily used at the faculty level, seems to satisfy the university community although evaluation of research outputs in human and social sciences is more difficult due to the context of research dissemination in these areas.

The Junior Research grant program managed at the central level is an excellent initiative to identify and support promising researchers. A call is launched each year (230 k€) to support 6-7 projects over 3 years. A similar program or other actions to sustain interdisciplinarity are still lacking apart from the CATRIN project.

The university has established two efficient tools to support grant applications (Project service) and technology transfer (Science and Technology Park). The former intend to further develop its support to European grant applications while the later will be backed by a specific 100% owned company to assist start-up and spin-off inception.

As a part of the internationalisation strategy the university has developed programs taught in English to attract more students and staff. A welcome office helps the newcomers to integrate, socially and culturally, the university environment including those with children. Attractiveness of the university towards foreign PhD students is still impaired by relatively low financial support compared to other European countries although the university has made financial efforts to overcome this difficulty. Establishment of a doctoral may help in this respect.

Communication of research results is done primarily by the research centres and the impact on society (economic and non-economic impacts) is underestimated by most researchers and faculties. This aspect should be more emphasized both towards a large public and even more for the

preparation of applications for grants which are mainly dealing with society issues (health, sustainable development, digitalisation, ...).

Recommendation 5.5:

- further develop and refine the IS-HAP application especially in the human and social sciences.
- strengthen the capacity of Project service to support European grant applications.
- keep the Junior researcher program and adapt the criteria after evaluation of results over a period of time.
- establish a doctoral school.
- expand communication of research results with an emphasis on economic and non-economic impacts on society.

SUMMARY ASSESSMENT OF MODULE M4 AND M5

OVERALL ASSESSMENT OF MODULE M4

MODULE 4 - OVERALL ASSESSMENT		
<i>After evaluation of the individual criteria of the M4 module, please fill in overall score and overall grade in M4 module.</i>		
CRITERIA		SCORE [0-5 points]
4.1	Organisation and management of R&D&I	4 - Very good
4.2	Support system for R&D&I and measures to stimulate high-quality science	5 - Excellent
4.3	Institutional regulations for the use of institutional support for the LCDRO	3 - Good
4.4	Strategy for the establishing, financing and long-term development and sustainability of research centres and large research infrastructures	5 - Excellent
4.5	Training system for intellectual property protection and technology transfer	4 - Very good
4.6	Organisation of doctoral studies	4 - Very good
4.7	Internationalisation of doctoral studies	5 - Excellent
4.8	Subsequent careers for doctoral graduates (support conditions)	3 - Good
4.9	Rules for funding doctoral students, including foreign students (stimulation and motivation tools)	4 - Very good
4.10	Significant cooperation in R&D&I at national level	4 - Very good
4.11	Significant cooperation in R&D&I at international level	5 - Excellent
4.12	Mobility of academic staff and researchers (including segmental and intersegmental mobility)	4 - Very good
4.13	Internationalisation of the internal environment	4 - Very good
4.14	System for career growth for academic staff and researchers	4 - Very good
4.15	Evaluation system for academic staff and researchers and filling key positions in R&D&I	4 - Very good
4.16	Recruitment system for academic staff and researchers from the external environment	4 - Very good
4.17	Human resources structure	4 - Very good
4.18	Gender equality measures	3 - Good
4.19	Structure of funding for R&D&I	4 - Very good
4.20	Support for obtaining foreign research projects (including the strategy for obtaining prestigious foreign funding for R&D&I)	5 - Excellent
4.21	Internal and external system for evaluating research units (groups, teams, departments, institutes)	4 - Very good
4.22	Conditions for setting up new teams and introducing new research topics (start-up strategy)	3 - Good
4.23	External advisory bodies for R&D&I, independent feedback for R&D&I	3 - Good
4.24	System for acquiring and renewing instruments and equipment for R&D&I	4 - Very good
4.25	System for sharing instruments and equipment for R&D&I	3 - Good
4.26	Internal regulations and measures for maintaining good practice in R&D&I (e.g. Code of Conduct for Research Integrity, ethical issues)	3 - Good
4.27	Open Access strategy for information from R&D&I	5 - Excellent
4.28	Data Management strategy for research data	4 - Very good
Overall score:		111
Overall grade [Excellent– Inadequate]:		4 - Very good

OVERALL ASSESSMENT OF MODULE M5

MODULE 5 - OVERALL ASSESSMENT		
<i>After evaluation of the individual criteria of the M5 module, please fill in overall score and overall grade in M5 module.</i>		
	CRITERIA	SCORE [0-5 points]
5.1	The evaluated institution's R&D&I mission and vision	5 - Excellent
5.2	Research objectives and strategies before the next evaluation	4 - Very good
5.3	Relation to higher national and supranational strategic goals and measures in R&D&I	4 - Very good
5.4	Strategy and strategic management tools to improve the international or sectoral competitiveness of the university's research work and its quality	4 - Very good
5.5	Institutional tools for implementing the research strategy, emphasising support for quality R&D&I and the innovation environment	4 - Very good
Overall score:		21
Overall grade [Excellent– Inadequate]:		4 - Very good

SUMMARY ASSESSMENT OF MODULE M4 AND M5

MODULE 4 AND MODULE 5 - OVERALL ASSESSMENT

After evaluation of the individual criteria of the M4 and M5 modules, please summarise your assessment in the context of both modules. Consider the conditions of the evaluated unit for R&D&I on the one hand (organisation, management and support of R&D&I; doctoral studies, national and international cooperation and mobility in R&D&I; HR and career in R&D&I; financial resources for R&D&I; formative evaluation of R&D&I and start-up strategy, research infrastructure and good practice in R&D&I), and on the other hand mission and vision in R&D&I, objectives and strategies in R&D&I, the national and international context of R&D&I and the chosen tools for the implementation of the research strategy. Justify your assessment by highlighting major strengths and/or weaknesses.

General qualitative assessment (summary):

Palacký University is one of the leading universities in the Czech Republic. Excellence in research and international outreach are found in many sectors of this comprehensive university. Its organisation is very decentralised and although this has led to impressive results, it would be useful for the future to consider further centralization in support of the initiatives of faculties, departments or research structures. The aim of centralization should be to strengthen the professionalization of services and thus increase the efficiency of the systems on the one hand and to enable the monitoring of a global strategy in relation to all stakeholders on the other hand.

Positive examples of centralization can be cited: the Project Service in support of the submission of proposals, the Science and Technology Park supporting technology transfer and intellectual property management, the Junior Research program to help young researchers to build teams. The dissemination of a powerful application (IS HAP) for the individual evaluation of academic staff is also worth mentioning. Initiatives in very different sectors are under way, such as the creation of a doctoral school, the reflection on a global career management system, the preparation steps to get a HRS4R award or the creation of a structure to support start-ups. But the recommendation of the EUA-IEP to have a more proactive management of research remains relevant which implies an increase in incentives at the central level. This is particularly true for increasing the number of interdisciplinary projects at the university.

During the period under review the university has efficiently used European and national funds to implement 3 large Science Centres which are covering important fields in natural science and health. These top level centres are very active in applied research as shown by international patents, licenses and many collaborations with other renowned laboratories. High quality in applied research, with impressive social impact, is also observed with the Faculty of Arts which is involved in contract research at an unparalleled level compared to similar faculties abroad, with the Faculty of Law whose counselling activities are affecting up to the State policy, with the Faculty of Physical Culture which is ranked first among these faculties in Central Europe and has launched the BALUO application centre, with the Faculty of Education involved in relevant projects in this field with various public and private institutions, with the Faculty of Health Sciences tackling important problems such as triage systems and emergency medical care and with the St. Cyril and Methodius Faculty of Theology studying the social and cultural determinants of health within OUSHI. It should be pointed out that most of the interdisciplinary research projects are in connection with the health domain.

The university has shown its efficiency in obtaining funds in national calls for projects where its result surpasses the average of Czech universities, and it is looking forward to improving its ability to attract European funds. The share of recurrent funding (LCDRO) is distributed internally with a very low central levy (2%) and its use is very variable in the faculties with a redistribution between 2 and 40%. The same situation holds for equipment and instruments which are managed by the departments or science/research centres.

Academic human resources of the university have slightly increased over the period under review, specifically at the associate professor level. Globally the staff is comparable to other European universities of the same size, with a large part of it under 50 (assistant and associate professors). The rank of full professor is reached rather lately and this may be a drawback to attract promising young researchers (compared to other foreign universities). The gender equilibrium was rather stable with large differences between domains but if the percentage of women is close to 50% at the assistant professor level, it decreases to 16-17% at the full professor level. The university provides help (flexible working hours, cooperation with primary schools) but an effort should probably be done to help young women in their career.

In conclusion, the vision and mission of the university for the future are clearly expressed and achievable in the actual context. 6 priority targets have been put forward: (I) support of excellent research teams; (ii) development of interdisciplinarity research; (iii) increase of international cooperation; (iv) strengthening of links with the application sphere; (v) development of an open science policy; (vi) ensuring quality of doctoral studies.

All these objectives are fully realistic and take into account the actual situation of the university. The means put in place to achieve this are foreseen for doctoral studies (creation of a doctoral school), the open source policy (process launched in 2020) and the university has an efficient tool for the evaluation of academic staff in order to measure the quality of research. The development of interdisciplinarity will require incentives, including financial ones. Greater international openness and a closer link with the economic world are medium-term targets that the university can achieve through its participation in international projects and/or within the AURORA network in the former, and with a more proactive and global policy in the latter. Nevertheless, in the current context of university funding, it is important to maintain an active watch on calls for tenders and then to strengthen the capacity to respond to them. This is crucial for improving the quality, and if possible the quantity, of the academic staff. All the efforts done to facilitate the arrival of foreign researchers and PhD students as well as services provided to employees will also continue to contribute to the attractiveness of the university.

Palacký University has shown during the period under review its ability to develop nationally and internationally, which is reflected in several international rankings. The current stakes are clearly established and it is up to Palacký University to go one step further by using all its strengths in all fields.