

<b>Masaryk University</b>	
<b>Faculty</b>	Faculty of Arts
<b>Procedure field</b>	Educational Sciences
<b>Applicant</b>	doc. PhDr. Petr Hlaḋo, Ph.D.
<b>Applicant's home unit, institution</b>	Faculty of Arts, Masaryk University
<b>Board members</b>	
<b>Chair</b>	prof. Mgr. Klára Šeďová, Ph.D. <i>Faculty of Arts, Masaryk University</i>
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## Evaluation of the applicant's scholarly/artistic qualifications

The applicant obtained his Ph.D. in Pedagogy in 2009 and was habilitated in the same field in 2014. He currently serves as Vice-Head of the Department of Educational Sciences at the Faculty of Arts, Masaryk University, where he has been employed since 2017. Prior to this, he worked at the Institute of Lifelong Learning at Mendel University in Brno.

The applicant has been engaged in research in the field of education in a systematic and sustained manner since 2006. His research profile is clearly defined, intellectually coherent, and highly productive, focusing on teacher work ability and well-being, career decision-making and career adaptability of students, school-to-work transitions, and the school adaptation of vulnerable student groups.

These research areas represent key domains of contemporary educational sciences and demonstrate both conceptual coherence and strong societal relevance. Taken together, they testify to the applicant's ability to develop several thematically interconnected lines of inquiry and to make a substantial contribution to the advancement of knowledge in the field.

His research is predominantly empirical and produces findings with significant implications for educational practice and policy. The applicant has published extensively in high-quality and well-regarded international journals indexed in the Web of Science and Scopus, frequently as the first author, which demonstrates his leading role in research activities. His publication record includes articles in international journals such as *Applied Psychology: Health and Well-Being*, *Humanities and Social Sciences Communications*, *Learning, Culture and Social Interaction*, *Journal of Career Assessment*, and *Career Development Quarterly*. His work has received a substantial number of citations, both in the Czech Republic and, especially, internationally, confirming its scholarly impact and considerable visibility within the research community. A substantial proportion of these citations appear in journals ranked in the top quartiles of their respective fields.

The applicant has developed a coherent and well-established research profile with a clear thematic focus and strong methodological grounding. His work is characterised by systematic empirical inquiry and contributes to a deeper understanding of key processes shaping educational trajectories and professional functioning, particularly in relation to transitions in education and the sustainability of the teaching profession. A particularly valuable feature of his scholarly profile is the combination of thematic consistency, methodological rigour, and sustained productivity across several complementary areas of research.

Between 2022 and 2025, the applicant was involved in the interdisciplinary project of the National Institute for Research on Socioeconomic Impacts of Diseases and Systemic Risks (SYRI), where he contributed to the investigation of several important and societally relevant research topics, including the school adaptation of Ukrainian refugee students in Czech schools following their arrival after 2022. This work further attests to his ability to engage with emerging educational challenges, to respond flexibly and insightfully to current societal developments, and to produce timely research findings of direct relevance to educational practice and policy.

An important component of the applicant's scholarly profile is his sustained involvement in competitive research projects funded by national grant agencies, particularly the Czech Science Foundation (GAČR) and the Technology Agency of the Czech Republic (TAČR). In these projects, the applicant has acted as a principal investigator and has demonstrated the ability to design, coordinate, and successfully implement complex research programmes with both academic and applied relevance. His project activity further attests to his scholarly maturity, organisational capacity, and ability to assume an integrative role in demanding research settings. At the same time, he maintains active international collaboration, supported by research and teaching placements at institutions such as San Francisco State University (USA), Penn State University (USA), the University of Bern (Switzerland), and the University of Turin (Italy).

Particularly noteworthy are his recent research projects, including the following:

- Research on Perceived Work Ability among Lower Secondary School Teachers (Czech Science Foundation, 2023–2025): As principal investigator, the applicant led a research project focused on the determinants and development of teacher work ability. Within this project, he established a coherent empirical research programme that systematically conceptualises teacher work ability as a multidimensional construct reflecting the core domains of teachers' professional functioning and translates this concept into empirically testable models. He contributed to

the development and validation of a new measurement instrument, the Teacher Work Ability Scale. The project generated original findings on the dynamic interplay between work ability, its antecedents, and its outcomes, and provided empirically grounded insights into the conditions that support sustainable professional functioning in education. These results represent a substantial contribution to the advancement of research in this area and have strengthened the applicant's standing and the visibility of this line of research within both the national and international research context. The project also attests to the applicant's ability to formulate an original research agenda and to carry it through with methodological rigour and scholarly ambition.

– Developing and Implementing Tools for Data-Driven Decision-Making in Health and Social Care (Technology Agency of the Czech Republic, SIGMA Programme, 2024–2029, ongoing): As a principal investigator and a key integrative figure within this large interdisciplinary project, the applicant contributes to the development of analytical and digital tools for data-driven decision-making. This project extends the applicant's research expertise into interdisciplinary and application-oriented domains and demonstrates his ability to contribute to research with broader societal impact. At the same time, it highlights his capacity to connect different disciplinary perspectives, to work across institutional and professional boundaries, and to assume a meaningful integrative role in a complex collaborative research environment.

He has repeatedly been successful in securing competitive research funding as principal investigator, which further demonstrates the continuity, quality, and recognition of his research at the national level.

The applicant's research also demonstrates a clear impact beyond academia. He has contributed to the development of career education at lower secondary level through his involvement in the revision of the national curriculum (Framework Educational Programme for Basic Education) as a member of the working group of the National Pedagogical Institute of the Czech Republic for the educational field "World of Work". This contribution illustrates the practical relevance and policy impact of his research.

In addition, the applicant is actively involved in the academic community as a member of editorial boards of peer-reviewed journals and through his service on the evaluation panel of the Czech Science Foundation (GAČR, panel P407 – Psychology and Education, 2019–2023), which reflects his recognised expertise and standing within the field.

These activities demonstrate a long-term, systematic research trajectory, the ability to secure competitive funding, and a strong capacity to connect fundamental research with its practical applications. The applicant achieves excellent scientific results, as evidenced by his publications in high-quality international journals, including those ranked in the Q1 and Q2 categories according to the Web of Science. At the same time, his work demonstrates a strong emphasis on application, including collaboration with schools, school leaders, and other stakeholders. This combination of high-level scientific output and demonstrable societal impact represents a distinctive and highly valuable feature of his professional profile in the Czech context. Taken together, the applicant's scholarly profile is clearly defined, internationally relevant, and fully consistent with the standards expected of candidates for appointment as professor in the field of Educational Sciences.

**Conclusion:** The applicant's scholarly/artistic capabilities **meet** the requirements expected of applicants participating in a professor appointment procedure in the field of Educational Sciences.

### **Evaluation of the applicant's pedagogical experience**

The applicant demonstrates extensive and systematically developed pedagogical experience in the field of Educational Sciences at both bachelor's and master's levels. He has been continuously engaged in university teaching since 2009, holding positions as assistant, assistant professor, and associate professor. His teaching activities cover a broad spectrum of courses, particularly in social pedagogy, career education and counselling, research methodology, and pedagogical diagnostics. These courses have been delivered over a long period of time and constitute an integral part of degree programmes at Masaryk University, thereby contributing significantly to the development and ongoing shaping of curricula in the field.

The applicant's teaching is characterised by a research-based and student-centred approach. He systematically integrates current research findings into his teaching and employs research-informed methods that foster students' analytical thinking, methodological competence, and critical reflection. This is particularly evident in courses focused on educational research and professional development. His teaching thus makes a substantial contribution not only to students' acquisition of knowledge, but also to the development of their academic and professional capacities.

The applicant holds a key role in the development of study programmes. Petr Hlad'o serves as the guarantor of the Bachelor's and follow-up Master's degree programmes in Social Pedagogy and Counselling and as the Chair of the Programme Board of these programmes, thereby contributing to their strategic development and quality assurance. This role reflects his substantial responsibility for the conceptual direction, coherence, and quality of study programmes in the field.

The applicant has long been actively involved in the supervision of students' final theses. He has successfully supervised a substantial number of bachelor's and master's theses (more than 120 in total), demonstrating both the scope and continuity of his pedagogical engagement. He is also actively involved in doctoral education as a supervisor of PhD students. Through these activities, he contributes to the preparation of future researchers and academic staff in the field of Educational Sciences. His supervision record is exceptional in both breadth and continuity and represents an important dimension of his pedagogical profile.

An important aspect of his pedagogical approach is the active involvement of students in research activities. Students participate in research projects and co-author scholarly publications, which reflects his systematic support of early-career researchers and contributes to the future development of the field. This is also illustrated by the success of one of his doctoral students, whose co-authored publication received an award from the Czech Association for Educational Research in the junior category. This aspect of his work demonstrates his ability to cultivate academic talent and to support students in their transition from learners to emerging researchers.

He is further actively involved in academic governance and evaluation processes. He serves as a member and chair of state examination boards at the bachelor's, master's, and doctoral levels at Masaryk University, Charles University, and Palacký University in Olomouc, and acts as an opponent of doctoral dissertations, which reflects his recognised expertise and standing within the academic community.

The applicant has also made a significant contribution to the development of teaching materials and pedagogical resources. He is the author of textbooks in the areas of career education and teaching practice and the author of a wide range of didactic materials for teachers of career education, as well as professional and popularising texts addressed to teachers and school leaders. He has also contributed to the development of e-learning materials and innovative teaching formats, thereby supporting the modernisation of teaching and learning processes. In addition, he has been actively involved in lifelong learning activities, including the design and delivery of accredited training programmes for career counsellors and teachers. These activities further attest to the breadth of his pedagogical contribution and to his ability to support learning not only within degree programmes, but also in the wider professional community.

The applicant's pedagogical activities are further complemented by international teaching experience. He has delivered invited lectures and teaching engagements at international institutions, which confirm the international dimension of his teaching.

Overall, the applicant's pedagogical profile is characterised by long-term continuity, a strong integration of research and teaching, substantial experience in student supervision, and a clear orientation towards the development of both academic and professional competencies. It is further distinguished by strategic engagement in curriculum development, a strong commitment to the support of early-career researchers, and a demonstrable contribution to the broader development of educational practice. His pedagogical activities demonstrate a high level of expertise and fully correspond to the expectations placed on candidates for appointment as professor in the field of Educational Sciences.

**Conclusion:** The applicant's pedagogical capabilities **meet** the requirements expected of applicants participating in a professor appointment procedure in the field of Educational Sciences.

#### **Evaluation of the applicant as a respected and recognized scholarly or artistic figure in a given field**

The applicant is a respected and recognised scholar in the field of Educational Sciences, whose professional profile is characterised by a high level of academic authority, sustained scholarly productivity, and a clear contribution to the development of the discipline.

His standing in the academic community is reflected in his involvement in key scholarly and evaluative roles. Petr Hladý serves as the executive editor-in-chief of the peer-reviewed journal *Studia paedagogica* (Masaryk University, indexed in Scopus), where he contributes to shaping the direction and quality of research in the field. In addition, he is a member of editorial boards of peer-reviewed journals and has served as a member of the evaluation panel of the Czech Science Foundation. These roles indicate a high level of trust placed in him by the academic community and confirm his recognised expertise. They also demonstrate his active role in shaping scholarly standards, research agendas, and evaluative practices within the field of Educational Sciences.

The applicant's work is characterised by conceptual coherence, methodological rigour, and a sustained focus on key issues at the intersection of education, work, and individual development. Through his activities, he contributes to the advancement of research in areas that are increasingly relevant in contemporary educational sciences. His work contributes to the international visibility of research conducted in the Czech context and is embedded in ongoing international scholarly discourse. In this respect, he represents a scholar whose research not only meets high international standards, but also strengthens the international presence of Czech educational research.

His activities position him among established scholars contributing to the development of Educational Sciences in the Czech and broader European context. At the same time, they attest to his role as one of the prominent figures currently helping to shape the field in the Czech context.

The applicant's professional profile is further characterised by a strong connection between academic work and its broader societal relevance. His involvement in the revision of the national curriculum (Framework Educational Programme for Basic Education) within the educational field "World of Work" demonstrates his ability to contribute to the development of educational policy and practice at the national level. At the same time, his activities illustrate the capacity to translate research findings into concrete tools and frameworks applicable in educational settings. This ability to connect rigorous academic work with tangible educational impact represents a particularly valuable dimension of his professional profile.

The applicant's activities also contribute to the development of the academic field as a whole, particularly through his role in shaping publication standards, supporting the dissemination of research, and participating in the evaluation of scientific projects and outputs. Taken together, these activities show that his contribution extends well beyond his own research and teaching to the broader cultivation and advancement of the discipline.

In summary, the applicant represents a mature and well-established scholarly personality whose work is characterised by a clear research focus, methodological consistency, and a meaningful connection between research, teaching, and societal impact. His activities extend beyond individual achievements towards active participation in the development of Educational Sciences as a discipline in both national and international contexts. He may therefore be regarded not only as a highly respected scholar, but also as an academic figure who actively contributes to shaping the present and future direction of the field.

**Conclusion:** The applicant **is** a respected and recognized scholarly figure in his/her field. The applicant **has** made a significant contribution to the development of his/her field. The applicant **constitutes** a leading figure in his/her field of scholarship or research.

### Secret vote results

Voting took place: electronically

Number of board members		5
Number of votes cast		5
of which	in favour	5
	against	0

### Board decision

Based on the outcome of the secret vote and following an evaluation of the applicant's scholarly or artistic qualifications, pedagogical experience and role as a respected and recognized scholarly or artistic figure, the board hereby submits a proposal to the Scientific Board of the Faculty of Arts of Masaryk University to **appoint the applicant professor** of Educational Sciences.

In Brno on 28.04.2026

prof. Mgr. Klára Šedřová, Ph.D. ....