



MASARYK UNIVERSITY



ANNUAL ACTIVITY REPORT

2022



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Foreword

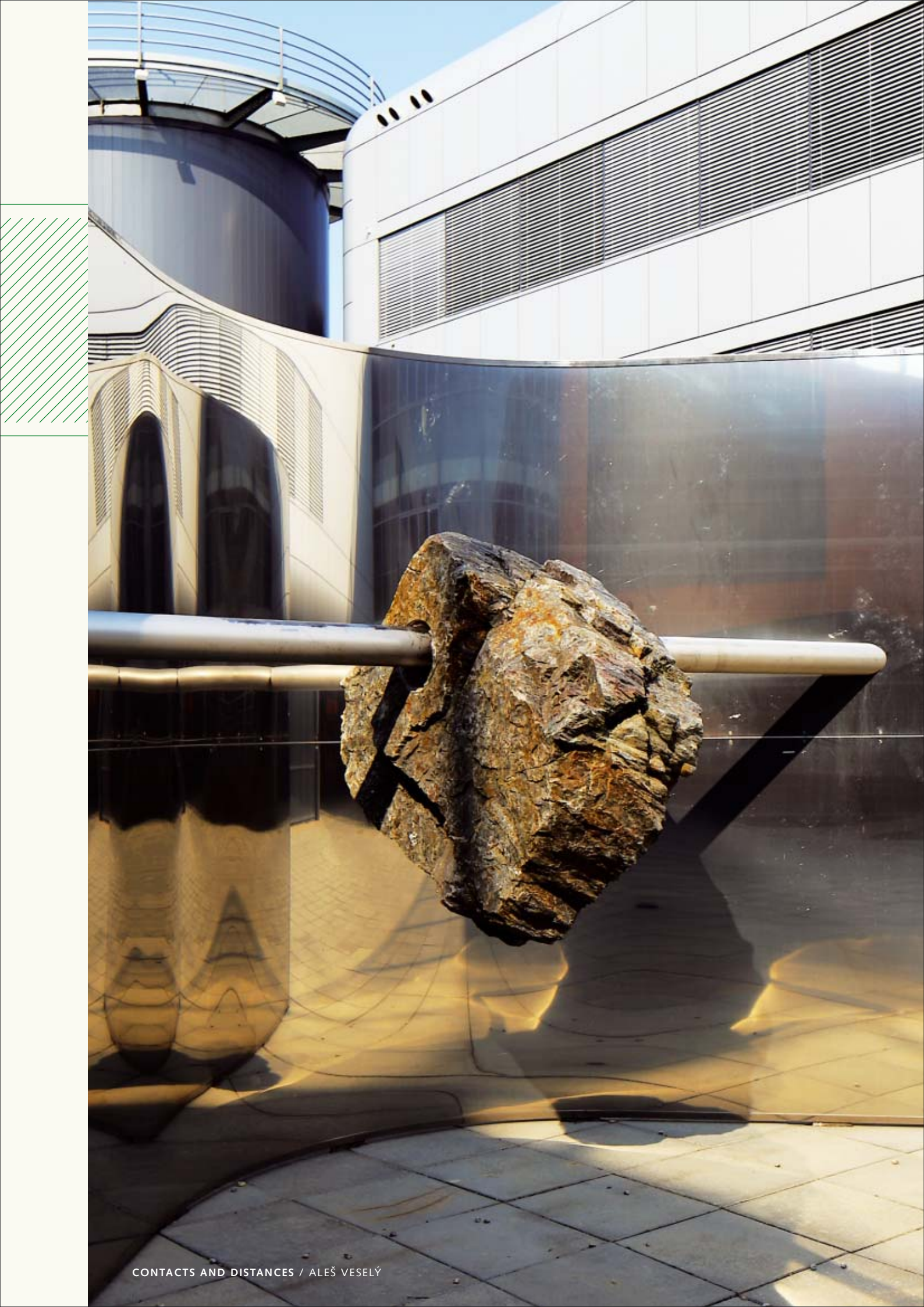
2012 was one of the busiest years Czech higher education has experienced in the past two decades. An unsuccessful reform attempt by the then minister of education conducted without serious negotiation with the representatives of higher education institutions at the beginning of the year led to an extremely agitated atmosphere within the academic community. Topics such as tuition, authority entrusted to boards of trustees and the replacement of currently valid academic ranks of professors and associate professors were debated in a manner rarely encountered in our environment. Although personnel changes at the Ministry of Education, Youth and Sports did help calm the situation, the damage to relationships between universities and the state had been done and spring conflicts subsided only slowly and in an atmosphere of public scepticism with respect to planned reforms.

Recurring attempts at reforming higher education, time and again coming to nothing, are but one of the many symptoms of the Czech political and social crisis. Twenty years after the fall of the Communist regime and the ensuing endeavours to establish democratic capitalism, we seem to be left with a feeling of deep resignation and the loss of legitimacy – not only in the highest tier of politics, but in most public activities. It is, however, quite likely that this form of social hangover is as much a misrepresentation of our daily experience as the boundless optimism encountered after the Velvet Revolution. Czech society, pendulum-like, seems to be moving from one extreme to the other. At the risk of sounding overly idealistic, let me state that I truly hope that at a time of such oscillating values and viewpoints, traditional institutions such as universities as well as figures who should be playing the role of intellectual elites, will grow in importance, influence and responsibility. Confidence, relevance, critical thought, respect for performance and day to day work, defence of liberal values and freedoms – these are some of the contributions the academic community should be making at a time which exhibits many of the hallmarks of economic, social and political crisis.

Looking at the chapters of this annual report, I feel that Masaryk University is well on its way toward fulfilling the objectives necessitated by this role. We have stemmed quantitative growth in order to embark on a path toward higher-quality education through lower student numbers. Issues such as the quality and course of studies are subject to ongoing internal debate. We are continuously improving scientific output, overcoming bureaucratic hurdles posed by the implementation of both large-scale and short-term projects financed by EU Structural Funds and launching new initiatives in academic science support. In the face of economic recession and despite stagnating state subsidies, we have managed to increase the university's revenue, thereby raising wages in all employee categories. We have also managed to find consensus across faculties in an overwhelming majority of common university administration issues.

It is in fact consensus, grounded in a reasonable and open discussion, which in my opinion constitutes the most important contribution universities have to offer to a society suffering from a crisis of values and an inability to come to an agreement regarding its own future. Without any doubt, professional education, technology and knowledge transfer and primary research findings are all extremely important. However, since their very beginnings, universities have always provided society with a unifying medium and even a form of utopian organization: they are a model of society based on democratic debate, mutual respect, performance and freedom.

Mikuláš Bek
Rector





The University in 2012

The University in Numbers in 2012

Entrance applications submitted

13,377

43,253

Students

Faculties



Partner secondary schools

70

6,493

International students

Degree programmes

229

1,319

Fields of study

Lifelong learning participants

19,494



Graduates

Doctoral students

3,489

Students with disabilities

450

Employees

4,989

Patents awarded

5

450 Scholarships paid out to students (million CZK)

Average monthly salary (CZK)

41,359

5,421

Total non-investment income (million CZK)

1,504

Non-investment research and development funding (million CZK)

Patent applications submitted



Key Events in 2012

New Scientific Centres

1 CEITEC

The construction of the Central European Institute of Technology (CEITEC), a unique research centre facilitating the interconnection of life and material sciences, officially began following the laying of the foundation stones. Construction will take place simultaneously at the Masaryk University campus in Bohunice and at the Brno University of Technology campus located at Pod Palackého vrchem. The new buildings will provide scientists with unique laboratory facilities including shared laboratories for interdisciplinary use.

2 CESEB

Four buildings designed to house both teaching and research facilities of the Centre for Experimental, Systematic and Ecological Biology (CESEB) are being erected at the University Campus Bohunice. They will be used by 1,000 students of Bachelor's, Master's and doctoral degree programmes and over 250 employees of the Department of Experimental Biology and Department of Botany and Zoology of the Faculty of Science, currently confined to temporary facilities.

3 CARLA

A large-scale renovation project was launched in the historical Faculty of Arts complex in the city centre. Unsatisfactory facilities will be replaced with a new building with ample teaching facilities, including a multimedia classroom and a book repository interconnected with the existing faculty library. The Centre for the Advancement of Research in the Liberal Arts (CARLA) project also calls for the renovation of neighbouring buildings and the faculty courtyard.

4 CERIT

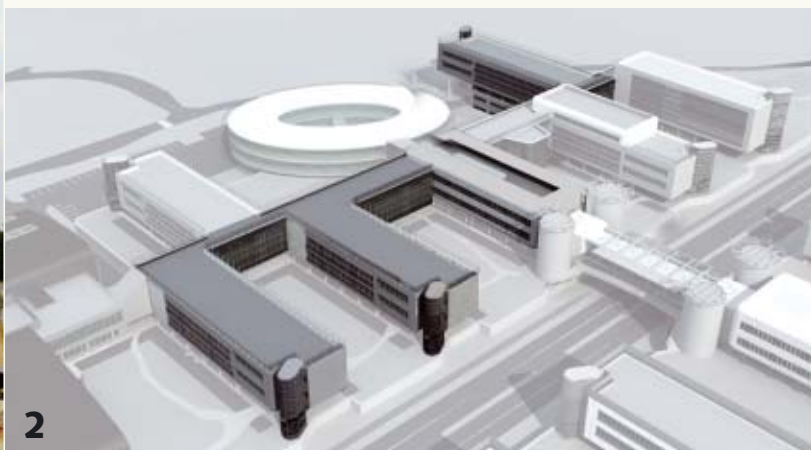
The Centre for Education, Research and Innovation in ICT (CERIT) project, which comprises the construction of a new part of the Faculty of Informatics complex, is another ongoing project. New research and development facilities will be interconnected with the adjacent science and technology park and a business incubator specializing in information technology.

5 CETOCOEN

The newly erected CETOCOEN building with nearly fifty laboratories and two large lecture halls now houses the Research Centre for Toxic Compounds in the Environment (RECETOX), which focuses on the collection of data on environmental pollution by toxic substances and their influence on the health of human populations.

6 CVIDOS

Thanks to the Centre for Research Institutes and Doctoral Degree Studies (CVIDOS) project, a new five-storey building is being erected at the Faculty of Education complex. Part of it will be dedicated to an information and study centre while the remainder is set to house a number of research institutes.



Academic and Student Accomplishments

1 Ministerial Awards

The Award of the Minister of Education for outstanding research, experimental development and innovation was presented to Vítězslav Bryja, a molecular biologist and geneticist of the Department of Experimental Biology of the Faculty of Science of MU, and Vladimír Podborský, an archaeologist from the Department of Archaeology and Museology of the Faculty of Arts of MU. An award for outstanding achievements in the study of biophysics was presented to Mgr. Martin Bartošík, Ph.D. and an award for excellence in the study of biomolecular chemistry was conferred on Mgr. Peter Holub.

2 Changes to University Management and a New Dean

Professor Antonín Slaný returned as the head of the Faculty of Economics and Administration after eight years, replacing former dean Ivan Malý, who resigned the post after his appointment to Vice-rector for Strategy. In addition to Malý, two new vice-rectors were added to existing university management: Josef Janyška, former vice-dean for information technology at the Faculty of Science and Ladislav Rabušic, emeritus dean of the Faculty of Social Studies.

3 Dies academicus

Excelling students and recent graduates of doctoral and Master's degree programmes were recognized at the traditional Masaryk University Dies Academicus festival. Awards presented by the Rector included the Award for Outstanding Achievements in Sports and Outstanding Creative Activity. A silver medal was conferred upon Ivo Pospíšil, the head of the Department of Slavonic Studies of the Faculty of Arts, in recognition of this many years of service.

Science, Research and Technology Transfer

4 Patent for the Analysis of Metals in Liquids Awarded

The invention, facilitating the rapid analysis of metals contained in liquid samples, was patented by a team of scientists from the Department of Chemistry of the Faculty of Science, headed by Jan Preisler. The method is based on a new technique of creating aerosol: particles suspended in gas help determine the content of a selected element in a given liquid.

5 Masaryk University Involved in Cyber Attack Protection

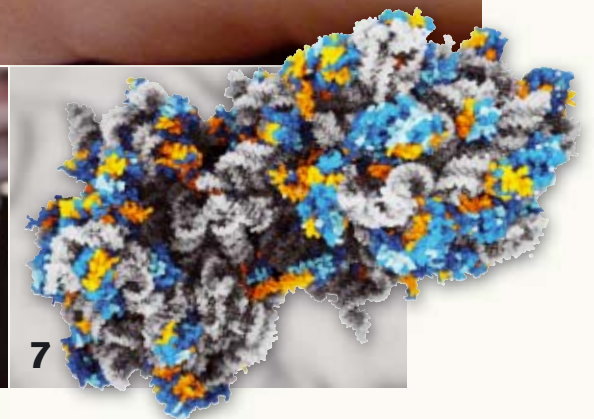
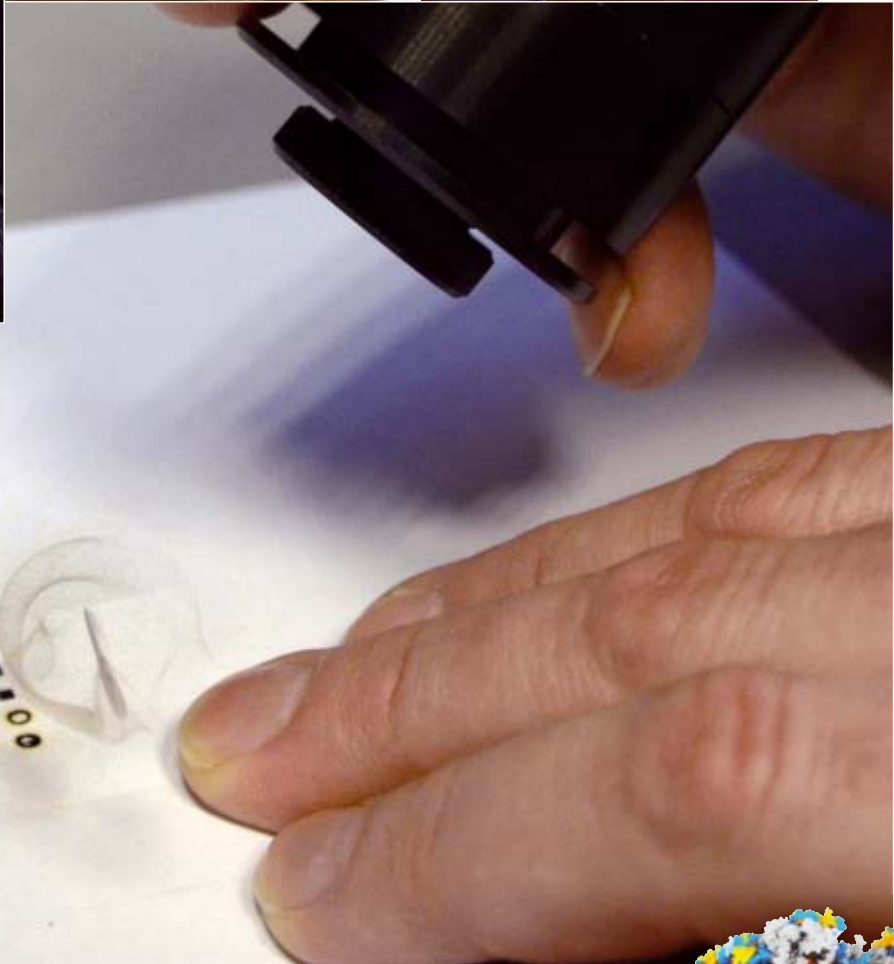
The National Security Authority and Masaryk University have concluded an agreement facilitating the education of computer system and network security professionals with the objective of creating a virtual research space focusing on the development of new cyber attack protection methods.

6 Researching the Influence of the Internet on the Young Generation

A new interdisciplinary team consisting of Masaryk University psychologists, sociologists and media experts launched an intensive examination of new media. Experts will focus primarily on research into the online behaviour of children and adolescents with the objective of promoting safe Internet practices.

7 Software Developed at Masaryk University to Serve Harvard Scientists

Representatives of Harvard Medical School (USA) have applied for the right to use a scientific programme called Caver, jointly developed by experts from the Faculty of Science and Faculty of Informatics. The software is designed for the advanced analysis and visualization of protein structures and tunnels found inside protein molecules.



The University and Society

1 Celebrating 190 Years of G. J. Mendel

On the occasion of the 190th anniversary of the birth of the Brno abbot and scientist, known to the world as the author of the three laws of genetics, the university welcomed Nobel laureate Günter Blobel and other renowned scientists who came to give lectures at the Mendel Museum.

2 Madeleine Albright Visit Attracts Hundreds of Students

Over 400 students attended a meeting with former U.S. Secretary of State Madeleine Albright, who presented her new book, *Prague Winter*, in the great hall of the Faculty of Law.

3 New Dining Options on Campus

New dining facilities for students and academics were opened in an apartment complex adjacent to the Faculty of Sports Studies. The Academic Canteen is capable of serving 1,500 hot meals per day.

4 Masaryk University Hockey Team Victorious

The crowded Brno hockey arena witnessed the fourth annual university hockey game and the resounding victory of Masaryk University. The MU team decisively defeated the Brno University of Technology by 5:1.

5 Gaudeamus

Masaryk University introduced a new exhibition at the Gaudeamus post-secondary education fair. The undertaking was designed to provide future university students with a hands-on experience with studies at MU – primarily in the area of science and research. An on-site broadcast by Radio R, featuring live interviews with MU scientists, proved to be one of the most popular attractions.

6 University Wine Presentation

The promotion of regional wineries, a wine conference and presentations of wine and folk music – all this and more took place at the popular University Wine event, traditionally held on the premises of the Augustinian Abbey in Old Brno.

7 Science Festival – Science Day

Masaryk University once again found itself in the role of co-organizer of the municipal Science Festival, a week-long event designed to promote both natural and technical sciences. Science Day visitors were invited to programme their own robots, watch a demonstration of conversion of heat into work, inspect their health and body composition or even win a prize for the correct identification of microscopic samples.







Educational Mission and Student-Oriented Approach

1.1

Degree Programme Profiles and Study Demand

In accordance with the **MU Strategic Plan** and its 2012 update, most MU faculties focused on continuous degree programme profiling, proceeding on the basis of carefully prepared analyses of the current degree programme offer and the ongoing innovation and development of degree programmes and fields of study. Such steps were primarily designed to fulfil a diverse demand on the part of applicants for studies as well as demand associated with the needs of the Czech society and European Union job market requirements.

The development of fields of study calls for an interdisciplinary approach to degree programmes, including unconventional combinations of fields and areas of knowledge. The large-scale accreditation of both Czech and English fields of study in 2011 continued in 2012, resulting e. g. in the new accreditation of the following Bachelor's fields at the Faculty of Science: **Physics and Research and Science Management**, Nanotechnology, Laboratory and Measuring Technology, Medical Genetics and Molecular Diagnostics, **Geography and Education in combination with Political Science and Geography** and **Education in combination with Security and Strategic Studies**. Combinations such as **Economics and Applied Mathematics** or Geology and English Language are also popular, as is the recently established Applied and Environmental Geology programme, which provides students with a theoretical knowledge of geological sciences as well as with field experience and the opportunity to participate in a range of purely practical courses.

The Faculty of Social Studies launched the **Cultural Sociology** field of study, taught fully in English, while the Faculty of Social Studies now offers the **Applied Sport Education of Security Bodies** field of study, designed to train qualified, university educated experts needed for managing various types of security bodies and organs. The Faculty of Law offered new combined fields of study, namely **International Commercial Law Studies** and **Commercial Law Studies**, both of which proved extremely popular, attracting 399 and 547 entrance applications, respectively. Since graduate profiles and learning outcomes are an important component of teaching at MU, they are listed in the description of all degree programmes, fields of study and individual courses. MU is a holder of the ECTS label.

Short-term intensive programmes, i.e. **summer schools**, are traditionally held at many Czech universities. Masaryk University itself is a staunch supporter of this tradition, having organized several events falling under this category in 2012 – both independently and in collaboration with various partners. In addition to the popular Summer School of Slavonic (Czech) Studies held by the Department of Czech for Foreigners and four programmes offered by the Office for International Studies, a number of other faculties and units also participated in extending their offers. Summer schools were organized e. g. by the Research Centre for Toxic Compounds in the Environment (FSci), Department of the History of the State and Law (FLaw), Department of International

Relations and European Studies (FSS) and Department of Gymnastics and Combatives (FSpS).

The **Borders of Europe – The Old and New Europe** summer school was prepared by the Faculty of Law and implemented as a **joint Utrecht Network project in collaboration with universities in Antwerp, Utrecht, Aarhus, Belfast, Ljubljana and Bologna**. The combatives summer school was a unique undertaking, providing participants with the opportunity to expand their theoretical knowledge and practical skills in the area of martial arts.

The **JobChallenge** career fair, which took place traditionally in the first half of the month of November, offered employment opportunities and thesis topics as well as study and work placements for both students and graduates of all Brno universities. The event was attended by 2,800 students and graduates and 70 employers, thus **becoming the largest career fair in Moravia**. The exclusive industrial venue offered by Wannieck Gallery also significantly contributed to its success. **The event was organized by the MU Career Centre in collaboration with the Brno University of Technology and Mendel University in Brno.**

Masaryk University has traditionally been among the most sought-after universities in the Czech Republic, receiving nearly **74 thousand entrance applications** in 2012. MU is extremely popular among **international students**, who submitted **over 7 thousand** applications. Since a significant part of this group is composed of students from Slovakia, Bratislava has even been designated as one of the learning potential test locations. The learning potential test (LPT) is a unified entrance examination format used by all faculties apart from the Faculty of Medicine and Faculty of Social Studies. **It is composed of seven sub-tests of ten questions each, i.e. a total of 70 questions.** A time limit of 100 minutes applies. Individual LPT questions are designed to assess specific skills, all of which are to some extent necessary for university studies. An **online e-learning LTP training course** as well as the public versions of all entrance examinations to date are available for free on the university website.

Providing potential applicants with the necessary support is one of the university's long-term concerns. In addition to operating a **specialized website dedicated to prospective students**, MU applicant services also include a constantly updated social network profile and moderated discussion forum, an automatic field of study search engine, an electronic application form which allows applicants to choose a specific entrance examination date and the MU Shopping Centre, which enables them to pay for entrance applications online.

Educational trade fairs showcasing study opportunities at Masaryk University are held annually in Brno, Prague and Bratislava.

A total of **72,722 entrance applications** were submitted in all Bachelor's, Master's, long-cycle Master's and doctoral degree programmes in the **2012/2013 academic year**

1.1

Degree Programme Profiles and Study Demand

Of the total of 50,645 applicants who participated in the entrance examinations, **24,739 were admitted and subsequently enrolled**. The Faculty of Arts remained the most popular, followed by the Faculty of Medicine and Faculty of Education.

As of 31 October, a total of 43,253 students were enrolled in diploma studies at Masaryk University, of which 22,181 were enrolled in Bachelor's degree programmes, 17,583 in long-cycle Master's and Master's degree programmes and 3,489 in doctoral degree programmes.

A total of 8,619 graduates successfully completed their studies at Masaryk University in 2012.

1.2

Doctoral Studies

In comparison with other types of studies which form part of the system of structured studies, doctoral degree programmes place a great deal of emphasis on individual students' creative activity. Masaryk University's nine faculties currently offer **nearly 60 doctoral programmes**, all of which are organized in accordance with the European Credit Transfer and Accumulation System. Doctoral studies are highly flexible, enabling students to set up personalized study plans adaptable to their individual study needs. In 2012, doctoral students were presented with an online **doctoral studies guide** which details the course of studies from enrolment to graduation. Several faculties issued instructions regarding doctoral thesis requirements and the Academic Qualifications and Quality Office, which is responsible for methodological guidance in the area of doctoral studies, launched a new website which provides students with general and faculty-specific methodological information. New **methodologies for the accreditation of doctoral degree programmes** and study completion modes were also issued.

In order to achieve excellence and competitiveness in education, **Masaryk University has been conducting an internal evaluation of fields of study** ever since 2008. Doctoral fields were first included in the procedure in 2012, with **13 doctoral fields of study at three faculties** (Law, Science, Sports Studies) **submitted for internal evaluation**. As part of a national doctoral degree programme assessment, the **Accreditation Commission** conducted an evaluation of doctoral degree programmes at four faculties in 2012: **Science, Law, Economics and Administration and Informatics**. The accreditation of all but a few evaluated doctoral degree programmes was extended on the basis of the evaluation results.

A number of ECOP projects have been implemented at individual faculties in order to improve the quality of doctoral studies, including e. g. the **Doctoral Studies Innovation project** (FI MU) and **Doctoral Fields of Study Innovation project** (FEA MU).

Over **3,500 doctoral students** are currently studying at MU, i.e. **over 8.1 % of the overall student population**. At several faculties, namely the Faculty of Science, Faculty of Medicine and Faculty of Arts, the doctoral student population exceeds 20 % of the overall number of students.

Masaryk University doctoral students are either deliberately integrated into research projects or may become regular members of large research teams working on long-term research plans, at research centres, or at primary research centres. Since 2010, creative activities – and especially those performed by doctoral students – have been eligible for the **Student Project Grant**. In 2012, the total available funding for this competition stood at 127.593 million CZK, distributed among specific university research projects and student conferences. A total of **134 projects** received financial support, including **11 student conferences**.

Study Statistics:

- » As of 31 October 2012, 3,489 students were enrolled in doctoral studies at Masaryk University.
- » A total of 547 international students account for 15.7 % of the entire doctoral student population.
- » A total of 407 international students were from Slovakia and 140 from other countries.
- » The ratio of doctoral students at Masaryk University stands at 8.1 % of all enrolled students.
- » A total of 329 doctoral students successfully graduated from Masaryk University in 2012; the largest number of graduates came from the Faculty of Science.

1.2

Doctoral Studies

Indeed, most doctoral programmes and fields of study have already received foreign language accreditation. In order to attract international applicants, the university is focusing on streamlining the doctoral studies admission procedure (especially its terms and conditions) and providing counselling and administrative support prior to and during the course of studies. The existence of scholarship and bursary programmes may likewise be considered an asset.

MU recognizes excellent results delivered by its doctoral students, e.g. in the form of the **annual Rector's Awards**, presented in several categories, as well as supporting the development and quality of creative, research and educational activities carried out by doctoral students, e.g. in the form of **scholarship programmes**. Conditions stipulated by **Rector's Measure No. 8/2012** led to the establishment of the **MU Rector's Scholarship Programme**, specifically designed to support student activities which transcend faculty borders. In addition, individual faculties are also free to establish **scholarship and bursary programmes supporting doctoral students' scientific and publication activities**. Students are awarded incentive scholarships as rewards for important research and development findings, for outstanding doctoral theses and publications or for significant faculty representation.

Faculties also provide doctoral students and young researchers with opportunities to present their research results at a wide variety of **conferences**. While some conferences are organized at faculty level, e.g. the traditional **Student Scientific Conference** held by the Faculty of Medicine for the 56th time in 2012, or **Sport in Science, Science in Sport 2012**, an event hosted by the Faculty of Sports Studies, others are held at department or institute level, as in the case of the **student scientific conference of doctoral students and supervisors, organized by the Department of Czech Language and Literature of the Faculty of Education**. Naturally, international conferences organized by faculties or departments and institutes also frequently call for doctoral student participation. Such events include e.g. **Days of Law** or the 6th annual **COFOLA** conference (Faculty of Law), **MEMICS** (co-organized by the Faculty of Informatics), **EUSOC** international doctoral seminar (Department of Sociology, Faculty of Social Studies) and the **New Economic Challenges** doctoral conference (Faculty of Science).

Rector's Award for an Outstanding Doctoral Thesis:

Tomáš Čermák, Faculty of Science, The Role of Repetitive DNA Sequences in the Evolution of Plant Sex Chromosomes.

Pavla Matějková, Faculty of Arts, Sprachwissenschaftliche Explikation des Potenzials der Vertrauensförderung. Eine exemplarische Analyse von Texten der Brücke/Most-Stiftung

Eva Vlčková, Faculty of Medicine, Small Fibre Neuropathy: Diagnostic Methods and Etiology

Rector's Award for the Best Students in Doctoral Programmes:

Irena Axmanová, Faculty of Science, Botany

Ondřej Daněk, Faculty of Informatics, Informatics

Peter Spáček, Faculty of Social Studies, Political Science

Tomáš Šolomek, Faculty of Science, Organic Chemistry

Kateřina Uhlířová, Faculty of Law, International and European Law

Selected Awards Presented to Students of Doctoral Degree Programmes in 2012:

Martin Bartošik, Faculty of Medicine, Award of the Minister of Education, Youth And Sports for outstanding students and graduates of a degree programme in 2012 (for extraordinary results in the Biophysics field of study)

Jiří Filipovič, Faculty of Informatics, Joseph Fourier Award in computer sciences 2012 (1st place)

Peter Holub, Faculty of Science, Award of the Minister of Education, Youth And Sports for outstanding students and graduates of a degree programme in 2012 (for extraordinary results in the Biomolecular Chemistry field of study)

Zdeněk Ručka, Faculty of Science, Jan Opletal Award for 2012–2014

Jitka Řehulová, Faculty of Medicine, Award of the board of the Psychiatric Association of the Czech Medical Association of J. E. Purkyně (1st place lecture)

Martin Sedlář, Faculty of Medicine, Czech Society of Medical Physics Award (best doctoral lecture at the 35th Medical Physics Days)

Veronika Štěpánková, Faculty of Science, Jean-Marie Lehn Chemistry Award 2012 (2nd place)

Iva Zambo, Faculty of Medicine, Siemens Award (2nd place for doctoral thesis)

1.3

Quality Assurance Mechanisms and Student-Oriented Approach

The internal evaluation of individual fields of study is a key, albeit not only, quality assurance mechanism for the monitoring of education at Masaryk University. It has been under continuous development since 2008. Fields evaluated in 2012 included those which submitted a request for accreditation renewal as well as fields of study submitted for evaluation by individual faculties. A total of **44 fields of study** from 6 Masaryk University faculties were thus subject to internal evaluation. **Doctoral degree programmes** were included in the process for the first time ever.

In order to facilitate the standardization of the internal evaluation process, MU issued the **Internal Evaluation of Fields of Study at MU methodological document** (valid from 1 April 2012), which includes a detailed manual specifying the internal evaluation process as applicable to individual fields of study, self-evaluation report forms for Bachelor's, Master's and doctoral degree programmes (in Czech and English) and a study quality coordinator's schedule.

The self-evaluation report, which includes **quantitative data regarding individual fields of study obtained via the MU Information System**, constitutes the central document of the internal evaluation of field of study quality process. The reports are compiled by the **guarantors of individual evaluated fields and their teams**. The self-evaluation reports provide a point of departure for **reviews conducted by external assessment teams**, which always include students from a given field, employers and external academic workers (including academics from foreign universities) or academic workers from similar fields of study at Masaryk University. The structure of the evaluation report, including instructions for external evaluators, is specified in the **evaluation report instruction manual**. Submitted self-evaluation reports and external evaluation reports are processed by the **degree programme board**, which subsequently **issues recommendations for individual fields**, to be discussed at the **evaluation meeting**. Guarantors of fields of study evaluated in 2012 were also provided with the opportunity to make use of the services of **educational consultants** tasked with providing methodological cooperation with respect to the pedagogical aspects of individual fields of study (especially in matters associated with **learning outcome definitions**).

The internal evaluation of fields of study is **methodologically supervised by the Academic Qualifications and Quality Office**. At faculty level, methodological support necessary for coordinating the **evaluation process** is provided by the **designated coordinator for the quality of studies**.

An internal evaluation methodology update is planned for future implementation in connection with the upcoming overhaul of the Higher Education Act and the **expansion of the internal evaluation methodology to include lifelong learning programmes**.

On the course level, it is the **student evaluation of teaching** which serves as one of the most important mechanisms for monitoring quality. Masaryk University

Externí evaluace Masarykovy univerzity – Institutional Evaluation Programme EUA

- » A significant part of the evaluation process, carried out in accordance with the **EUA Institutional Evaluation Programme**, was conducted in 2012 following its launch in October 2011.
- » A **self-evaluation report** was compiled in accordance with recommended EUA guidelines.
- » The **first EUA review team visit took place from 4 to 6 March 2012** and included the following: meetings with MU management, meetings with the representatives of external partners, meetings with the MU self-evaluation group, tour of campus and meetings with the management, academic employees and students of the Faculty of Medicine, Faculty of Social Studies and Faculty of Law.
- » A total of 11 documents were prepared, submitted and sent in preparation for a second review team visit, including materials associated with the following areas: strategic planning, quality assurance, sociological surveys, student feedback, study success rate quantification, etc.
- » The **second EUA review team visit took place from 22 to 25 May 2012** and included the following: meetings with MU management, meetings with employees in charge of the budget, employees tasked with quality assurance, employees representing research and development and internationalization, discussions with international student representatives, discussions with administrative staff, meetings with the management, academic employees and students of the Faculty of Arts, Faculty of Economics and Administration and Faculty of Sports Studies and meetings with CEITEC managerial and scientific employees.
- » The results of the **final EUA evaluation report** were presented to the MU academic community following its delivery in **August 2012**.
- » A number of the **EUA recommendations were implemented in the MU strategic plan update for 2013**.

students have the opportunity to express their opinions regarding course quality by means of the **course opinion poll** – a survey conducted at the end of each semester. In 2012, a combined total (i.e. both semesters) of 41.5 % of all MU students submitted a completed course opinion poll. The course opinion poll invites students to evaluate seven aspects: course attractiveness, usefulness, difficulty, the amount of effort required for preparation, resource availability, teacher competence and manner of teaching. The poll also provides students with the opportunity to include **written comments on individual courses and teachers**.

1.3

Quality Assurance Mechanisms
and Student-Oriented Approach

Institutional Surveys

Masaryk University administers a number of institutional surveys aimed at quality monitoring and assurance each year. Each survey is processed into a **final report and submitted to MU management** as a basis for strategic decision-making. A comprehensive report summarizing the key outcomes of all surveys conducted in 2012 was prepared at the end of the year and likewise presented for discussion with MU management.

MU participated in a survey conducted by the Academic Centre for Students Activities under the auspices of the Ministry of Education as well as in the **Quality IPn project** in order to elicit feedback from students of full-time and combined studies.

Additional surveys conducted at MU included the **Freshmen Survey** and the **Student Monitor**; the latter was designed to examine the interest of secondary school students in studies at universities and map the extent of their knowledge of university information campaigns. MU offered to join the **South Moravian Innovation Centre** in analysing **innovative enterprise potential** among students enrolled at Brno universities (MU, Brno University of Technology, Mendel University). Regular surveys periodically conducted among alumni also took place, including the **Recent Graduate Survey** and the **Graduate Placement Survey**, focusing on students who graduated in 2009 and 2010.

Freshmen Survey

Survey outcomes indicated that students chose to study at Masaryk University mainly due to the opportunity to enrol in a field they are truly interested in (76 %, very important) and because they consider MU to be a prestigious (46 %) and accessible institution (38 %). The following aspects are generally perceived as the university's most significant assets: electronic study support (IS MU), wide range of courses on offer and high-quality teaching carried out by competent teachers.

Student Monitor Survey

MU is the second best-known and second most favoured Czech university with the most sought-after faculty of economics and administration (21 %) and faculty of arts (21 %). The internet is the primary information resource for undecided applicants. Key criteria for university selection include fields of study and quality of studies. Respondents primarily expect a university education to improve their career prospects and to provide them with a valued degree.

MU is also dedicated to examining issues associated with the **premature termination of studies**. An analysis of study termination trends at individual faculties was carried out, followed by a **quantitative and qualitative survey of the premature termination of studies at MU**. See chapter 3.2 for further information.

MU carried out a total of 6 institutional surveys in 2012.

Quality assurance at MU is clearly linked to the **development of strategic planning and expert analytical activity**, as evidenced e. g. by the **Position of MU Faculties in Czech Higher Education study** – a ranking of public university faculties in the Czech Republic in 2011 according to selected parameters – and the **Report on the Status of MU in International Comparative University Rankings**.

University Quality Assessment Seminar

In collaboration with the Czech Rectors Conference, Council of Higher Education Institutions and the Centre for Higher Education Studies, Masaryk University helped organize the **13th annual University Quality Assessment Seminar**, held at the University Centre Telč from 3 to 4 May 2012. MU participated as event organizer for the third time.

The 13th annual seminar focused primarily on the issue of **Quality and Human Resources in Tertiary Education**. The event was attended by nearly 70 representatives of both public and private Czech universities and comprised nine thematic lectures, including an international one, and a subsequent discussion.

Student-Oriented Approach

At Masaryk University, the student-oriented approach is perceived as a set of component strategies which are gradually applied and integrated into the educational and management system.

Curricular strategies are implemented by means of fields of study evaluation processes carried out by evaluation boards which include university students and graduates. IT strategies include counselling services, electronic study support in the form of IS MU applications and the MU news portal www.online.muni.cz/ student, etc. The University Advisory Service offers individual counselling, group workshops, coaching and psychological testing. Student feedback is obtained using the above mentioned sociological surveys and the course opinion poll.

Masaryk University also continued to develop educational activities and facilities for students with special needs; see chapter 3.1 for further information.

1.4

Lifelong Learning

Lifelong learning at Masaryk University covers a diverse range of educational activities in terms of both course duration and content. While accredited degree programmes and professionally oriented supplementary, specialized and retraining courses account for the majority of such activities, lifelong learning at MU also includes the University of the Third Age, founded in 1990 and dedicated solely to the education of senior citizens. **All programmes are open to participants with sensory or other disabilities.**

Lifelong learning at MU continued to develop throughout 2012, with all nine faculties and the Rector's Office successfully implementing **804 programmes** with a combined total of **19,494 participants** attending full-time, distance or combined studies. Selected lifelong learning programmes taught in 2012 were assigned credit values. Long-term activities such as the **preparation of international programmes** as well as the preparation of entirely **new programmes validated by foreign universities** (e. g. Nottingham Trent University) likewise continued to progress.

The University of the Third Age continued its collaboration with the Moravian Museum and also the Moravian Library, which hosted a lecture by Dr. Thomas Krzenck (Bohemian–German ties in the Middle Ages). In the summer of 2012, an international senior summer school was held in Telč in collaboration with the Leipzig University and with the support of the Czech-German Fund for the Future. A publication entitled **Universities of the Third Age at Czech Universities** was issued at the end of 2012.

1.5

Project Activities in the Area of Educational Offer Development and Associated Services

In 2012 Masaryk University managed to secure **nearly 770 million CZK in project funding from the Education for Competitiveness Operational Programme** for a total of 20 new projects. By the end of 2011, the university had acquired a sum total of 2.6 billion CZK – approved by MEYS – designated for the implementation of a total of **104 ECOP projects**.

Broken down by individual economic units, the most extensive financial resource allocations targeted projects implemented by various offices of the Rector's Office, namely Employment of Newly Graduated Doctors of Science for Scientific Excellence (197.6 million CZK), Employment of Best Young Scientists for International Cooperation Empowerment (164.7 million CZK) and **Science and Scientists for the Education of Modern Society** (45 million CZK).

Advancements in Teaching at the Faculty of Medicine

The OPTIMED project was launched at the beginning of 2012 with the objective of solidifying the studies of medicine into a more coherent and interconnected whole. A minute revision of individual courses as well as of course content was necessitated by developments in medicine in general and by the rapid information expansion in individual fields in particular. **The faculty successfully obtained a sum of 40 million CZK in ECOP funding for the innovation of all 67 courses of the General Medicine degree programme.**

A clear definition of what a student is expected to know upon completing a given course is absolutely essential, especially in view of the enormous number of new findings. Not only does this approach help students find their bearings in an avalanche of information, it also provides teachers with points of departure for subsequent course work.

Among other things, the revision process and learning outcome assessment are designed to curtail the number of situations where students encounter information repetitively. Changes include the **preparation of "virtual patient" instruction**, designed to guide students through the entire range of activities carried out by a general practitioner – from establishing a diagnosis to treating a patient.

The innovated teaching system is scheduled for implementation at the Faculty of Medicine in the 2014/2015 academic year. As part of the endeavour, **two new courses will be launched – Differential Diagnostics and Urgent Medicine – and learning outcomes will be incorporated into course materials issued in both Czech and English.** The project is also scheduled to include a **complex knowledge and skills testing strategy for graduates.** The entire concept is a unique undertaking within the Czech Republic.

1.5

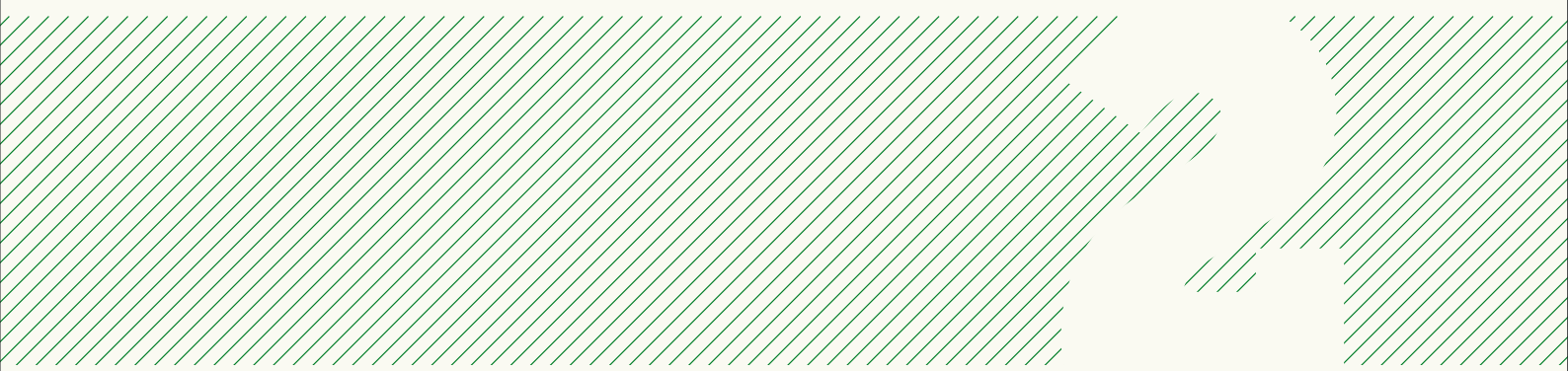
Project Activities in the Area of Educational Offer Development and Associated Services

Additional economic units to obtain extensive ECOP funding allocations in 2012 included the Faculty of Science, which received 128 million CZK for the implementation of 4 new projects in the 2.3 and 2.4 areas of support.

MU carried out **3 Human Resources and Employment Operational Programme projects** worth 19.8 million CZK and two partner projects worth an additional 1.2 million CZK. HREOP projects were implemented by the Faculty of Informatics, Faculty of Social Studies, CEITEC and the Faculty of Arts as project partner.

A total of 4 Austria – Czech Republic Cross-border Cooperation Operational Programme **project s, worth 23.3 million CZK, were implemented by the Faculty of Informatics, Faculty of Science (RECETOX) and Faculty of Economics and Administration.**

The **Research and Development for Innovation Operational Programme** included **11 projects** with a combined worth of 6.3 billion CZK. Most of the budget was distributed between CEITEC (3.08 billion CZK), projects administered by the Faculty of Science – CESEB (929 million CZK) and CETOCOEN (544 million CZK) and the Centre for the Advancement of Research in the Liberal Arts project, implemented by the Faculty of Arts (571 million CZK).



Internationalization

2.1

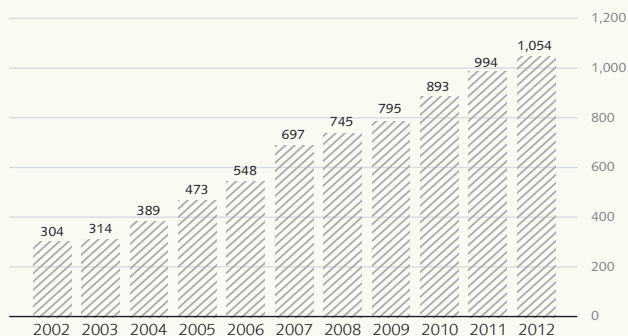
Degree Programme Openness and Offer of Studies in Foreign Languages

In keeping with its internationalization strategy, Masaryk University is dedicated to raising the number of incoming international students who complete their entire studies – either in Czech or in English – in Brno. In the past several years, the university has become a sought-after higher education institution for students from Slovakia and other Central European countries; however, the university's goal is to strengthen its international competitiveness and attract students from other regions, including and especially globally popular territories, in order to maintain both its current student numbers and its highly selective approach while reinforcing the internationalization of its academic community in the face of the upcoming demographic decline. MU focuses on marketing and promotional activities designed to enhance the university's prestige abroad in order to attract international students and have them enrol in either Czech or English degree programmes. The offer of degree programmes taught in foreign languages offered by individual faculties is gradually expanding. In 2012, **two joint degree programmes** were launched at the Faculty of Social Studies: **European Governance** and an **International Joint Master's Degree in Cultural Sociology**.

As of 31 October 2012, a total of **1,064 international students** were enrolled in regular studies at MU (excluding students from Slovakia); **555 of these were fee-paying international students enrolled in degree programmes taught in foreign languages**. The overall number of international students is on the rise: in 2012, they accounted for **15 % of all MU students** (including students from Slovakia). The highest numbers of international students enrolled in degree programmes taught in foreign languages were to be found at the Faculty of Medicine (467 students), followed by FSS (41), FEA (19) and FI (9). Some were also to be found at the FA, FEdu and FSci (3 to 4 students per faculty). The highest numbers of international students enrolled in degree programmes taught in Czech were to be found at the Faculty of Arts (183 students), followed by FSci (96), FSS (52), FI (50) and FEA (48). International student numbers at MU (degree programmes taught in Czech and in foreign languages combined) prominently feature students from Russia (FA, FEA, FI), Portugal (primarily FMed), Ukraine (primarily FA, FI, FSci, FSS) and Great Britain (primarily FMed).

The Language Centre plays a key role in the area of internationalization and language competence development. The university-wide unit is responsible for providing all students with specialized and academic language education in the following languages: English, German, Russian, Spanish, French, Latin and Czech for foreigners.

Graph 1 International Students in Accredited Degree Programmes (excluding students from Slovakia)



In 2012, the Language Centre successfully completed the three-year-long COMPACT (Competence in Language Education at Masaryk University) project, and launched IMPACT, an undertaking which aims to increase the quality of university language education on a nationwide level. It focuses on methodological language education support at higher education institutions, language course innovation and language competence testing standardization. In addition, it also emphasizes foreign language teaching training and the integration of information technologies in language education.

The Language Centre is involved in a range of projects (Deutsch.info, EILC, SMART) while actively participating in national and international professional and scholarly organizations (CASAJC, CercleS) and collaborating – in the form of exchange placements, seminars and video-conference mediated instruction – with a number of foreign universities (Great Britain, Germany, Finland, Spain, Belgium, Turkey and the Netherlands).

2.2

International Student and Academic Employee Mobility

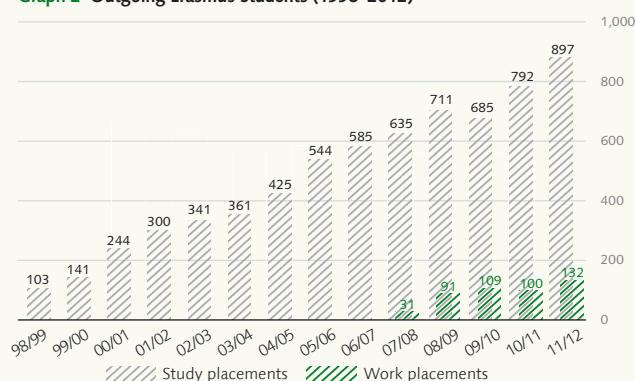
Improving the quality of studies by participating in international student and employee mobility programmes is one of Masaryk University's long-term strategic priorities. In 2012, a total of 1,526 outgoing students (i.e. 7 % more than in 2011) took advantage of the study and work placement opportunities offered by Erasmus, the primary international mobility programme. The most popular destinations included traditional countries such as Germany, France, Spain and Austria. The Erasmus programme was supplemented with a range of additional international mobility systems including Ceepus and Aktion and participation in international university networks such as the Utrecht Network, Compostela Group of Universities and ISEP. Mobility activities were also implemented outside of international mobility programmes, in particular thanks to the growing number of inter-university and interfaculty agreements with institutions around the world. These agreements provided 353 students with an opportunity to travel abroad, most frequently to the USA, China, Russia and Japan. A total of 1,951 outgoing students took part in short-term international mobility programmes, which represents an increase of 6 % in comparison with 2011.

Integrating students with special needs is an Erasmus programme priority. Each year, MU helps students with disabilities participate in international mobility programmes. In 2012, the university was able to help a student with a serious disability travel to Portugal, thanks in part to a record-breaking European grant of 29,000 EUR.

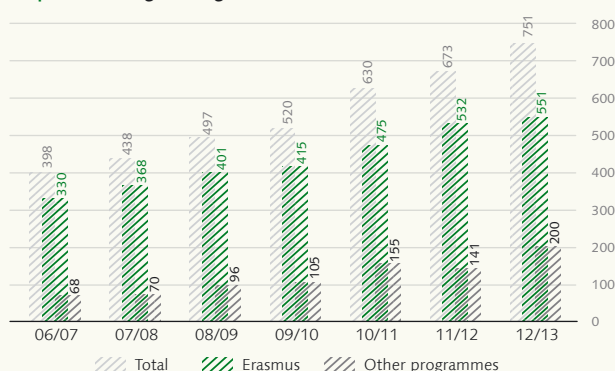
A rising tendency was also registered in the case of incoming students. In addition to Erasmus, the Erasmus Mundus programme drew another 116 students from all over the world to MU (73 % more than in 2011). In 2012 Masaryk University participated in a total of 10 Erasmus Mundus Action 2 consortia, facilitating collaboration with e. g. Russia, the Western Balkans, Middle East, South and South-East Asia, Latin America and South Africa. Erasmus Mundus projects facilitate student and teacher mobility between European and non-European countries. Furthermore, the EMAIL project – dedicated to collaborations between European and Israeli universities and coordinated by MU – was also extended and approved. Participating in Erasmus Mundus projects brings about a number of advantages. Not only does it expand the offer of mobility programmes available to MU students, it primarily enables the university to accept incoming students, postdoctoral researchers and teachers from non-EU countries. Students may take advantage of short-term "credit" mobility as well as long-term "degree" mobility; the latter is generally used for the admittance of fee-paying students into Master's and doctoral degree programmes. A total of 760 international students were enrolled in studies thanks to exchange programmes in 2012, of which 70 % comprised Erasmus students, primarily from Poland, Spain, Germany and France.

MU has been focusing on providing higher quality mobility services for the past several years. An international placement recognition milestone was reached in 2012 with the launch of an application capable of keeping track of international placement records in the MU Information System. A partial revision of bilateral agreements

Graph 2 Outgoing Erasmus Students (1998–2012)



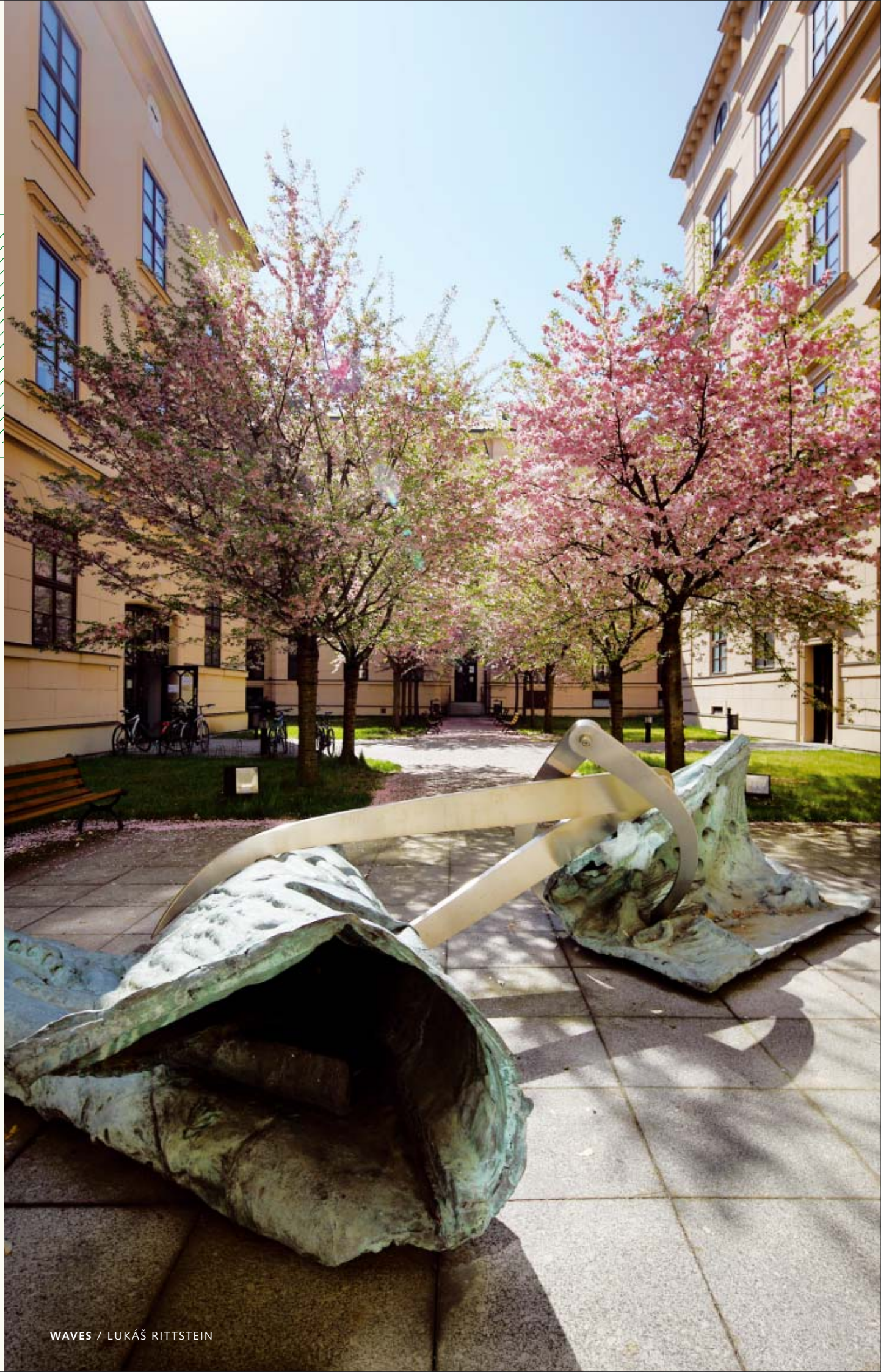
Graph 3 Incoming Exchange Students (2006–2012)

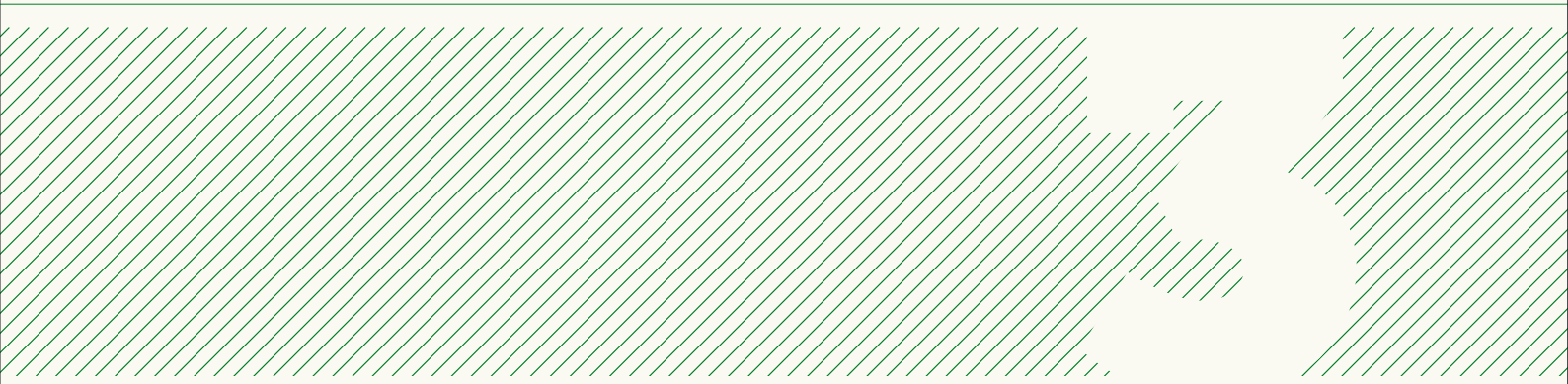


concluded within the framework of the Erasmus programme which takes into account agreement utilization by MU and partner universities forms another significant step. In 2012, the university also initiated a range of activities leading to the establishment of an international mobility quality assurance system as well as assessing mobility programme contribution, especially with respect to the development of students as experts in their fields.

Academic employee mobility was also primarily carried out within the Erasmus programme. A total of 228 teachers took part in teaching placements at partner European schools in 2012, i.e. an increase of 50 % over 2011. The university also concentrated on enhancing non-academic employee mobility by providing opportunities for professional knowledge and skill improvement by means of participating in international workshops, observing employees at foreign institutions and attending language courses and conferences. The 4th annual Masaryk University Staff Training Week, an international event targeting administrative workers from partner institutions, was organized by the Office for International Studies. The intensive training sessions, focusing primarily on the task of international offices at universities and on quality assurance issues, took place at the OIS and at MU libraries and were attended by 29 international participants.

The 25th anniversary of the Erasmus programme, celebrated throughout Europe in May, was one of the key events of 2012. In collaboration with Mendel University and the Brno University of Technology, the MU Office for International Studies prepared and executed Erasmus Days 2012 Brno, an event which peaked on 9 May 2012 with the Race to Špilberk Castle – Journey to Foreign Universities, which provided both secondary school and Masaryk University students with an opportunity to find out what it means to travel the world with Erasmus.





Social Responsibility and Openness in Education

3.1

Access to Education for Disadvantaged Groups

The **Support Centre for Students with Special Needs (SCSSN)** is tasked with providing comprehensive services as required by all Masaryk University students with disabilities. Facilities for disabled students – operated by the SCSSN – include **60 workstations in non-stop operating computer rooms** installed with a range of assistive software available on the Czech market, a publishing house specializing in Braille publications as well as tactile graphics and maps and a recording studio dedicated to sign language productions. These facilities are designed to fulfil the needs of students and employees with disabilities, thereby enabling them to deliver a standard performance as required by Masaryk University. In addition to students, teachers and scientific employees working at MU in 2012 also included 4 visually impaired, 8 hearing impaired and one wheelchair-bound person.

In the autumn **2012 semester**, **Masaryk University** registered a total of **450 persons (492 studies)** with the following disabilities:

- » 100 visually impaired persons,
- » 89 hearing impaired persons,
- » 77 persons with limited mobility,
- » 137 persons with learning disabilities,
- » 47 persons suffering from mental health problems and chronic somatic diseases.

Although the total number of hearing and visually impaired students decreased, the overall number of disabled persons at MU increased by 4 %.

Students with Special Needs Studying at Masaryk University in the Autumn 2012 Semester:

- » 49 % of all visually impaired university students in the Czech Republic,
- » 41 % of all hearing impaired university students in the Czech Republic,
- » 41 % of all university students with limited mobility in the Czech Republic,
- » 41 % of all university students suffering from learning disabilities in the Czech Republic,
- » 18 % of all university students suffering from mental health problems and chronic somatic diseases in the Czech Republic.

Since 2000, Masaryk University has organized entrance examinations for disabled applicants in such a way that with the aid of information technology and alternative communication and perception methods, students with special needs are capable of taking the standard written examination. A total of **654 entrance applications were submitted by 329 applicants with severe physical disabilities** (i.e. persons with reduced work capacity and holders of **disability certificates**) asking for **specifically tailored entrance examinations**. This represents an increase of 37 % in comparison with the preceding year. Approximately one tenth registered for preparatory courses held by the Support Centre for Students with Special Needs.

Public university libraries at MU house **1,380 volumes in Braille**, a total of 6,180 volumes are available in electronic form and an additional 79 are available as hybrid books, a format developed at Masaryk University. In 2012 Masaryk University issued over **40,000 pages printed in Braille intended for visually impaired students** at other universities and at secondary schools.

MU activities promoting equal access to higher education **received international attention and recognition in 2012**. As the first international presentation of the principles of universal accessibility in the area of higher education in the Czech Republic, the **Universal Learning Design (ULD)** conference, held at MU in February 2011 for the first time, sparked an interest among the managers of the **International Conference on Computers Helping People (ICCHP)**, the largest European forum dedicated to issues of technology support for inclusive education. As a result, MU was asked to organize the second annual ULD conference as **an independent section of the ICCHP conference held at the Johannes Kepler University in Linz (11–13 July 2012)**.

3.2

Scholarship Policies, Collaboration with Secondary Schools and Recognition of Talented Individuals

Scholarship Policies

In accordance with section 5 of the **MU Scholarship and Bursary Regulations**, Masaryk University offers five types of scholarships outside of **scholarship and bursary programmes**. Furthermore, individual faculties also announce scholarship and bursary programmes in order to motivate, reward or support outstanding students. A total of 74 scholarship and bursary programmes were offered in 2012, including grants in **support of creative and research activities**; the overall sum thus disbursed by Masaryk University amounted to **35,298,327 CZK**. A total of **9,495,350 CZK** was distributed among MU students who reached **excellent study results** in 2012. The annual **Rector's Awards for Outstanding Students** likewise constitutes a significant source of inspiration. A sum of 75,000 CZK was distributed among three of the best students in Master's degree programmes and an additional sum of 25,000 CZK was presented to the winner of the Rector's Award for outstanding achievements in sports.

Conditions stipulated by **Rector's Measure No. 8/2012** led to the establishment of the **MU Rector's Scholarship Programme**, designed to support student activities across faculties and even beyond Masaryk University. It was envisioned that such activities would be associated with the development of both formal and informal education, the support of strategic objectives and university representation in sports and culture as well as in the area of social and R&D activities. The **Rector's Scholarship Programme is financed from the MU scholarship fund**. A sum of 30,000 CZK was disbursed in 2012.

Students of Bachelor's, Master's, long-cycle Master's and doctoral degree programmes received **over 449 million CZK in scholarships in 2012**.

Masaryk University also continued to award **bursaries**, as specified by section 91, subsection 3 of Act No. 111/1998 Coll. on Higher Education Institutions. A bursary of 1,620 CZK was paid out to eligible students every month from October to July; the number of eligible students fluctuates in accordance with their ability to meet the necessary criteria. A total amount of **4,237,920 million CZK** was disbursed among eligible students in 2012.

The **accommodation grant** constitutes an additional source of financial assistance available to Masaryk University students in both semesters of the academic year. Conditions governing grant eligibility are stipulated by section 8, subsection 1 of the MU Scholarship and Bursary Regulations. Accommodation grants are disbursed in two instalment periods: 1 January to 30 June and July 1 to 31 December. In each period, students apply individually via the MU Information System. In 2012, an amount of **101,501,100 CZK** was disbursed in accommodation grants among eligible students.

A total of 17,491 students received an accommodation grant of 2,900 CZK during the first half of the year (i.e. an amount of 50,723,900 CZK was disbursed) while in the second half of the year 17,875 students were awarded grants of 2,840 CZK each (i.e. 50,765,000 CZK in total).

Students who fail to meet the criteria but cite a sufficiently serious argument in favour of eligibility may apply for an exception. In 2012, 68 students applied for an exception in the first half of the year and 60 in the second half of the year. A total of 90 % of all exceptions were granted. A majority of these cases involved students associated with the Support Centre for Students with Special Needs or students who demonstrated discrepancies regarding records in the national register. An additional 6 students were granted an exception following a review hearing.

Collaboration with Secondary Schools

Long-term cooperation between the university and 70 Czech and Slovak secondary schools continued within the framework of the Partnership in Education project. Collaboration includes informing partner secondary schools about new developments at the university, presenting study opportunities, holding conferences designed to bring secondary school principals in contact with MU management, organizing seminars for pedagogical advisers, holding various events for talented students and including a special open day event.

Rector's Award for the Best Students in Master's Programmes:

Petra Kofroňová, Faculty of Medicine, General Medicine

Petr Kunc, Faculty of Informatics, Information Systems

Monika Mareková, Faculty of Law, Law

Rector's Awards for Outstanding Achievements in Sports:

Jakub Tomeček, Faculty of Sports Studies, Special Education of Security Sections, sports discipline – skeet shooting, extraordinary sporting achievement – 3rd place at the European Championships, 13th place at the World Championships, London 2012 Summer Olympics nominee

Rector's Award for Outstanding Creative Activity:

Zuzana Hanzelková, Faculty of Science

Michaela Jarkovská, Faculty of Arts

Both students received the award as a token of appreciation for the preparation and implementation of the STOP and Solve a Crime exhibition, dedicated to modern criminological methods including the integration of molecular biology.

3.2

Scholarship Policies, Collaboration with Secondary Schools and Recognition of Talented Individuals

Additional Student Awards Presented in 2012:

Barbora Mlejnková, Faculty of Education, Technologies Contest Pilsen 2012 (1st place – Multimedia and Didactics section)

Kateřina Mynářová, Faculty of Arts, National Thesis Award in the area of human resources management and development (1st place, Master's thesis category)

Tomáš Vrba, Faculty of Education, Technologies Contest Pilsen 2012 (1st place – Professional Activities section)

Ivana Závodníková, Faculty of Education, Technologies Contest Pilsen 2012 (2nd place – Multimedia and Didactics section)

Veronika Drimlová, Kateřina Ligasová, Jan Rosman, Radim Vozábal, Pavel Stejskal, Xenie Horňáčková, Miroslava Svobodová, Faculty of Education, Ars Poetica – Pushkin's Memorial (1st and 2nd place, category III, South Moravian regional festival series)

In addition to the above, secondary schools were also offered a choice of over 80 lecture topics to choose from, with lectures delivered by MU experts from all nine faculties. Secondary school students were thus able to expand their knowledge, obtain up-to-date research information and experience the atmosphere of a university lecture, which in effect made it possible for them to prepare for a different information exchange style.

Awards presented to doctoral students are listed in chapter 1.2.

3.3

Student Advisory Services and Premature Termination of Studies

Advisory services focusing on student development are provided by the University Advisory Service and the MU Career Centre. Services offered by the two centres focus on preventing premature study termination and on developing social competences. Students were offered psychological and career counselling as well as individual coaching, group activities and seminars, all led by experienced psychologists.

A total of 45 group workshops were attended by 454 participants and 767 individual consultations took place. Current MU students were also involved in co-organizing a range of counselling activities for their younger colleagues, including *Prvákoviny*, a two-day-long information session attended by 864 first-year students and led by 32 teams of organizers. Students prepared (as part of required hands-on training) the popular **Assessment Centre – Mock Selection Procedure** programme for their first-year peers. A total of 12 assessment centres were prepared by 69 students for 87 participants.

Students and graduates were also informed about opportunities offered by their prospective employers thanks to the developing **electronic Job Market database**.

Selected Seminars Organized by the University Advisory Service and MU Career Centre in 2012:

- » Group coaching – career path planning
- » Group coaching – time planning strategies
- » Know yourself – self-awareness in a group setting
- » From self-awareness to self-management
- » How to improve your study performance
- » How to handle procrastination and creative blocks
- » How to study – efficient study and information organization techniques
- » Infomanagement and superlearning
- » Stress management
- » How to write a resume and cover letter
- » Assessment centre or, how to win a call for tenders
- » Job interviews – discussion with a human resources specialist
- » Presentation skills or, how to get attention and capture your audience

3.3

Student Advisory Services and Premature Termination of Studies

Premature Termination of Studies at MU

MU has been focusing on the issue of premature study termination since autumn 2011, when individual faculties first began to examine the rate of failure to complete studies. The **Masaryk University Premature Termination of Studies Analysis, completed in 2012**, describes the development of uncompleted studies at individual faculties by student matriculation years. A comprehensive **survey of premature termination of studies at MU** was subsequently prepared. The survey combined **quantitative methods** (data acquisition questionnaires) **with qualitative methods** (semi-structured interviews with students and MU faculty representatives) and **produced a number of significant findings**. Deferments, i.e. students who initially enrol in several parallel studies but leave one to continue with the other, account for approximately one half of all prematurely terminated studies. Such cases are primarily motivated by unmet expectations and disappointment with the abandoned field and tend to occur more frequently in the case of undergraduate students in their initial years of study. The second variety of study termination situations includes cases of students **abandoning higher education** in order to focus on **a different set of priorities, i.e. career, family or personal values**. Approximately **one quarter** of these **students are motivated to study, but for some reason find completing their studies difficult**. These students form an appropriate target group for interventions leading to improved study management.

The survey results have initiated a university-wide discussion of strategies for preventing the premature termination of studies.



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University Research Profile

4.1

Scholarly Activities, Collaboration Development and Scientific Team Expansion

Masaryk University scientists **published nearly 1,000 original scholarly texts** listed in international databases ISI Web of Knowledge and Scopus in 2012, as well as an array of scholarly monographs published by prestigious international houses.

Monographs written by authors hailing primarily from the Faculty of Arts, Faculty of Law, Faculty of Social Studies and Faculty of Education have been published by e. g. Verlag, Springer, Cambridge University Press, Edward Elgar Publishing, Duncker & Humblot, Kluger Law International, Macmillan and Pilgrims Publications.

In comparison with the rather stagnant preceding year, the **number of original articles published in 2012 increased by 8 %**. The number of citations by other authors accrued over a given period of time is a key parameter which respect to the quality of research conducted at MU. Its growth is significantly more rapid than the rise in publication numbers and **currently stands at 30 to 40 % per year**.

In this regard, **chemistry** – a traditionally productive field – **remained most productive even in 2012, followed by physics, molecular and cellular biology**, environmental sciences, mathematical sciences, oncology, informatics and computer sciences and plant sciences. In the humanities and social sciences, international databases prominently featured sociology, political science, historical sciences and pedagogical and psychological sciences. Economic sciences also continued to rise in prominence.

MU scientists **most frequently participated in collaborations with partners from the USA** (over 11 % of all publications issued in 2012 were written in collaboration with American scientists), **Germany** (9.5 %), **Great Britain** (5.8 %) and **France** (5.4 %). Czech institutional partners most commonly included the Academy of Sciences of the Czech Republic (16 %), Charles University in Prague (11 %), Brno University of Technology (5.4 %) and Palacký University in Olomouc (4.8 %). As in previous years, MU scientists – especially those based at the Faculty of Medicine and Faculty of Science – also participated in joint projects with university hospitals (10 % of their publications).

Scholarly articles which best articulate the continuously improving quality of science at MU are those which list MU employees as key authors, include an element of discovery and achieved publication in high impact factor journals. These include scholarly journals **such as Blood (IF = 9.9), Biotechnology Advances (IF = 9.6), Leukemia (IF = 9.6), Nucleic Acid Research (IF = 8), Cancer Research (IF = 7.9), Stem Cells (IF = 7.8) and Astrophysical Journal (IF = 6)**.

On the whole, 2012 was a successful research year at MU, although no truly extraordinary original scholarship was registered, i.e. scholarly work published in interdisciplinary journals such as **Nature** or **Science**, which most contribute to the prestige of a research institution.

Many research teams were substantially expanded in 2012, with international researchers on either postdoctoral or even senior positions. The expansion of postdoctoral positions was greatly facilitated in particular by ECOP projects. The Employment of Newly Graduated Doctors of Science for Scientific Excellence project, which provided employment for **57 young researchers**, also facilitated the development of a **systematic framework** leading to the establishment of an **independent position**. In order to ensure that newly admitted young scientists are of the highest quality, a set of **strict criteria for their selection** was adopted. Moreover, the **recruiting system** was adapted to specifically **target** international workers. Although postdoctoral researchers are generally considered key, such positions were to be found only sporadically at MU in the past.

4.2

Providing Optimal Conditions for Research and Research Support

A significant measure of dependence on targeted (project) funding is a traditional hallmark of the Czech R&D funding system. In 2012, a **shift in the ratio of institutional support as part of overall research activity funding was registered, increasing from 28 % to 38 %** (non-capital costs from subsidies). However, targeted support remains the dominant source of research activity funding (see graph No. 4).

In 2012, MU investigated nearly **400 research projects and 120 specific university research projects**. National targeted support providers constituted an essential research funding source. In 2012, MU investigated a total of 228 Czech Science Foundation projects, 7 projects funded by the Grant Agency of AS CR, 15 projects announced by the Technology Agency of the CR, 3 research plans and 36 MEYS projects (MOBILITY, KONTAKT, Large infrastructures, INGO, COST, EUREKA).

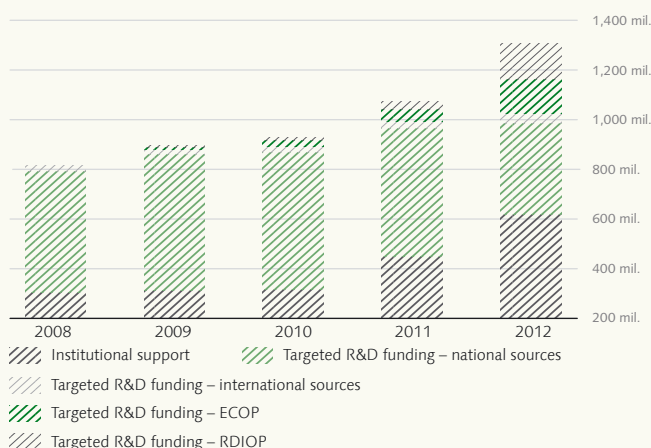
Funding sources essential for the development of research activities at MU also include the **Research and Development for Innovation Operational Programme (RDIOP)** and **Education for Competitiveness Operational Programme (ECOP)**. With respect to research, ECOP priority axis 2.3 Human Resources in Research and Development was of exceptional importance, with 46 projects implemented in 2012 alone. A detailed overview of RDIOP projects is included in chapter 4.3.

International funding sources currently constitute a small share of the overall available funding, but their importance is extraordinary, especially as such grants significantly contribute to highlighting the university's scientific excellence, in particular by fostering collaborative ties to international scientists. In 2012, the university investigated a total of **36 projects of the European Commission's Seventh Framework Programme**. A total of **22 new applications were filed in 2012, including 13 in the People programme**. In 2012, MU also investigated 6 projects funded by other prestigious international sources, including the **Welcome Trust, European Molecular Biology Organisation (EMBO), ESA and NATO**.

The **South Moravian Programme for Distinguished Researchers (SoMoPro)** constitutes yet another significant source of funding. Designed to attract **foreign researchers and Czech scientists working abroad to the Czech Republic**, it is instrumental in raising the university's scientific excellence profile. The programme is funded partly by the Seventh Framework Programme (People, COFUND) and included a total of **19 projects in 2012**.

In accordance with the **MU Strategic Plan**, the university started developing a central **MU Grant Agency**, a unit tasked with supporting research conducted by both students and academic employees. MU has traditionally implemented **specific university research and Rector's Programme projects**, both of which are specifically designed to provide financial aid for research and creative activities carried out by students. The newly established grant agency aims to extend this form of support to research activities carried out by MU employees. The **Research Support Programme (RSP)**, launched in 2012, thus covers three types of activities, including

Graph 4 Graph 4 Research Funding (Non-Capital Costs from Subsidies, 2008–2012)



Note: Data presented in this graph deviate slightly from data included in the Annual Financial Report due to the utilization of different methodologies, i.e. actual costs in a given year were monitored here (e.g. the graph presents costs excluding TPMF creation and transfers to co-recipients, includes TPMF funds drawn in a current year, etc.).

the presentation of research awards in four specialized categories, the promotion of interdisciplinary research in the form of three-year-long grants and the support of upcoming international research projects. The **RSP**, scheduled for launch in 2013, will be funded from institutional R&D support (up to a total of 5 % of the overall amount allocated to MU).

Additional activities taking place in 2012 also included the initial stages of the development of **internal guidelines designed to ensure compliance with ethical research principles and procedures**. The first part of this endeavour called for the establishment of universal **guidelines specifying research data accountability** in order to preclude situations which would compromise the credibility of research activities carried out at MU. The establishment of a **central multidisciplinary ethics committee** formed a second objective. The committee is to be tasked with considering and issuing written statements regarding such MU research projects which include research on human beings or which for any reason require ethical consideration.

4.3

Research Infrastructure

At the EU level, the support of large infrastructures is an important component in efforts aimed at increasing competitiveness. The Innovation Union, a Europe 2020 strategy for research and innovation, includes a target which calls for the initiation or completion of 60 % of all priority infrastructures covered by the **European roadmap for large research infrastructures (ESFRI Roadmap) by 2015**. The Czech Republic is actively involved in preparing the Roadmap and its updates. A number of MU research teams are participating in several consortia, including the environmentally focused **INSTRUCT**, **ECRIN**, **ELIXIR**, **EATRIS** and **EuroBioImaging** and **CLARIN**, a social sciences and humanities infrastructure.

In addition to these activities, MU is also actively involved in three research infrastructure projects supported by the **Capacities** sub-programme of the Seventh Framework Programme, including **EastNMR** and **BioNMR**, aimed at developing a pan-European structural biology research infrastructure and closely associated with the **INSTRUCT** project of the ESFRI programme, and **SUDSOE**, a project promoting the application of the latest technologies in soil degradation prevention in Egypt.

At the national level, the European research infrastructure roadmap and the needs and possibilities of Czech research and development in the area of large infrastructures are best represented by the **Czech National Roadmap for Large RDI Infrastructures**. MU is the national coordinator of six infrastructures: **Czech Polar** (Gregor Johann Mendel Antarctic Station on James Ross Island), **RECETOX**, **CEITEC** (nanostructures and advanced materials), **INSTRUCT** (in collaboration with **BIOCEV**), **ECRIN** (in collaboration with St. Anne's Faculty Hospital in Brno) and **CERIT-SC**. As partner, MU is involved in the **Czech-Geo/EPOS** project (distributed system of observatory and field measurements of geophysical fields in the Czech Republic – development and operation of the national ESFRI node of the EPOS project) and the **LINDAT-Clarín** project (development and operation of the Czech node of the pan-European research infrastructure linked to the Clarín and ESFRI projects).

In 2012, three large infrastructure projects co-investigated by MU research teams received some measure of national support: **RECETOX** (National centre for persistent organic pollutants), **Babák Research Institute – ACIU** (Cell therapy and immunotherapy) and **CEITEC – Open Access** (providing other Czech research teams with open access to shared CEITEC laboratories).

Currently responsible for funding four research-oriented projects – **CEITEC**, **CETOCEON**, **CEPLANT** and **CERIT-SC** – the **Research and Development for Innovation Operational Programme** constitutes the primary source of support for the development of research infrastructures at MU. An overview of the centres' activities in 2012 is provided below, with the exception of the **CEITEC** project (described in chapter 12).

RECETOX (CETOCOEN) is an independent Faculty of Science unit which focuses on research, development, education and expert activities in the area of **environmental pollution by toxic substances**. The development of the

centre was supported by the **CETOCOEN** project (RDIOP). The construction part of the project was completed in 2012 and the grand opening of the new research building took place on 8 October. **In 2012, the centre employed 123 persons**, including 89 scientific employees (26 % international). A number of experts and postdoctoral researchers from abroad arrived only recently, including e. g. Luca Nizzeto of the Norwegian NIVA institute and Foppe Smedes of DELTARES from the Netherlands. The centre **published 50 articles in international journals with impact factors** (overall IF of 157.4, average IF of 3.7) and **produced 4 application outputs** (patents and utility models). **CETOCOEN** also participated in the global monitoring of toxic substances and developed an information system for the **UN environmental programme** in order to help the public access newly acquired data (www.pops-gmp.org).

CEPLANT is a research centre operated by the Department of Physical Electronics (FSci MU), developed on the basis of a RDIOP project and dedicated to **research and development in the field of surface plasma modification**. In 2012, the **CEPLANT** project employed a total of **43 researchers and doctoral students**. Seven new employees were admitted as junior scientists, including two successful postdoctoral employees with international experience in the field of plasma technology and one application area worker. A total of **46 scholarly articles were published or accepted for publication in academic journals with impact factor in 2012**. A special issue of *Chemické listy*, the official journal of the Association of Czech Chemical Societies, was published on the occasion of the second anniversary of the project; the issue focused primarily on the latest research conducted in the area of atmospheric discharges. An additional **8 applied research results** were obtained, mostly in the field of plasma-treated polypropylene fibres used for construction concrete reinforcement.

The Centre for Education, Research and Innovation in ICT – Scientific Cloud (**CERIT-SC**, www.cerit-sc.cz) was established in 2011 following the transformation of the Supercomputing Centre Brno (SCB). **CERIT-SC** is part of the MU Institute of Computer Science and funded in part by a RDIOP project. **CERIT-SC** provides an experimental infrastructure and expertise for **research and development in the area of flexible e-infrastructures and extensive in-silico experiments**, carried out in close collaboration with other scientific disciplines. 2012 was a significant year for the centre in view of **the extensive investment activity taking place**. In addition to investment activities, the centre – in accordance with its mission – also focused on intensive collaboration with research groups at MU and beyond. Significant activities included the **preparation of the national ESFRI node for the ELIXIR project** (www.elixir-europe.org), with the centre constituting one of seven subjects jointly submitting a national application. Along with CzechGlobe (www.czechglobe.cz), the centre also filed a proposal for the establishment and operation of a central node (ICOS Carbon Portal) for the ESFRI project ICOS. Finally, the centre is also participating in **collaborations with the CEITEC project**, especially in the area of bioinformatics and computational chemistry as well as in the processing of brain scan signals.

4.4

Qualification Development and Academic Employee Structure

Rules and regulations governing MU employee career growth are set out in the **MU Career Code** which provides a general framework for systematic and constant employee motivation leading to qualification development. Motivational elements relevant to the career growth of academic workers at MU include primarily habilitation and professorship appointment procedures in a wide variety of fields as well as the creation of favourable conditions for optional sabbatical leave and visiting scholar placements. MU is also focusing on increasing the number of international academic workers: their presence is viewed as a decisive internationalization factor, and, more importantly, as an element positively influencing the quality of studies.

A total of **24 habilitation procedures and 11 professorship appointment procedures** took place at Masaryk University in 2012; MU academic employees were involved in 16 and 9 cases, respectively. In order to streamline the administrative process, the information system for processing records and creating statistics associated with habilitation and appointment procedures was substantially upgraded in 2012; it now generates proposals for the appointment of associate professors and professors as well as habilitation certificates in a uniform style while rendering all data significantly more transparent.

Masaryk University recognizes outstanding achievements reached by its academic employees by conferring medals, Rector's Awards and – since 2012 – **awards for outstanding research results**.

Academic Employee Awards Granted in 2012:**SILVER MEDALS**

Zdeněk Čupr, professor emeritus of the Faculty of Medicine of MU

Ivo Pospíšil, head of the Department of Slavonic Studies, Faculty of Arts of MU

RECTOR'S AWARD FOR OUTSTANDING CREATIVE ACTIVITY

Jan Preisler, Viktor Kanický, Pavla Foltýnová, Faculty of Science of MU, diode laser thermal vaporization patent, Brno 2012

Miroslav Souček et al., Faculty of Medicine of MU, Internal Medicine, Brno 2011

Research Support Award – Research Awards Granted in 2012:**AWARD FOR OUTSTANDING RESEARCH RESULTS OF INTERNATIONAL SIGNIFICANCE – G. J. MENDEL AWARD**

Milan Brázdil – submitted an article of discovery to the prestigious neurological journal *Cortex* in 2012: "Unveiling the mystery of déjà vu: the structural anatomy of déjà vu", which was published to exceptional international acclaim. This text constitutes the first scientific treatment of the secrets of the elusive and repetitive experience of déjà vu.

AWARDS FOR OUTSTANDING RESEARCH RESULTS ACHIEVED BY YOUNG SCIENTISTS UNDER 35

Tomáš Brázdil – achieved excellent results in the field of formal modelling and verification of computational processes with discrete states.

Anna Ševčíková – the first author to publish significant works analysing human behaviour in the contemporary online environment. Her publications have been featured in some of the most important journals in the field.

Michal Masařík – as a biochemist and molecular biologist has been involved in biology and the development of new diagnostic approaches to prostate cancer treatment.

AWARD FOR EXTRAORDINARY INTERNATIONAL GRANT COMPETITION RESULTS

Jan Bouda – the first successful MU Seventh Framework Programme project coordinator; RAQUEL, a Future and Emerging Technologies project, provides support for new and risky ideas designed to change existing technological trends.

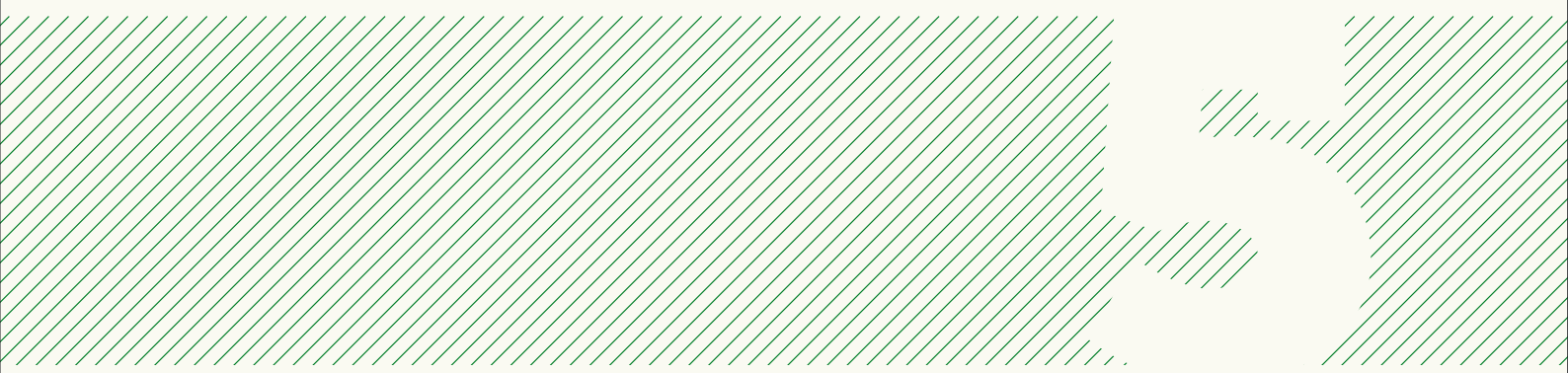
AWARD FOR LONG-TERM EXCELLENCE IN RESEARCH

David Šmahel – dedicated to the problems of social psychology with special emphasis on cyberspace research. He is the founder and editor of the international journal *Cyberpsychology: Journal of Psychosocial Research on Cyberspace*. He is also responsible for establishing an internationally respected scientific team at MU and placing substantial emphasis on its interdisciplinary dimension.

Mojmír Šob – dedicated many years of research to theoretical chemistry, condensed matter physics and quantum mechanical modelling. Prof. Šob is a leading figure in these fields and his work is internationally respected by the scientific community.



BALANCE / JOZEF JANKOVIČ



Innovation and Technology Transfer

5.1
Technology Transfer Office

The **Technology Transfer Office (TTO)** is tasked with handling research and development results and providing services associated with the application of MU technologies and knowledge. The unit expanded its services in the area of licensing, intellectual property security and contract research commissions while also **developing legal services associated with MU intellectual property management, agreement preparation and contractual relationship management and administration.** The TTO continued to provide administrative and material support for academic enterprise including the establishment of spin-off companies and other activities associated with MU results including outreach into educational, marketing and promotional activities. TTO services are available to all MU faculties and units, as needed in accordance with their individual needs and requirements. **Masaryk University's technology transfer strategy** was expanded to include proactive activities such as the early identification of output suitable for practical application. The TTO team includes five project managers, two lawyers, one economist and several administrative staff members.

The personnel stabilization and development of activities carried out by the TTO benefited from the approval of the three-year-long **RDIOP Technology Transfer at MU project**, implemented and administered by the TTO from 1 June 2012. The TTO continued to participate in ECOP project collaborations such as **EfTrans** (effective transfer of knowledge) and **ChemPoint** (scientists for chemical practices), both of which were successfully completed.

In 2012, a new visual style was adopted, effecting changes to the design of all promotional articles, the **INTERFACE** newsletter and the **ctt.muni.cz** website. The TTO also began to focus on communication mediated by various social networks.

MU Technology Transfer Office

- » established in 2005, currently employs a team of 11,
- » focuses on the support and commercial utilization of R&D results obtained by MU units,
- » locates opportunities for the utilization of MU technologies and knowledge,
- » specializes in MU intellectual property protection,
- » implements technology and knowledge transfer while collaborating with application partners,
- » collaborates with over 50 research teams,
- » administers 80 patent applications, awarded patents and utility models.

5.2
Knowledge Transfer and Utilization of Research Results

The transfer of knowledge and results calls for the implementation of a wide range of activities, which are either coordinated by the TTO or by individual faculties or other MU units in collaboration with the TTO.

In 2012, the TTO focused primarily on **managing results** in the following fields: **organic chemistry, biomedicine, human health, environmental protection and plasma physics.** Protection of relevant results was ensured by filing **9 new patent applications in the Czech Republic, 2 international patent applications, 5 utility model applications and 3 trademark applications** – all according to results produced by the Faculty of Science, Faculty of Medicine and Faculty of Sports Studies. Simultaneously, the TTO was awarded **2 Czech and 3 international patents while 9 utility models and 5 trademarks (industrial design) were registered.**

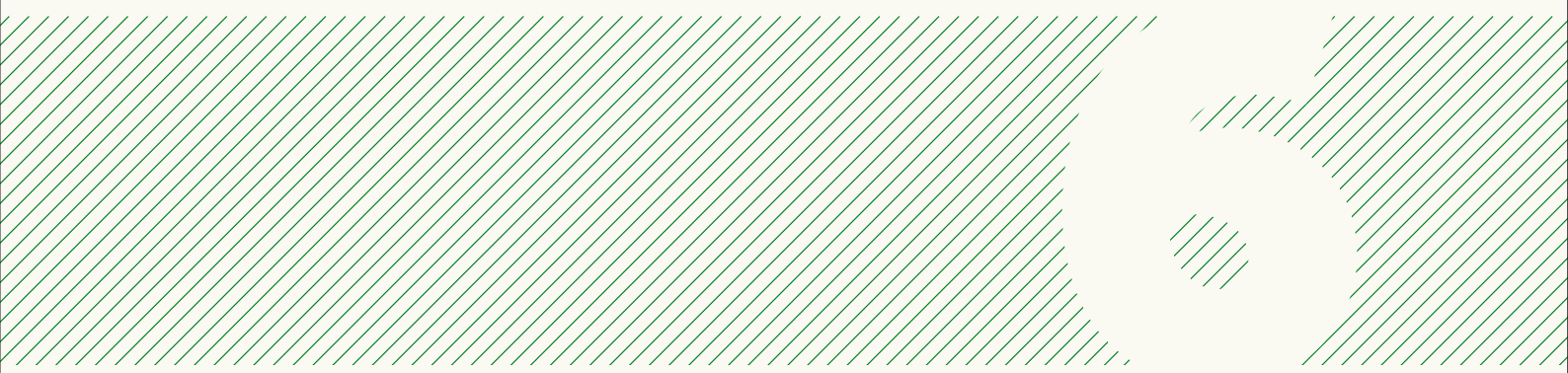
Core TTO tasks include the preparation of contracts with end result users, negotiation of the applicable conditions and systematic care for all contractual relationships. In addition to the licensing of MU technologies and know-how trading, the TTO facilitated the establishment of one spin-off company focusing on the development of computer products for specific users. The TTO also helped **update existing internal regulations in the area of technology transfer** and continued to organize educational and PR activities.

Moreover, the TTO remains an active supporter of infrastructure and R&D projects, **contributing to the development of the South Moravian Regional Innovation Strategy** by collaborating on the preparation of a regional technology transfer centre and providing educational activities, e. g. the accredited **Research and Development in Practice course**, concentrating on academic enterprise, project preparation and management and intellectual property utilization.

Overall MU revenue from technology transfer in 2012 amounted to 3.793 million CZK. This sum includes contracted research (1.472 million CZK), consultation and counselling fees (715,000 CZK), revenue from educational courses organized for application sphere entities (1.419 million CZK) and revenue from licensing agreements (187,000 CZK).

Intellectual Property Protection in Numbers in 2012

SUBMITTED:	
Patent applications (Czech Republic)	9
Patent applications (international)	2
Utility model applications	5
Trademark applications	3
AWARDED/REGISTERED:	
Patents (Czech Republic)	2
Patents (international)	3
Utility models	9
Industrial design trademark	5



External Communication

6.1

Communication with Prospective Students and Graduates

The wide range of information activities focusing on prospective Masaryk University students applying for studies in Czech degree programmes included presentations and science-themed exhibitions held at educational trade fairs in Brno, Prague and Bratislava as well as 170 informative calls by current MU students at both Czech and Slovak secondary schools. In addition to providing a range of study-related information, MU representatives also screened a short film and a new multimedia presentation. Prospective students received a magazine specifically tailored to the needs of potential applicants: a special edition of **MUNI EXTRA** with a complete list of all available fields of study.

MU also presented the second annual **MUNIquest**, a contest designed to introduce the university environment to prospective students. The contest was promoted using the MU Facebook presentation, posters at 500 secondary schools and a MU YouTube video. Individual faculties also organized specialized open days for secondary school students. The university supported – and co-organized – the national secondary school tic-tac-toe competition **plšQworky**, which drew a total of 27,000 contestants. Eight faculties published electronic newsletters detailing study opportunities in order to inform and motivate admitted applicants to enrol in studies.

In 2012, the university continued to develop contacts with its alumni. The current issue of **The Graduate newsletter** was posted to approximately 5,500 addresses listed in the MU Alumni Network and tens of thousands of alumni received three issues of an electronic newsletter with information about current university events. MU also relied heavily on its website and Facebook for further communication with graduates.

At the end of 2012, MU successfully launched the **Alumni card**, which represents a new way of communication with the alma mater even after graduation. The card, available for a one-time fee of 250 CZK, allows graduates to retain certain student benefits. The launch was accompanied by a large-scale direct mailing campaign.

The university also continued to collaborate with the **MU Alumni and Friends Association**, which, among other activities, successfully distributed a sum of 42,000 CZK as part of the **TGM Grants programme** in support of student activities.

6.2

Public image and Prestige in the Academic Environment

The university continued to play an important cultural and social role in the life of the city of Brno and the South Moravian Region. Traditional social events included the **Masaryk University Garden Party**, a concert held on the occasion of the launch of the new academic year and a performance of **"Ballad for a Bandit"** by the **Goose on a String Theatre**.

The Rector's Awards were presented at the **Dies Academicus 2012** public assembly and a new **University Wine** for the upcoming academic year was introduced. Several key university events took place in the autumn, including the **grand opening of the Research Centre for Toxic Compounds in the Environment building** and the **UCB Academic Restaurant** and foundation stone laying ceremonies for **CEITEC** and a new **Faculty of Informatics building**. Important figures to visit the university in 2012 included e. g. **Madeleine Albright**, who used the opportunity to introduce her new book, entitled **Prague Winter**.

The establishment of the **Masaryk Student Union (MUNIE)**, an umbrella organization which brings together MU student clubs and associations and promotes their activities and interests, may be considered a significant event. The association organizes a variety of events and projects linked to student activities. MUNIE and MU organizers jointly supported a number of student activities in 2012, including the **fourth annual university hockey match** – in which the Masaryk University hockey team defeated the Brno University of Technology. 2012 was a successful year for the Masaryk University Choir, which successfully published their **third CD, entitled 58 Minutes of Intermittent Silence**. The album release took place at an extraordinary concert held at the **Brothers of Charity convent** in Brno.

The university periodically informs the academic community and its supporters about upcoming events, significant projects and interesting alumni. The **muni.cz university monthly** and the **online.muni.cz news portal** – updated daily – continued to serve as the most important means of communication throughout 2012. The web-based news portal is designed to supplement the printed magazine and provide additional articles and event photo galleries in keeping with the latest trends in the development of digital technologies. A new portal, **science.muni.cz**, dedicated to promoting science and informing the public about research and development conducted at MU, was set up in 2012.

As in previous years, Masaryk University students and employees participated in all events of the **Science Festival**, held in Brno in September. Approximately 8,000 people visited the Faculty of Science, Faculty of Informatics, Mendel Museum and the Brno Observatory during **Researchers' Night**. The **Researchers' Day** event provided Brno residents with a further opportunity to explore science in its many forms thanks to presentations and experiments showcased in the Augustinian monastery.

6.2

Public image and Prestige
in the Academic Environment

The **Labyrinth of Knowledge** exhibition at the **Brno Technical Museum**, presenting the university environment as a place helping young people attain professional careers in a range of scientific disciplines, came to an end in the middle of the year. Masaryk University's contributions to the exhibition included an exhibit prepared by the Department of Archaeology and Museology featuring archaeological findings from Rokštejn, Těšetice a Pohansko.

Designed to promote the university's scholarly activities at post-secondary education fairs, **MU also set up a specialized science booth** dedicated to showcasing the daily life of a laboratory. Visitors were invited to become scientists for a few moments – experiment with liquid nitrogen, experience an interactive quiz focusing on toxic substances in the environment, try out first aid resuscitation techniques, measure the content of muscle and fat in one's body or perhaps experience a live radio broadcast from inside the studio. The presentation was ranked third best overall on the basis of visitor assessment and may thus be considered very successful. The presentation booth was one of the many activities carried out as part of the **Science and Scientists for the Education of Modern Society ECOP** project designed to promote science at the university.

2012 was a key year for the **Mendel Museum**. Not only did the museum celebrate five years of operation under the auspices of Masaryk University, it also commemorated 190 years since the birth of **Gregor Johann Mendel**. The **Anniversary Mendel Lectures**, a crowning moment of the celebrations, featured leading **Czech scientists** such as **Prof. Friml**, **Prof. Jiříčný** and **Prof. Lukáš** as well as scholars from around the world, including **Nobel Prize winner Prof. Günter Blobel**. Thanks to a collaboration with the National Technical Museum, Mendel's heritage was also introduced in Prague. Other exhibitions were even made available to international audiences, especially thanks to Czechtourism and CCRJM. Mendel's heritage as well as Masaryk University itself were thus presented e. g. at the Tainan National Cheng Kung University and at the University of Illinois in Chicago.

Selected exhibitions were also presented in Slovenia and in the Baltic states. A key exhibition taking place at the Mendel Museum in 2012 was entitled **Treasures of the Old Brno Abbey**. Not only was the exhibition unique in its portrayal of 19th century Brno Augustinians, it succeeded in organizing a public display of the original manuscript of *Experiments in Plant Hybridization*. Personnel difficulties notwithstanding, Mendel Museum managed to organize a large number of events commemorating Mendel's anniversary, thereby displaying its capacity for presenting the activities of one of Europe's greatest scientists as well as for promoting the interests of Masaryk University itself.

Masaryk University is one of the **largest publishers** of scientific and educational literature in the Czech Republic. A total of 383 book titles and over 50 scholarly and student journals were published in 2012. Key

publications included a monograph by **Jiří Hlušíčka** dedicated to the 100th anniversary of the birth of the painter and graphic artist **Bohdan Lacina** and **Masaryk and Religion** by **Miloslav Dokulil**. The **muni**press publishing house significantly enhanced communication within the university. It provides faculties and units with the opportunity to publish monographs and periodicals in the form of complex publishing services which include international database record keeping, CrossRef – DOI programme administration and extensive promotion and distribution, especially thanks to the overhauled www.muni.cz/press website. Muni

6.3 MU in the Media

Masaryk University's representation in the media corresponds with its size and importance in the Czech Republic. The overall number of media mentions involving Masaryk University in 2012 was comparable to the total number of posts regarding Charles University while constituting more than twice the number of mentions of Palacký University.

Data broken down by article type clearly indicate that Masaryk University is successful not only in promoting university events and educational activities, but also with respect to the promotion of science and research results.

Significant news topics linked to Masaryk University included the 2012 **appointment of Petr Fiala to the post of minister of education** as well as the debates and protests associated with higher education reforms.

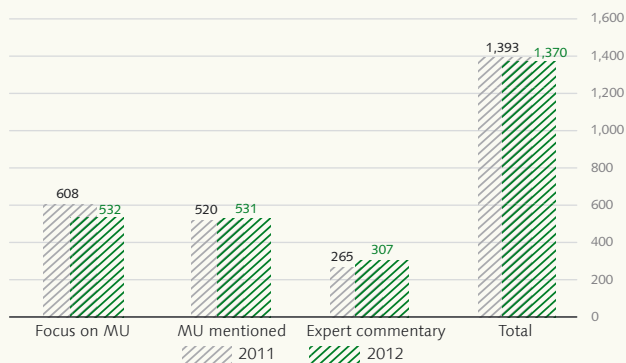
MU has successfully managed to promote issues such as the renovations of several faculties while also highlighting a **wide range of Masaryk University's scientific achievements** including research in Antarctica, a traditional favourite, and e. g. age management studies conducted at the Faculty of Arts. Research conducted at the Faculty of Science, Faculty of Medicine and Faculty of Social Studies likewise attracted a great deal of publicity. **MU's most cited experts include political scientists from of the Faculty of Social Studies.**

As in previous years, Masaryk University managed to provide a **balanced mix of messages** dedicated to science, education and the university as an institution. Nevertheless, a slight increase in the number of reports focusing on science was registered, with a consequent slight decrease in the number of mentions dedicated to education.

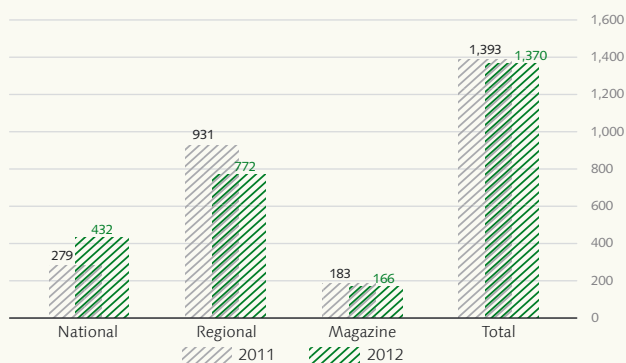
In terms of value and tone, neutral and somewhat positive media mentions are prevalent in the long-term, especially with respect to scientific achievements. Nearly one-third of all media mentions of Masaryk University are positive to somewhat positive while the remaining two thirds were assessed as neutral. Only a total of 42 negative or somewhat negative mentions were recorded in 2012, a decrease in comparison with the preceding year.

The Faculty of Social Studies remains Masaryk University's most frequently mentioned faculty, followed by the Faculty of Science and Faculty of Medicine. In comparison with 2011, the Faculty of Economics and Administration drew more attention while the Faculty of Sports Studies also rose in prominence, especially in comparison with 2009 data.

Graph 5 Interannual MU publicity by article type



Graph 6 Interannual MU publicity by media type





Strategic Partnership Network, Collaboration with the Application Sector and Employability

7.1

CEITEC – Central European Institute of Technology

The Central European Institute of Technology (CEITEC) is a European centre of excellence in the life sciences and advanced materials and technologies striving to develop into an important European centre of science and scholarship while providing world-class scientists with state-of-the-art working conditions.

Key partnerships with prestigious international research institutions form part of the CEITEC internationalization strategy. Strategic partnerships include various forms of collaboration, including international mobility, joint research projects, conference, workshop and summer school organization, joint publications and Ph.D. programmes, utilization of the CEITEC research infrastructure, etc.

On behalf of CEITEC, Masaryk University entered into a strategic scientific collaboration partnership with the European Molecular Biology Laboratory (EMBL). CEITEC is currently the only Czech institution to ever become an exclusive EMBL partner. The project is designed to foster collaboration between EMBL and the Czech Republic and includes joint scientific workshops, research projects and exchanges, participation in key conferences, collaboration in the area of large research infrastructures such as ELIXIR and EuroBioImaging and the exchange of research data. In August 2012, CEITEC entered into a strategic partnership with Imperial College London. The project focuses primarily on the area of nanoscience and nanotechnology. CEITEC is represented by Prof. Tomáš Šikola, coordinator of the Nanotechnology and Microtechnology research programme and Imperial College London by Prof. Stefan Maier, director of the Centre for Plasmonics and Metamaterials. The parties agreed on the importance and profitability of mutual cooperation based on the needs of particular research groups at either of the institutions. Cooperation will focus on joint research projects, training, and the exchange of doctoral and postdoctoral students.

7.2

Collaboration with Medical Institutions

Masaryk University focused on collaborative activities with all key medical facilities in the region. In addition to strategic collaboration with University Hospital Brno, St. Anne's Faculty Hospital and the Masaryk Memorial Cancer Institute, MU also worked closely with the Trauma Hospital of Brno, the South Moravian Regional Emergency Medical Service, SurGal Clinic, s.r.o., and CKTCH Brno. The Faculty of Medicine expanded its network of hospitals and ambulance units authorized to hold professional student placements to a total of over 130 medical facilities.

The structure of Masaryk University courses taught at faculty hospitals remained unchanged throughout 2012. Faculty hospitals, the Masaryk Memorial Cancer Institute and the Trauma Hospital of Brno provided a total of 56 joint units (clinics and departments) which comprehensively cover all medical and dental fields.

The most important change in the cooperation between universities and hospitals in the past year undoubtedly concerns the organization of certification procedures. In 2011 Masaryk University received authorization from the Ministry of Health of the Czech Republic to implement certification procedures for both medical doctors and dentists. This mandate was subsequently implemented on a large scale in 2012. A total of 150 medical doctors from 19 fields attended the practical and theoretical tests which make up the certification procedure. Nearly one fifth of all certification procedures in the Czech Republic thus took place in Brno, a truly unprecedented occurrence.

The university and affiliated faculty hospitals also intensified their collaborative activities in the science and research area. While a total of six research programmes and three operational programme projects were implemented in collaboration with the University Hospital Brno, the university also participated in three joint research projects and three operational programme projects with St. Anne's Faculty Hospital in Brno.

A joint platform for the collection and reporting of achieved results was established in collaboration with University Hospital Brno. In addition to reducing the administrative burden, the platform also provides an efficient and flawless system for the collection of results in a central register. An accurate record of achieved results will provide both institutions with a greater measure of institutional support. Next year MU will strive to extend the platform to include additional medical facilities based in Brno.

In accordance with the government statement on legislative work, the Ministry of Health of the Czech Republic began work on a new law on university hospitals. The new act – which may come in to effect as soon as 2014 – will likely significantly alter the system of existing faculty hospitals. MU has actively participated in discussions associated with the adoption of the proposed legislation.

7.3

Collaboration with Regional Institutions

On the regional level, Masaryk University participates in a wide range of activities in collaboration with a large number of institutions, in part thanks to its status as **founding member** of several legal entities, e. g. the **South Moravian Innovation Centre**, **South Moravian Centre for International Mobility** and **Lednice Chateau multifunctional centre**. MU is likewise actively involved in the development and discussion of concepts and strategic documents in cooperation with public administration institutions.

Collaboration with the **South Moravian Innovation Centre** focuses on the issue of knowledge transfer support and commercialization of R&D results. MU likewise actively participates in the development of a **regional technology transfer support model for the South Moravian region**. The future model is a unique project even on a national scale, as it requires the consensus and cooperation of four universities, the South Moravian region and the Statutory City of Brno. MU is actively participating in activities offered by the South Moravian Innovation Centre with the objective of integrating the corporate and academic sectors with the help of e. g. **innovation vouchers**.

In a joint venture with the **South Moravian Centre for International Mobility (JCMM)**, Masaryk University is striving to attract students and scientists to the South Moravian region as well as providing a motivating environment for talented students. Tools designed to develop talent include a financial **programme in support of gifted students administered by the South Moravian Region**. **Scholarship policies** are also developed with international students in mind, including those from countries outside of the EU. Last but not least, the JCMM also operates the **SoMoPro** programme, which is designed to attract foreign researchers and Czech scientists working abroad to the Czech Republic; Masaryk University is an active programme participant.

Masaryk University and the **South Moravian Region** are long-standing partners in the area of conceptual and strategic document development. MU is also represented in the **Human Resources Development Council of the South Moravian Region**, an advisory body of the Assembly of the South Moravian Region. In 2012, the council focused on the implementation of a **short-term Human Resource Development Strategy for 2012–2013**.

The **Lednice Chateau multifunctional centre special interest association** aims to create a cultural and educational facility focusing on the cultural landscape. A variable hall and lecture rooms will serve Masaryk University students as well as the students of the **Faculty of Horticulture** of Mendel University.

By concluding strategic partnership agreements with a range of corporate entities in 2012, the university reinforced its position as an institution with a considerable influence in the area of education, cultural and social life and regional employment. MU partner companies include e. g. **Teplárny Brno, a. s.**, **Metrostav, a. s.**, **PricewaterhouseCoopers Czech Republic, s. r. o.**, **RWE Transgas, a. s.**, **OHL ZŠ, a. s.**, **Reiffeisenbank, a. s.**, **Heineken Czech Republic, a. s.** and **Komerční banka, a. s.**

University Consortium: Analysis and Implementation of Cooperation and Capacity Sharing

CENTRALIZED MEYS DEVELOPMENT PROJECT

» Project participants: **Palacký University in Olomouc**, **Masaryk University**, **Janáček Academy of Music and Performing Arts in Brno**, **Mendel University in Brno**, **Tomáš Baťa University in Zlín**, **University of Veterinary and Pharmaceutical Sciences in Brno**, **Brno University of Technology**, **University of Pardubice**.

MU PROJECT RESULTS:

- » In accordance with project objectives, the University Consortium project called for a preliminary analysis designed to help identify the university's starting position prior to the commencement of collaborative activities with other partners.
- » The preparatory stages of joint degree programme development – bringing together MU, the Janáček Academy of Music and Performing Arts and Palacký University – took place in 2012.
- » The resulting output includes an indicative list of fields of study with potential for R&D sharing between participating universities (85 fields) and a list of infrastructures which universities are willing to share (255 items).
- » With respect to lifelong learning, MU representatives visited the participating universities in order to discuss mutual cooperation and produce the **MU Lifelong Learning and University of the Third Age Analysis** – a document outlining areas for cooperation with partner universities.
- » In the area of international activities, the participating universities concluded that countries which are most suitable for student mobility support, i.e. which could produce the most incoming international students, include Asian countries such as China, India and Malaysia, as suggested by the **MU International Activity Analysis** which focused on international promotion and on issues associated with attracting international students.

7.4

University Centre Telč

The development of regional educational opportunities is a significant component of Masaryk University's long-term policy. In essence, it reflects the national policy of balancing education levels across all regions of the Czech Republic. **University Centre Telč** is a concrete manifestation of this approach.

Following a two-year-long large-scale renovation of the former Jesuit College complex, Masaryk University successfully opened the new educational and conference complex. The centre is gradually becoming an **educational and research hub as well as a platform for cultural activities in the Vysočina region**, including e. g. cultural heritage protection programmes.

The **Institute of Theoretical and Applied Mechanics ASCR (ITAM)** has become a **key partner** in the university's efforts, with MU and ITAM statutory representatives signing an agreement on collaboration in 2011. The focus of the agreement is the **establishment of the Central European Centre for Cultural Heritage (CECECH), based in Telč**.

The local branch of the **National Heritage Institute (NHI)** is another important partner. The NHI was instrumental in the implementation of a new course in the 2012 University of the Third Age, entitled **Cultural Heritage – One of Five Pillars of National Identity**. The six-semester course will provide 62 participants with a basic understanding of professional activities including culture research, management, financing and animation as well as an overview of the relevant educational activities and information regarding the protection and distribution of cultural property. Outside of the University of the Third Age framework, the NHI also offers a **lecture cycle focusing on local monuments to citizens of the Vysočina Region and part of the South Bohemian Region**.

Essential UCT components include a **library**, registered with the Ministry of Culture of the Czech Republic on 12 July 2012 as a specialized UCT MU facility. The library provides library and information services and facilitates scientific and research activities at the UCT while also providing public library and information services for the citizens of Telč. The Vysočina Regional Library constitutes an important source for the UCT library collection.

7.5

Graduate Employability

Masaryk University has been conducting sociological surveys among full-time Master's studies graduates for a number of years. The **Recent Graduate Survey** investigates topics such as employment prospects at graduation, interest in work placements abroad and the evaluation of selected aspects of studies and student services provided by MU. **In 2012, a total of 58 % of all questionnaires were submitted (1,277 completed questionnaires).**

The Graduate Destination Survey (2009 to 2010) focuses on graduates from the past two years and investigates topics such as graduate placement on the job market, evaluation of selected aspects of studies at MU and interest in work placements abroad. **A total of 37 % of all questionnaires were submitted (1,799 questionnaires) in 2012.**

In addition to conducting its own surveys, MU also launched a **collaboration with the South Moravian Innovation Centre** in order to establish **innovative enterprise potential** among Brno university students (MU, Brno University of Technology, Mendel University) and to examine their approach to careers during their studies and after graduation.

7.5

Graduate Employability

Recent Graduate Survey – Selected Results:

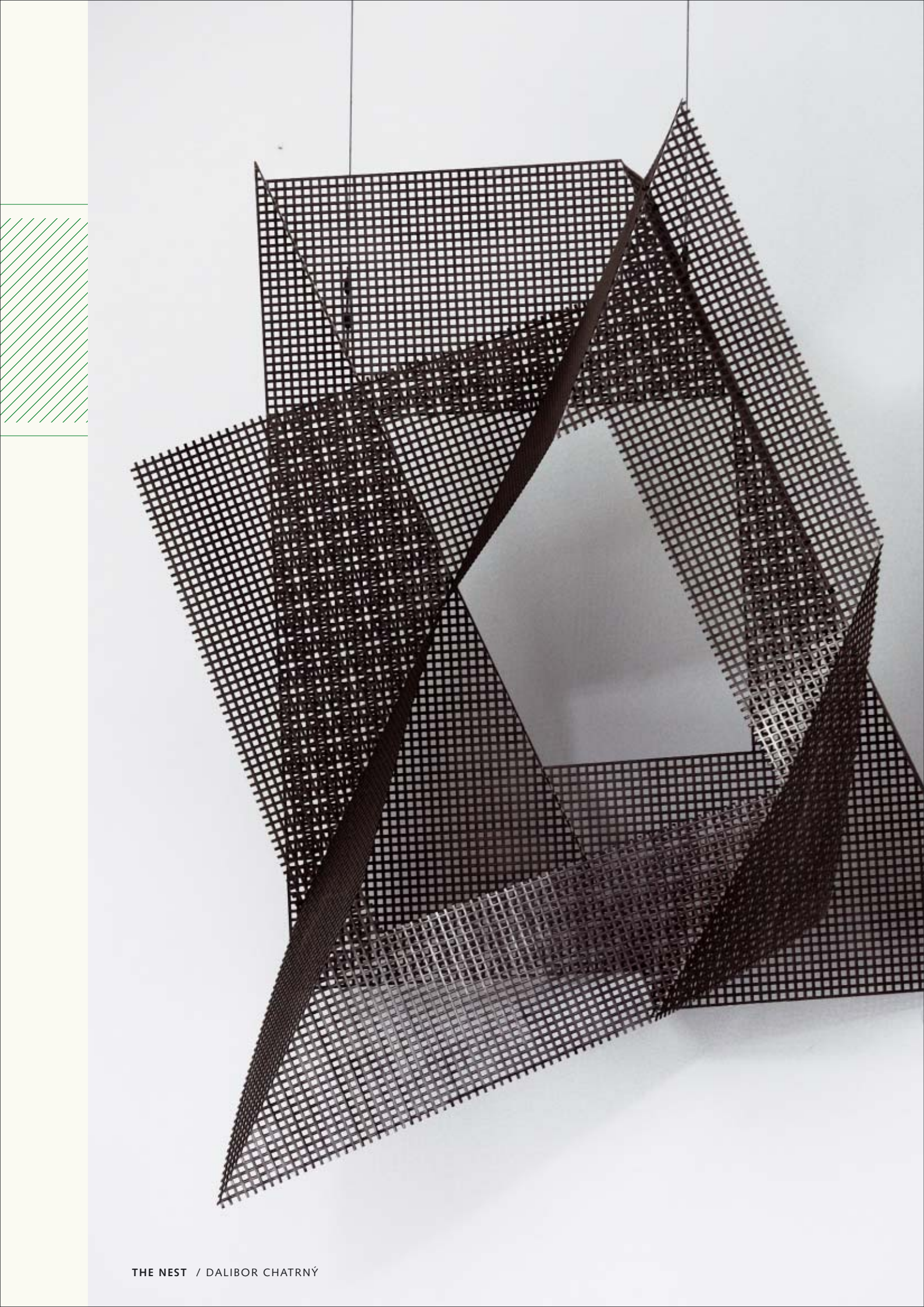
- » Approximately 50 % of all fresh Masaryk University graduates either have a job or already know where they will start work upon completing their studies.
- » A total of 86 % of all graduates assessed their jobs as promising, the highest percentage since 1996.
- » The satisfaction rate of MU graduates regarding the contribution their studies made to their lives is on the rise.
- » Respondents indicated that discrepancies between competences acquired during studies and competences required by the job market include primarily practical and communication skills.

MU Graduate Destination Survey 2009–2010 – Selected Results:

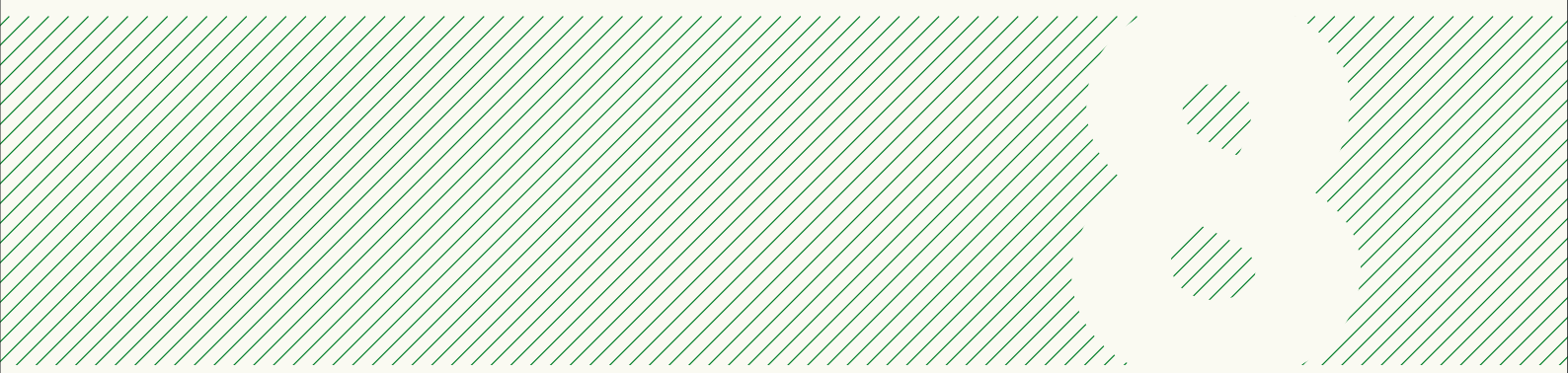
- » Over 80 % of MU graduates who completed their studies in 2009–2010 are employed or involved in private enterprise.
- » The overall graduate unemployment rate stands at 2.5 % (or 3.5 % according to 2010 statistical data), i.e. it is approximately three times lower than in the Czech Republic at large. – The remainder includes non-working persons (parental leave, studies, etc.).
- » 68 % of all graduates were able to get a job within two months after graduation.
- » 68 % of all MU graduates would choose the same faculty and 86 % would choose Masaryk University.
- » In an overall graduate placement assessment, the graduates of FMed, FI, FLaw and FSS proved to be most successful.

University Students and Innovative Enterprise Survey – Selected Results:

- » More MU students were working alongside their studies (72 % – regardless of workload) in comparison with students from other participating universities; 3 % of all MU students were involved in business (in comparison with 4 % of all BUT students).
- » Most students listed private sector employee jobs as the preferred economic activity type following graduation (45 %).
- » Students interested in business enterprise tend to be men enrolled in Master's studies with university educated parents, one or both of whom have been previously involved in business.



THE NEST / DALIBOR CHATRNÝ



Institutional Efficiency

8.1 Financial Control

Internal control system establishment, maintenance and efficiency

In accordance with the MU Statutes and Rules of Organization of MU, an internal control system has been developed at Masaryk University. The MU **financial control system** at its core has been established in accordance with Act No. 320/2001 Coll. on Financial Control in Public Administration, as amended, and Decree No. 416/2004 Coll. An **internal audit** forms a second key component.

The efficiency of the MU internal control system is ensured in particular by means of integrated methodological procedure settings which factor in new legislation, establish clearly delimited responsibilities and roles with respect to linear and transparent project management including a risk management system, a functional electronic workflow framework and electronic financial control mechanisms including both continuous and subsequent financial controls.

Internal auditing is performed in accordance with the above mentioned Act on Financial Control, MU internal auditing statute and international auditing standards. In addition to standard auditing activities, focusing primarily on financial and project management including internal process risk and evaluation management, internal auditing also includes continuous monitoring and periodic internal control system and MU control management evaluation. System audits, compliance audits and financial audits of operational programme projects are subject to verification – including the transparency of project management settings – in order to provide a guarantee of the fact all policies and procedures ensuring compliance with regulations are clear, transparent and sufficiently adept at eliminating risk. As in previous years, auditing activities carried out in 2012 focused primarily on these project audits. No apparent risk potential was established.

In 2012, a sum of approximately 734 million CZK was inspected by 11 control subjects as part of 128 external inspections and project audits. Of these, 79 % comprised operational programme projects. Based on reported irregularities, tax inspections were carried out by the relevant tax authorities in 37 cases; a breach of budgetary discipline was established in approximately 0.7 % of the inspected materials. 94 % of accepted irregularities comprised primarily erroneous payments. MU is seeking waivers in all such cases.

In view of internal auditing outcomes, management control and external controls, it may be said that the key financial control requirements, i.e. the four eyes and two signatures principles, have been met throughout the entire financial operation procedure and that risk has been kept at a reasonable minimum.

Information about Suspicion of Possible Corruption and Proven Corruption Cases

Corruption was neither detected nor proved at Masaryk University.

8.2 Economic and Financial Management

Masaryk University's total **non-capital earnings** for 2012 stood at 5,421 million CZK (i.e. an increase of 9 % in comparison with 2011) with costs amounting to 5,322 million CZK. MU management registered an economic result of 99 million CZK after tax (i.e. 1.8 % of total MU revenue). The annual non-capital contribution made by the Ministry of Education, Youth and Sports (indicator A) decreased by 4 %.

In 2012 the non-capital contributions and subsidies from the Ministry of Education, Youth and Sports totalled 2,704 million CZK (interannual decrease of 1.3 %) while contributions and subsidies from other state budget chapters and local authority budgets stood at 336 million CZK (interannual increase of 11.8 %) and a sum of 132 million CZK was gathered from abroad (interannual decrease of 14 %). Thanks to the Education for Competitiveness and Research and Development for Innovation Operational Programmes, funding from other public sources increased from 428 million CZK to 820 million CZK (i.e. an interannual increase of 91 %). Public resources from the national budget and from abroad contributed a total of 3,992 million CZK (interannual increase of 10 %). Non-capital investment funding provided by the Ministry of Education, Youth and Sports in 2012 for institutional support amounted to 2,058 million CZK, i.e. 38 % of total MU revenue. Non-capital subsidies for teaching activities (indicator A) stood at 1,548 million CZK (interannual decrease of 4 %); MU received an additional 510 million CZK in targeted institutional support (interannual increase of 75 %).

A total of 28 million CZK worth of non-capital subsidies for student accommodation and catering was also provided by MEYS (interannual decrease of 1.5 %).

Non-capital research and development funding (normative and targeted excluding ECOP) amounted to 1,228 million CZK (interannual increase of 7.4 %): a total of 705 million CZK was provided by the Ministry of Education, Youth and Sports (interannual increase of 5 %), 304 million CZK came from the national budget as well as local and regional authority budgets (up by 8 %); international research received an additional subsidy of 30 million CZK (interannual decrease of 70 %) and RDIOP subsidies amounted to 189 million CZK (interannual increase of 113 %). Non-capital research and development funding amounted to 22.6 % of total Masaryk University revenue in 2012.

MU revenue from non-public sources amounted to 1,458 million CZK in 2011 (an increase of 8 % compared to 2010): 1,330 million CZK comprised revenue from principal university activity (interannual increase of 8.5 %) and 128 million CZK from supplementary activities (interannual decrease of 0.8 %). Self-generated income and income from supplementary activities amounted to 27 % of the total non-capital revenue.

An inventory conducted by MU in 2012 shows total assets with a purchase value of 12,126 million CZK (i.e. an interannual increase of 8 %): 11,077 million CZK in long-term tangible assets (up by 8 %) and 146 million CZK in long-term intangible assets (up by 14 %).

Total depreciation of assets amounted to 3,255 million CZK. The total degree of depreciation stands at 29 %.

8.3 Internal Regulations

Three changes to Masaryk University's internal regulations took place in 2012. Two included an update of the **MU Statutes**, specifically addressing the dissolution of two existing university-wide units: the International Institute of Political Science and the Centre of Civic Education. The third was the coming into force of a complex **update of the MU Study and Examination Regulations**.

8.4 Support Activities

Administrative Research Activity Support

Administrative research activity support is largely associated with **project support**, especially due to the fact that the majority of all R&D activities are financed by project funding (in 2012, special-purpose support accounted for 62 % of all non-capital costs from subsidies).

Project support at MU experienced a substantial expansion in 2012. In February 2012, MU **started issuing a regular monthly newsletter** introducing the **latest research information** and information about ongoing and upcoming announcements. The newsletter rapidly gained a following among both administrative and research employees. New developments also included **activities aimed at the administrative support of applied research projects**. Applied research projects are classified as projects which emphasize the appropriate treatment of the results achieved, i.e. results management, contractual relationship establishment, results application, etc. Finally, attention has been dedicated to the **acquisition of Seventh Framework Programme projects**. Masaryk University also co-organizes (in cooperation with the South Moravian Innovation Centre and the Regional contact organisation for the Seventh Framework Programme) **events designed to provide citizens with information about current FP7 calls** for the South Moravian region. In order to increase the university's chances of obtaining the prestigious ERC grants, an **ERC grant support plan – primarily calling for professional project application consultations – was compiled in collaboration with CEITEC**. A specialized seminar led by a foreign expert was organized for all interested parties and counselling services throughout the duration of the project preparation phase were secured.

As part of the University Consortium development project, (see chapter 7.3 for more information), a **range of activities designed to streamline the use of research instruments were implemented**. While the first stage was dedicated to an examination and mapping of these instruments, the subsequent phase called for the implementation of on-line information seminars about the **QUARTZY web platform** (<http://www.quartzy.com/>).

8.4 Support Activities

Project Support Associated with Operational Programme Funding

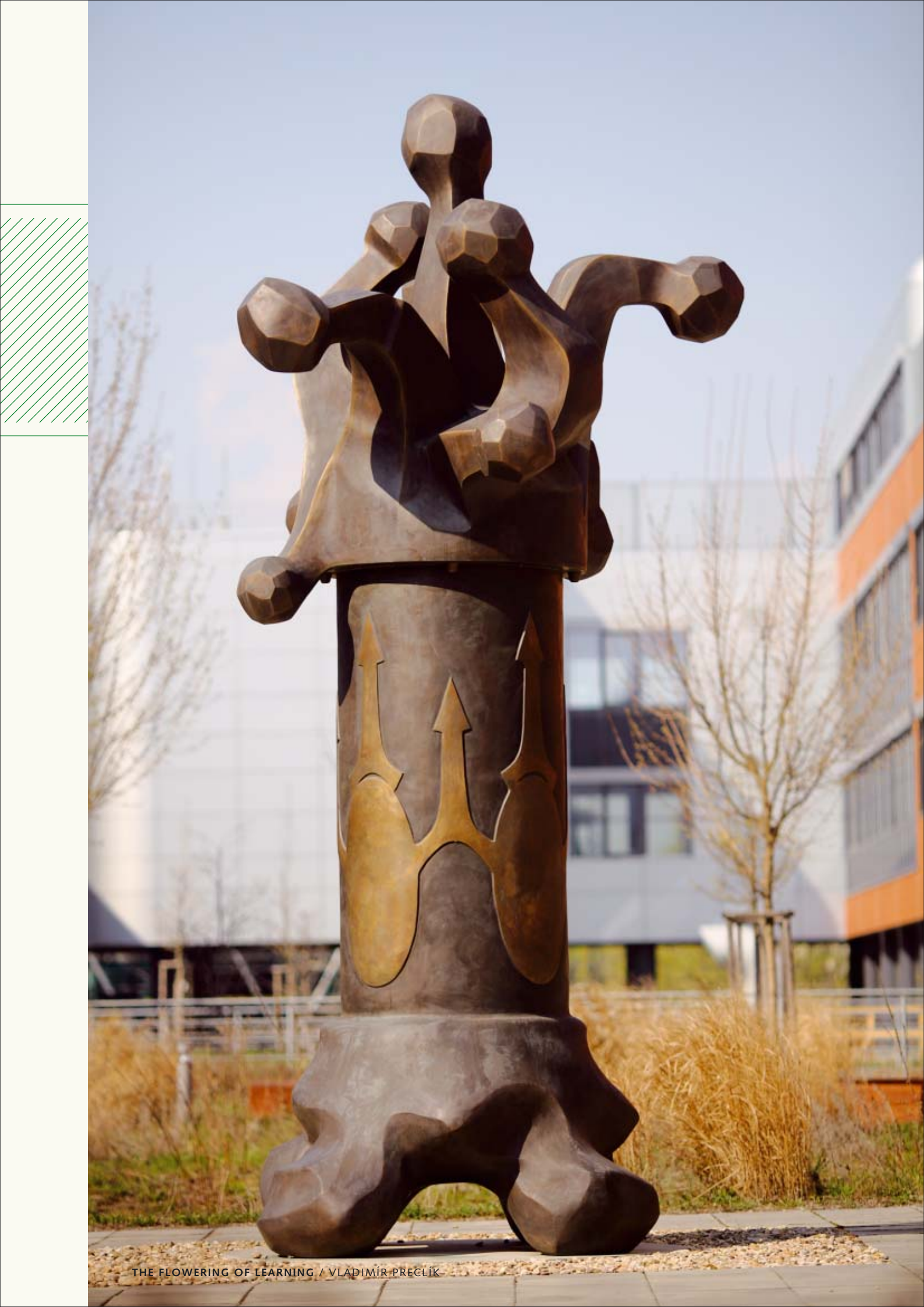
In 2012, a total of **229 operational programme projects** received support funding. 22 projects were submitted following project announcements made by the MEYS, Ministry of Labour and Social Affairs and Ministry of Regional Development, of which six were subsequently approved and their implementation launched. An additional 16 projects, submitted at the end of 2011, were launched in 2012 while the implementation of 86 projects continued and 50 projects were completed.

Collaboration between the Rector's Office and individual **faculty coordinators** – crucial links in the project support chain at MU – intensified in 2012. The roles of coordinators were newly included in internal MU directives, specifically in the updated MU internal memorandum No. 12/2012 on ECOP project management.

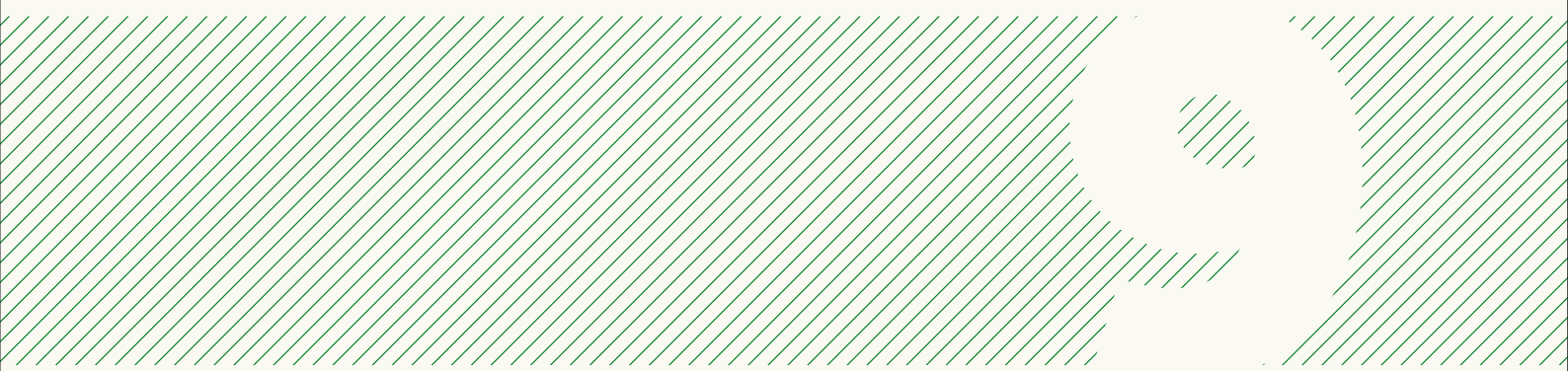
Dozens of nearly completed ECOP projects calling for a unification of project completion methodology led to the issuing of MU memorandum No. 3/2012 on MU ECOP project completion guidelines while the need for effective and consistent coordination of RDIOP projects resulted in an update of memorandum No. 11/2012 on RDIOP project management and the preparation of a new version of RDIOP supplier selection guidelines. An analysis of the impact of operational programme completion in terms of the financing structure was carried out repeatedly.

Public Tendering

In 2012, MU announced **more than 100 public tenders** worth a combined sum in excess of 1 billion CZK (excluding VAT). A majority of these tenders included construction contracts, contracts for supplies and services associated with the construction of the university campus, contracts for operating services such as waste management, university property insurance, cleaning services and ECOP and RDIOP project auditing. All public contracts were **processed by the E-ZAK system in order to ensure maximum transparency and facilitate potential review procedures** associated with public tenders announced by the university.



THE FLOWERING OF LEARNING / VLADIMÍR PRECLÍK



Employees and the Work Environment

9

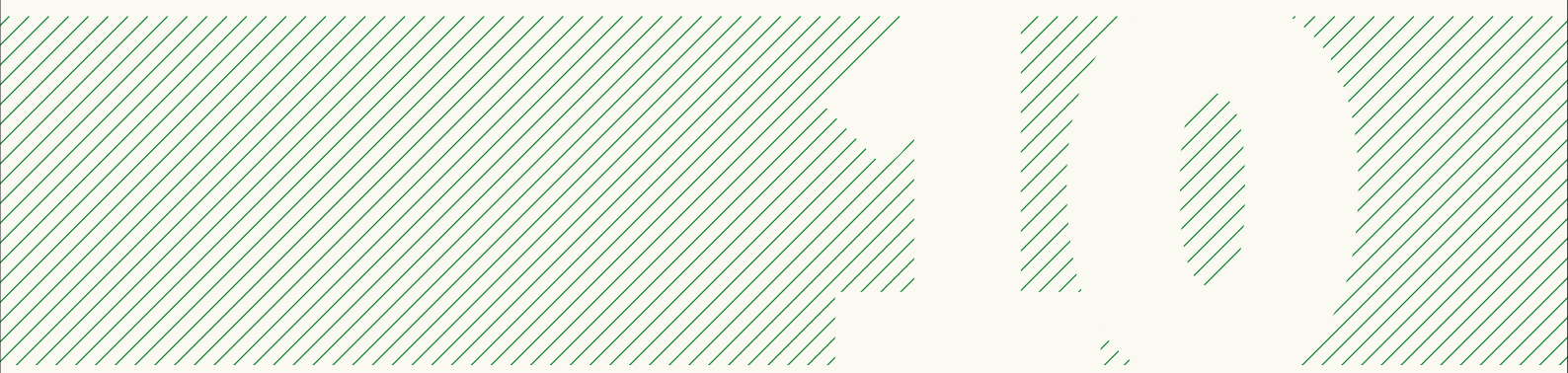
Employees and the Work Environment

The overall number of Masaryk University employees stood at **4,989** in 2012, an **increase of 140 over the previous year**. The creation of new jobs, particularly those associated with the university's continued involvement in operational programmes financed by EU Structural Funds (ECOP and RDIOP) as well as other research and development projects, has brought the number of MU employees to nearly five thousand. The university thus maintains its position as the second largest employer in the South Moravian region. Over the course of the year, a total of **1,151.6 full-time and part-time employees** (i.e. full-time MU employee workload equivalents) were involved in project-related activities. A total of **218 international academic workers from 30 countries** were involved in labour-law relationships with the university, participating either in instruction, long-term research plans or a range of project-related activities. The Central European Institute of Technology (CEITEC) project implementation team newly registered 150.65 research employees (employee equivalents) to complete the personnel base for five research centres. The implementation of the **MU Strategic Plan** provisions in the area of research development also constitutes a significant advancement, especially with respect to creating research team jobs for recent graduates of Czech as well as international doctoral degree programmes. As part of this initiative, 48 new jobs were created at MU thanks to ECOP funding. The expected outcomes of such projects include in particular the sharing of knowledge between various disciplines, the mobility of young researchers in the form of international placements and the establishment of links to the application sector, the development of high-quality research results under the guidance of experienced mentors and the support of excellence in primary and applied research in the South Moravian region.

Internal education activities taking place in 2012 focused on standard and legislatively stipulated courses targeting professional employee groups. New components included specialized language training focusing on human resource management. English language courses, designed specifically for MU personnel managers, focused on enhancing communication skills in areas associated with human resources management while also providing support for English-Czech employment documentation updates. As a **collective member of the Association of University Administrators** (since 2012), MU made use of the opportunities offered by this independent professional platform in the area of educational activities, exchange of practical experience associated with higher education development and networking with similar institutions.

In 2012, a sum of **2,039,632,230 CZK** (including personnel expenses) was distributed among MU employees; **mean employee salary grew by 4.80 % to 41,359 CZK**. While the salary increase did affect all employee categories, the greatest rise in wages concerned academic employees and particularly research workers. Collective bargaining with union representatives led to the signing of a collective agreement which guaranteed a wage rate increase of eight percent for both academic and non-academic employees as of 1 January 2013.

Significant collective bargaining progress was made in 2012, preparing the ground for the conclusion of a new collective bargaining agreement in 2013. All existing employee benefits were maintained. A total sum of **14.1 million CZK was distributed among employees in supplementary pension scheme contributions**. MU also disbursed a total sum of 21.7 million CZK in meal vouchers and provided non-pedagogical employees **with six weeks of paid leave**.



Infrastructure and Corporate Services

10.1 Investment Programme Implementation

In accordance with the **MU Strategic Plan**, development of Masaryk University infrastructure has been implemented within the framework of Programme 133 210, **Development and Renewal of the Material and Technical Base of Public Universities**, announced by the Ministry of Education, Youth and Sports and approved by Resolution of the Government of the Czech Republic No. 653, 31 August 2011. Programme implementation is scheduled for the 2011 to 2016 period.

The **Development and Renewal of the Material and Technical Base of Masaryk University** constitutes sub-programme 133 21J. Infrastructure developments implemented in 2012 also included independent centralized investment projects which were not associated with programme resources but rather funded by the university itself.

The first part of the 133 21J sub-programme includes the second stage of the **renovation and expansion of the historic Faculty of Arts complex at Arna Nováka Street**. The comprehensive overhaul of the entire complex includes changes to area layout as well as structural and technical modifications. An investment project, compiled as a request for subsidies and registration, was submitted to and subsequently approved by a MEYS expert committee. A total of 408 million CZK has been designated for project implementation in the 2013 to 2016 period by the national budget; an additional 20 million CZK will be provided by MU.

The second part of the 133 21J sub-programme includes the **expansion and renovation of the Faculty of Law library**. Project implementation is scheduled for the 2013 to 2015 period. The submitted investment project called for the expansion and modernization of libraries and reading rooms, including the electronic protection of the library collection. Allocated state budget subsidies amount to 62 million CZK; an additional 6 million CZK will be provided by MU. In 2012 Masaryk University itself initiated the project preparation phase and released funding necessary for all project documentation essential for the issuing of building permits and documentation needed for supplier selection.

10.2 University Campus Bohunice Development

The construction of buildings set to house **CETOCOEN, CESEB and CEITEC** – financed from RDIOP funding and by Masaryk University itself – continued throughout 2012.

All construction activities associated with the **CETOCOEN** project were completed and all buildings were inspected and approved in February 2012. Component works were then carried out and the facility was subsequently opened for operation. Overall construction costs amounted to 229 million CZK, of which construction costs disbursed in 2012 amounted to 48 million CZK. The newly built facilities now offer 2,225 m² of new floor space.

The construction of both **CESEB** and **CEITEC** facilities is progressing in accordance with the timetable and financial schedule. The **CESEB** project comprises four new educational and R&D buildings with a total of 7,760 m² of new floor space. Projected **CESEB** construction costs were set at 533 million CZK, of which a sum of 175 million CZK in project implementation expenses was spent in 2012.

The **CEITEC** development project includes the construction of two new buildings, the completion of a new part of an existing building and the implementation of technical and construction changes to six additional existing buildings at the university campus.

Changes to the existing A4 building were carried out in 2012 and new research and development facilities commenced operation. Overall **CEITEC** construction costs amount to 568 million CZK, of which construction costs disbursed in 2012 amounted to 119 million CZK. The newly built facilities now offer 7,558 m² of new floor space.

10.3 Subsidized Investment Development

In addition to construction taking place at the University Campus Bohunice complex, the development of technical infrastructure projects funded by the Research and Development for Innovation Operational Programme is also ongoing.

Overall construction costs associated with the **Centre for the Advancement of Research in the Liberal Arts (CARLA)** amount to 275 million CZK, of which construction costs disbursed in 2012 totalled 43 million CZK, resulting in 10,170 m² of expanded and renovated floor space.

Overall construction costs associated with the **Centre for Research Institutes and Doctoral Degree Studies (CVIDOS)** project amount to 110 million CZK, of which construction costs disbursed in 2012 amounted to 15 million CZK. The newly built facilities now offer 3,027 m² of new floor space.

The **Faculty of Informatics facility construction project** is subdivided into two phases. The first educational and research infrastructure development phase has been allocated 225 million CZK, of which a sum of 27 million CZK in construction costs was disbursed in 2012. The newly built facilities now offer 6,920 m² of new floor space. The second phase, i.e. the CERIT Science Park project, funded by the Enterprise and Innovation Operational Programme, has been allocated 103 million CZK, of which a total of 12 million CZK in construction costs was disbursed in 2012. The newly built facilities now offer 3,896 m² of new floor space.

Construction costs associated with the development of **doctoral studies infrastructure at the Faculty of Economics and Administration** totalled 31 million CZK. Construction was both launched and completed in 2012. The facilities now offer 1,137 m² of new floor space.

Masaryk University is also implementing an ECOP construction project designed to transform existing buildings into **wheelchair-accessible facilities**. A sum of 29 million CZK has been designated for this project, of which a total of 4.8 million CZK was disbursed in 2012.

In addition to the above mentioned projects and programmes, Masaryk University also implemented **39 small-scale investment projects worth a combined sum of 37 million CZK**. These projects included e. g. the exchange of heating distribution at the Faculty of Science complex at Kotlářská Street (2.3 million CZK), control system modernization at the Faculty of Economics and Administration (3.1 million CZK) and fibre optic cable networks (5.6 million CZK).

10.4 Student Services

A majority of all MU student services are administered by the Accommodation and Catering Services, which successfully tackled management efficiency issues in 2012, as stipulated by the **MU Strategic Plan**. Personnel at catering operations were audited, grocery purchasing was relocated to a public electronic portal (FBS) and the university-wide catering policy committee and dormitory council board continued to function. The new Academic Canteen expanded the offer of catering operations available on campus while the **Campus Residential Area now offers accommodation for 70 students**. The Accommodation and Catering Services reached an extraordinary economic result; 90 % of the profit will be invested in providing students and employees with better accommodation and catering in the upcoming year.

Twelve MU halls of residence are spread around Brno, including a tenement building at the UCB. Employees and visiting lecturers may make use of Garni Hotel Vinařská, three UNI hotels and reserved rooms at selected halls of residence.

The criteria for allocating the **4,299 places available in halls of residence** to students remained the same as in previous years: 1,500 places were reserved for students enrolled in full-time degree programmes at MU for the first time, the remaining ones were allocated according to a given student's distance from home, their social and health conditions and study results. In addition, demand among accommodated students was regulated by two waiting lists, which resulted in a higher satisfaction rate in comparison with previous years. International students were allocated a total of 700 places; an additional 1,700 students from Slovakia also made use of university accommodation. Students were also given the opportunity to use the university centre in Šlapanice and the educational and recreational centre in Cikháj.

Student and staff **catering** is provided by the MU Accommodation and Catering Services which operates **four main canteens**, seven cafeterias, one café and one pizzeria. A new facility, the Academic Canteen, was opened in Bohunice at the end of the year. All catering operations are open to the public. The Accommodation and Catering Services take part in a number of important catering events throughout the year.

The overall combined capacity of all MU catering operations is nearly 10,000 meals per day. According to the type of facility, the daily offer includes up to seven set lunches, three set dinners and a wide range of a la carte meals. The Academic Restaurant and Pizza Nostra are even open on weekends and holidays.



ENLIGHTENMENT / LUKÁŠ RITTSTEIN



Information Systems

11.1 Information Infrastructure Development

The continued consolidation of the ICS server and storage infrastructure continued throughout 2012, as master servers were migrated to a virtual infrastructure which now includes a total of 190 virtual servers. Simultaneously, a complete server virtualization of the Rector's Office and a shift to direct ICS administration was executed. MU data storage capacity increased to a total of over 300 TB, shared by three dislocated data centres (Botanická Street, Komenského Square and the UCB). User data are securely stored in two copies in two different locations. The data storage capacity is used by all faculties (except FEA) and its utilization rate stands at 70 %.

The **CERIT-SC** centre purchased three computing clusters with approximately 2,000 cores and large-scale hierarchical storage with a capacity of over 3,000 TB, which, in addition to serving research teams from the entire Czech Republic, are primarily used by FSci, FMed, CEITEC and other constituent parts of MU.

The consolidation and centralization of data network management solutions was expanded to include data networks including end users. The networks at the UCB, Rector's Office, CEITEC central management and CEITEC administration were all included in this process. Over 3,000 metres of new ground fibre optic cables were added to the university's optical backbone infrastructure. The MU WiFi network also continued to expand, as the growing number of users and devices exhausted the originally allocated address space in the middle of 2012. The wireless network was therefore transferred to a new address space with twice the capacity of the original. Due to the security compromise of the PPTP protocol, VPN networks were discontinued and replaced by the new **OpenVPN** service. Identical reasons led to the transfer of the MUNI-VPN wireless network to the MUNI network, which allows user authentication using a web portal. The Eduroam network, available at the vast majority of MU locations, continued to develop.

The CSIRT-MU team, tasked with ensuring **university network security**, was significantly expanded. In addition to routine monitoring of 16,500 machines in the MU network, the team processed nearly 10,000 security incidents; thanks to internally developed tools, over 92 % of these incidents were resolved in a fully automatic mode. A **collaboration with the National Security Authority**, initiated in 2012, includes the preparation of a new law on cybersecurity.

Beginning in 2012, MU employees were provided with access to services included in the Microsoft Office 365 groupware solution, which is hosted as a **cloud service** by an external supplier and offers standardized groupware services (e-mail, calendar, document sharing).

11.2 MU Information System

The Faculty of Informatics-based ICS is responsible for all study-related administrative procedures at the university; the MU Information System may be accessed at <http://is.muni.cz/>. The system comprises a number of administrative and communication services, electronic study support, science and research services, alumni services, online Shopping Centre, thesis, publication and document depository and a register of electronic applications and administrative tasks. Developments taking place in 2012 included improved application server performance, educational administration developments, improved handling of student requests, integration with external systems and additional electronic support facilitating learning processes at MU. The IS MU also started employing a new authentication method which is supported by web browsers as well as by mobile and tablet devices.

Study Administration Support

A new version of the Student agenda application group, designed to help students navigate study-related applications, was introduced. The new interface includes a navigation bar with links to frequently used applications, a front page calendar of study-related events and a new section which provides an overview of information and materials necessary for individual courses. Innovative components include a university-wide course registration application, new guidelines for students who are repeating courses and an application displaying course registration ranking. Some design changes were also incorporated. Upgraded applications also include **international placement and internship records**. The Timetable application group was expanded to offer a classroom search which returns a list of available rooms filtered according to selected criteria (time interval, capacity, etc.). The template application group underwent several changes including an interface overhaul. **Inter-university plagiarism detection systems** designed to track cases of plagiarism in essays, final theses and employee publications (Theses.cz, Odevzdej.cz and Repozitar.cz) continued to undergo further development in 2012. The outcomes of the recently launched Centre for Interactive and Multimedia Study Aids project may be found at <http://is.muni.cz/elportal/>.

Science and Research

The Publications application was expanded to include DOI identifier records management and administration. The application allows existing identifiers to be edited and new ones to be assigned to newly registered publications. The compulsory transfer of newly allocated identifiers to the CrossRef database was also automated. In order to facilitate the creation of new publication records, the option to automatically retrieve records from external databases such as the Web of Science (WoS) and www.isvav.cz was enabled.

11.2 MU Information System

E-learning

The **MU e-learning portal** (Elportal.cz) issued 11 new publications, 8 of which successfully completed a peer review procedure. Newly implemented functions include in-browser video playback of common formats (AVI, MPG, MOV, etc.) without the need to download video files to disk. The video player can be created in File Manager and pasted into the Interactive Syllabus, ROPOT, Study Materials or Discussion Groups applications or in on a group website. The **ROPOT application** was expanded to include several new electronic examination features while also enabling teachers to monitor students during examinations.

MU Shopping Centre

The MU Shopping Centre (<http://is.muni.cz/obchod/>) achieved a turnover of 168 million CZK in 2012 and a combined total turnover of 582 million CZK in its five years of operation. Shopping Centre developments focused on streamlining the various manual operations which must be performed by economic department staff at individual faculties and at the Rector's Office, including the processing of overdue obligations, cancelling orders, restricting the pairing of received payments with previous orders, etc.

Course Recognition

An entirely new system for the recognition of courses completed as part of different studies and courses completed abroad was put in place. The system facilitates the submission of an application (students are required to submit the application using the IS MU) as well as the subsequent processing (decision-making takes place electronically, including the filing of any statements made by teachers regarding the content of courses submitted for recognition). The final decision is generated by the system, thereby saving time of the employees of offices for studies.

External Systems

Since 2012, IS MU users have been able to make use of the **support of external systems including Google Apps and Microsoft Office 365**, which provide users with new communication and collaboration tools. In addition to enabling subscribers to redirect university e-mails to either Gmail or Microsoft Outlook, external communication services also offer chat services like Google Talk and Microsoft Lync. Both external services also include calendars which may be shared with other users. Google Disk provides a collaborative platform for shared work.

Information System in Numbers in 2012:

- » Number of users: 63,672 Number of visits: 790,711,240
- » Number of e-applications: 69,986
- » Maximum number of users per day: 37,105
- » Maximum number of pages in the system opened in one day: 4,094,573
- » Maximum server performance: 1,651,812 requests processed per hour
- » Total number of scripts (individual programmes) in the system: 2,233 Recorded source code modifications: over 8,500
- » Total number of publication entries: 766,549 (151,072 listed in the Information Register of R&D Results)
- » Help section: 1,226 questions in 130 sections
- » As of 31 December 2012, the IS MU data pool held ca. 56 million files amounting to a total of 9.6 TB.

11.3

Libraries

The MU library system includes **eight faculty libraries**, one library operated by the Support Centre for Students with Special Needs, six branch libraries and over one hundred department libraries. In 2012, the system was expanded to include the new University Centre Telč library. In addition to organizational and legal integration, the new library was also provided with methodological support in the area of personnel training and library collection processing. The MU Library Information Centre (affiliated with the Institute of Computer Science), an umbrella organization for the extensive library network, provides methodological guidance and coordinates the operation of library systems and technologies.

The **university-wide Aleph-MU library system** is the key information system used by all university libraries. A range of activities aimed at expanding and improving the contents of the library catalogue and its integration among other information systems used at MU and within the Czech Republic took place in 2012. The Aleph-MU system includes **nearly 750,000 bibliographic records and over 1.2 million library unit records** (the total number of physical units in all MU libraries stands at 1.8 million). A total of 736,195 individual loans were made by 48,500 registered users and

a total of 78,000 electronic book records were made available online to MU users as part of the Academic Complete ebrary information resource. MU libraries continued to **collaborate with the National Library of the Czech Republic** on the National Authorities database and the Union Catalogue of the Czech Republic project while providing the **Masaryk University Press** with expert assistance in the area of designing and implementing a system for allocating CrossRef/DOI (Digital Object Identifier) identifiers to publications issued by the university in electronic form.

Many of the activities taking place in 2012 were associated with the preparation, coordination and implementation of projects seeking the purchase and provision of professional **electronic information sources for research and teaching** at Masaryk University for the 2013–2017 period; these undertakings targeted European Structural Fund projects, national EIR support programmes and internal MU projects. The **MEDINFO (RDIOP)** project, prepared by MU libraries in order to provide medical resources for consortium partner organizations and supplement MU collections with key scientific works, successfully passed through the evaluation and negotiation stage and reached the implementation phase in October 2012. MU is also involved in an additional seven RDIOP projects as a partner institution. When the Ministry of Education announced a national program entitled **Information – A Basis for Research** at the end of 2012, MU libraries prepared and submitted a consortium project seeking information resources for the humanities and law area while also participating on a further five projects submitted by other universities and libraries.

RDIOP faculty construction projects carried out in 2012 included the completion of an upgrade of the **Scientific Information Centre at the Faculty of Economics and Administration** and the commencement of **construction of new library facilities at the Faculty of Arts, Faculty of Education and Faculty of Informatics.**

11.4

Masaryk University Archives

The MU Archives constitute the **second largest university archive in the Czech Republic**. Housing approximately 1,800 metres of materials in 213 collections, the institution is primarily tasked with collecting materials associated with MU activities and the activities of its constituent parts, which are regularly supplemented with materials singled out for archival. The facility also houses materials archived by the Czech Rectors Conference (CRC), the only national institution currently making use of the university archive. The collection was significantly expanded in 2012 to include records of activity since 1993 following a transfer of materials from the CRC office; the entire collection was subsequently organized and made accessible to the public. The acquisition and safeguarding of the personal collections of leading academic figures linked to MU forms the second principal task entrusted to the MU Archives. In 2012 the archive obtained the extensive written estate of philosopher Ludvík Tošenovský and the somewhat smaller personal collection of dermatologist Jaroslav Horáček, which has already been subject to archival processing. The highly valued collections of Oleg Sus and philosopher Lubomír Nový are in the final stages of processing while the personal collections of Faculty of Science professors Antonín Vašíček and František Vitásek were newly inventoried and expanded. The personal documents of English studies scholar František Chudoba, whose archive was transferred from the Moravian Library via the Moravian Archive, forms the most significant acquisition of 2012. First and foremost, the collection includes Chudoba's correspondence with key figures of the Czech cultural scene of the first half of the 20th century, including Karel Čapek, Jakub Deml, Alois Jirásek, Leoš Janáček, F. X. Šalda, Arne Novák and many others.

At the end of the year, the university archive's accreditation was successfully renewed in accordance with **Act No. 499/2004 Coll. on Archiving and Documentary Services**, thereby confirming its status among the public archives of the Czech Republic where it is listed as a specialized public archive facility. A total of 59 researchers visited the archives in 2012, including 3 international researchers; nearly 200 separate research visits took place. The number of requests for professional research reports likewise increased in comparison with previous years. The official agenda of the archive also includes the issuance of diploma and certificate duplicates, examination result and degree programme statements and study duration statements for pension purposes. The MU archive issued a total of 271 such documents in 2012.

The archive successfully finalized the **System, Concept and Character of Czech Higher Education in 1945–1969** Czech Science Foundation grant project, completing the entire undertaking with a book publication. As co-principal investigator, the archive director published an additional study on the subject in the *Acta Universitatis Carolinae – Historia Universitatis Carolinae Pragensis*. An informative article about the history and collections held by the archive was published in the *Universitas* revue. Archive employees also participated in the development of the Brno Online Encyclopaedia.

11.5

Provision of Information

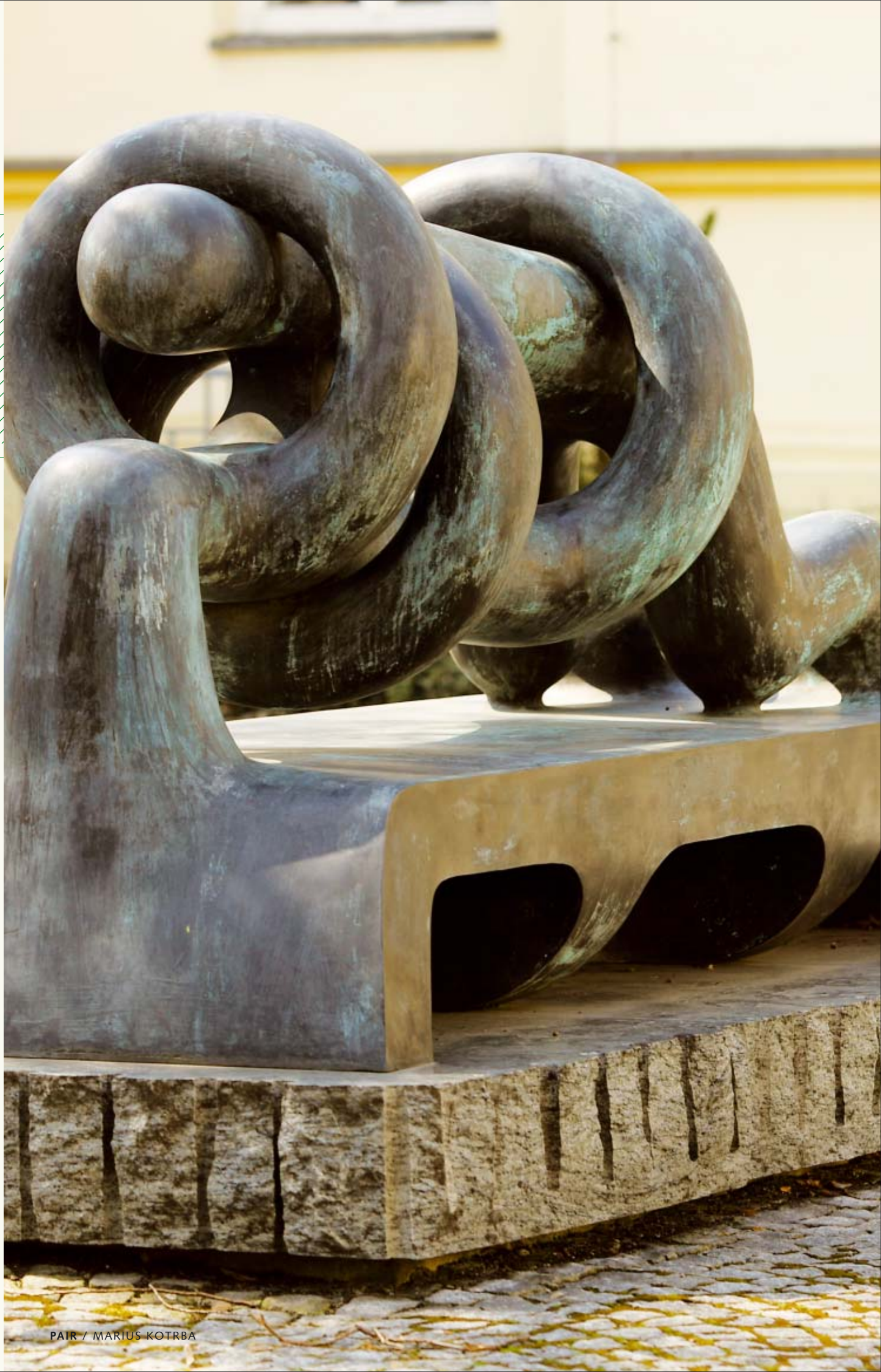
Pursuant to Act No. 106/1999 Coll. on Free Access to Information

Due to the character of Masaryk University as a public higher education institution, the provision of information is one of its most important (and in some areas most frequent) functions.

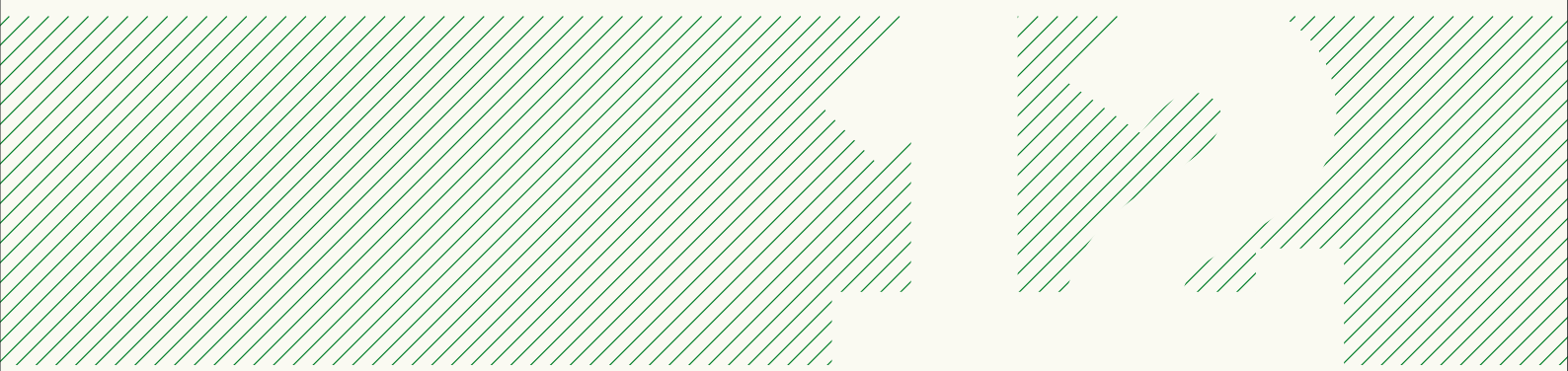
The vast majority of information provided had been requested in person from MU employees according to a given individual's responsibility for areas in which the information was requested; in accordance with section 13 of the Act, such requests have not been recorded.

Written requests are subject to regulations set up in accordance with section 5, subsection 1, letter b) of the Act. For more information see http://www.muni.cz/general/information_providing/mu_regulations

A total of 809 written requests concerning the provision of information were filed in 2012. In 19 cases the requested information fell outside the scope of MU competence and as such was thus communicated to the individuals making the requests. In 742 cases the requested information had been previously published online by MU and links leading to the relevant sources were thus generally provided. In 48 cases the requested information was processed within the statutory period and communicated to the individuals making the requests. Two appeals protesting the decision to refuse a request were filed in 2012. No court motions or proceedings associated with potential failure to provide information by MU in accordance with the Act were recorded in 2012. Likewise, neither MU nor any of its employees were subject to any sanctions for potential violations of the Act.



PAIR / MARIUS KOTRBA



MU Faculties and University Institutes in 2012



12.1 Faculty of Law

Studies and Degree Programme Development

The Faculty of Law continued to implement all accredited Bachelor's, Master's and long-cycle Master's degree programmes. Demand for studies registered a slight decline; likewise, the number of students enrolled in Bachelor's degree programmes decreased by 2.89 % in comparison with the preceding year. Student numbers in long-cycle Master's and Master's degree programmes were not altered.

The faculty supported the implementation of professional educational forms in teaching, both in compulsory instruction forms and in the form of selective courses, frequently in collaboration with expert professionals. A great deal of attention was devoted to plagiarism prevention, resulting in the introduction of two e-learning plans and a new academic writing course. A **human rights moot court** was organized in collaboration with the **Human Rights League** in order to provide students with the opportunity to test their skills in a simulated court environment tasked with ruling on potential human rights violations. Faculty of Law student teams also successfully represented MU at other prestigious international moot court competitions (see <http://science.law.muni.cz> for a comprehensive list).

Science and Research

Two projects funded by the Czech Science Foundation were successfully investigated in 2012: Evidence in Pre-Trial Proceedings and Free Licenses Integration. Additional Czech Science Foundation projects from previous periods and programme frameworks continued, including several partner projects of the Seventh Framework Programme.

The faculty organized a number of international conferences including the traditional Days of Law, the CO-FOLA conference for young lawyers and the interdisciplinary Cyberspace conference.

The Faculty of Law launched a new website (<http://science.law.muni.cz>), dedicated to providing academic employees with support for activities in the area of science and research.

In a comparative overview of the science and research output of Czech law faculties – assessed on the basis of data included in the Information Register of R&D Results – the Faculty of Law achieved 1st place.



Faculty Development and Collaboration with Professional, Regional and International Partners

The faculty continued to expand its collaborative network, focusing especially on the area of student placements, in part thanks to ECOP projects designed to develop practical skills essential for the performance of legal professions.

Joint ventures focusing on publication activities and academic employee mobility included ongoing international collaborations with the John Marshall Law School (Chicago, USA), University of Białystok (Poland) and the Center for International Legal Studies (Austria). Collaborations with Russian universities (Saint Petersburg, Moscow, Nizhny Novgorod) and the law faculties of Estonian universities (Tartu, Tallinn) intensified. A total of 40 international guests visited the faculty in 2012, some engaging in lectures or in the teaching of selective courses.

In collaboration with the Jan Hus Educational Foundation and the Faculty of Social Studies of MU, the Faculty of Law announced the fifth annual IUS et SOCIETAS contest, calling for original student essays focusing on interesting aspects, perspectives and issues in the role of law and justice in society. Contest partners included the Constitutional Court, Supreme Court, Supreme Administrative Court, Supreme Public Prosecutor's Office and the Public Defender of Rights.

Faculty activities in support of student research also included the Secondary School Scientific Activity competition, organized by individual faculty departments in collaboration with top judicial bodies located in Brno.

The Borders of Europe: The Old and New Europe summer school took place in July and the Autumn School of Legal Writing, an event organized in collaboration with the John Marshall Law School, University of Vienna and the University of Stockholm, took place in October 2012.



12.2 Faculty of Medicine

Studies and Degree Programme Development

A total of 4,786 students were enrolled at the Faculty of Medicine in 2012. The large numbers of prospective students applying for Bachelor's and Master's studies remained unchanged. Two new Bachelor's fields of study were opened: Paramedic and Dental Hygienist. The number of first-year fee-paying students increased by over 30.

A total of 26 doctoral boards were in operation, 737 doctoral degree programme students were enrolled and 130 new doctoral students were admitted. A total of 291 students were enrolled in full-time study mode, including 8 stomatologists; an additional 446 students were enrolled in combined studies, including 15 stomatologists. 71 students successfully completed their studies in 2012. Seven doctoral degree programmes underwent an internal evaluation procedure in order to receive renewed accreditation. Stricter inspection of study results at an early stage of studies was implemented in order to reduce the number of students prematurely terminating their studies.

Since 2012, the Faculty of Medicine is obligated to carry out all certification procedures in key fields and organize all required courses. In the past year, the faculty held 150 certification procedures in 18 fields, i.e. 17.4 % of the overall number of certifications carried out in the Czech Republic in 2012. A total of 17 certification procedures were held in three Dentistry fields.

Science and Research

Seven professors whose appointment procedures took place at the Faculty of Medicine were appointed by the President of the Czech Republic. Four associate professors were appointed by the Rector.

One of the most important factors influencing the formation and evolution of chronic lymphoid leukaemia was discovered by a research team from the Department of Internal Medicine and Hematooncology; the micro-RNA-650 gene, whose presence or increased activity is associated with an improved prognosis, is also closely linked to the development of the disease.

The discovery a molecular pathway which co-decides whether stem cells are capable of protecting their DNA, made by scientists from the Department of Histology and Embryology, constitutes a significant step towards the use of stem cells in the treatment of degenerative diseases such as diabetes, Alzheimer's disease or blindness.



In 2012, the Faculty of Medicine registered an increase of 68 million CZK in non-capital funding from grant resources. However, investment funding simultaneously decreased by 4.7 million CZK.

Faculty Development and Collaboration with Professional, Regional and International Partners

The faculty organized six faculty-wide conferences focusing on the quality of studies and scientific work. The newly established Internal Grant Agency (InGA FMed MU) started operating under a new Grant Code. The agency is tasked with stimulating and supporting the research and development activities of academic employees.

In 2012, the faculty signed an accessory agreement to an existing agreement with the University Hospital Brno, specifying (from 1 January 2013) the equal attribution of authorship in the case of joint publication activities.

The faculty-wide OPTIMED – Optimized Teaching of Medicine: Horizontal and Vertical Integration, Innovation and Efficiency in Practice project was launched. The project is designed to provide background materials necessary for normative student evaluation.

The Dean's Award was presented to 58 exceptional students in November. Awards were also presented to Prof. MUDr. Jiří Vaněk, CSc., and Mgr. Martin Trbušek, Dr.

A large number of traditional events designed to promote the faculty – in both scientific and social contexts – were organized by individual departments and clinics.



12.3 Faculty of Science

Studies and Degree Programme Development

Several degree programmes were added to the faculty portfolio in 2012. Fields of study newly accredited at the Faculty of Science include Applied and Environmental Geology (Geology Bachelor's degree programme) and Laboratory and Measuring Technology and Nanotechnology – Applied Physics (Applied Physics Bachelor's degree programme). Fields of study added to the offer of double-subject studies include Applied Mathematics (Mathematics Bachelor's and Master's degree programme), Genomics and Proteomics and Chemoinformatics and Bioinformatics (Biochemistry Master's degree programme). The Biology programme was expanded to provide the Medical Genetics and Molecular Diagnostics Bachelor's field of study, designed specifically for expert laboratory employees. Biological fields were subdivided into Experimental Biology and Ecological and Evolutionary Biology.

Programmes accredited in English include all eight doctoral degree programmes (38 fields of study), two Master's degree programmes (5 fields) and one Bachelor's degree programme (2 fields). The faculty is also provides interfaculty study opportunities in collaboration with the Faculty of Education, Faculty of Arts, Faculty of Informatics, Faculty of Economics and Administration and Faculty of Sports Studies.

The development of demand for studies is stable, with some fields of study traditionally more popular than others, especially in the area of Biology, Geography and Biochemistry. A total of 5,435 entrance applications were submitted, 3,085 applicants were admitted and 1,761 subsequently enrolled, including 191 new doctoral students. As of 31 October 2012, a total of 4,435 students were enrolled at the Faculty of Science.

Science and Research

The faculty successfully increased the amount of institutional support funding allocated for research in 2012. A total of 11 Seventh Framework Programme projects and a number of additional international projects were investigated in the period in question. Resources allocated to research and development exceeded the sum of 700 million CZK. This amount included over 400 million CZK in capital funding from RDIOP, assigned to the



CETOCOEN and CEPLANT projects (priority axis 2) and CESEB (priority axis 4).

Success in obtaining a number of research activity grants also enabled the faculty to launch two projects funded by the Czech Science Foundation and designed to promote excellence in primary research. The faculty also participated as principal investigator and co-principal investigator in three large RDI infrastructure projects while securing additional funding for international researchers participating in the South Moravian Programme for Distinguished Researchers (SoMoPro). Participation in the university-wide Postdoc I ECOP project allowed the faculty to recruit promising young scientists from the Czech Republic as well as from abroad.

The faculty's highly decentralized structure – with 13 departments managing their own budgets – as well as the established budgetary rules facilitate the development of research teams at individual faculty units. Specific research projects targeting student research are also allocated to individual departments. A total of 38 ECOP projects, instrumental in interconnecting science and research with teaching and innovations in teaching, were investigated in 2012, including projects listing the faculty as co-principal investigator.

Faculty Development and Collaboration with Professional, Regional and International Partners

The new CETOCOEN building, housing the Research Centre for Toxic Compounds in the Environment and a wide range of state-of-the-art research equipment, was erected at the University Campus Bohunice. Additional work took place as part of the campus-based CESEB project, with four buildings – set to house the Department of Botany and Zoology and Department of Experimental Biology – under construction. Cutting-edge instruments for the Regional R&D Centre for Low-Cost Plasma and Nanotechnology Surface Modifications was purchased within the framework of the CEPLANT project.



12.4 Faculty of Arts

Studies and Degree Programme Development

Applicants for studies submitted 15,621 entrance applications and 3,898 students subsequently enrolled. A total of 10,311 students were thus enrolled at the faculty in 2012, down by 3.5 % in comparison with the previous year.

In accordance with the strategic plan update, the faculty limited the number of newly accredited fields of study. The only newly accredited fields thus included the Scientific Study of Religions (doctoral studies, taught in English) and five courses added to the existing further education framework for pedagogical employees.

However, the faculty also submitted 19 fields of study for accreditation renewal in 2012 and carried out a self-evaluation process which included 35 fields.

Science and Research

The final evaluation of three long-term research plans was announced in 2012, two of which were declared outstanding achievements: Inter-disciplinary Centre for Research into Prehistoric to High Medieval Social Structures. Archaeological excavations and theoretical research, application of the natural sciences, methodology and informatics, cultural heritage protection and the Research Centre for Central-European History: Sources, Land, Culture. The third project, i.e. Centre for the Interdisciplinary Research of Ancient Languages and Older Stages of Modern Languages, was evaluated as having been successfully completed.

The faculty continued to investigate 17 projects funded by the Czech Science Foundation, including 16 standard projects, one postdoctoral project and one doctoral grant. The faculty was also awarded three National and Cultural Identity (NAKI) grants, all associated with the area of culture. 23 specific research projects were investigated as well as two LLP Comenius projects, one Tempus project and one CEEPUS project. 19 projects successfully applied for funding under the dean's grant programme.

Faculty Development and Collaboration with Professional, Regional and International Partners

The faculty participated in the investigation of MEYS development projects as well as in projects announced by the South Moravian Region. ECOP projects were investigated at the faculty in 2012, most of them within the FIFA framework of the Faculty of Arts as Centre of Excellence in Education: Complex Innovation of Study Programmes and Fields at FF MU with Regard to the Requirements of the



Knowledge Economy. 18 Higher Education Development Fund projects were also investigated.

The CARLA project was implemented in accordance with the approved schedule and quality requirements, as stipulated by RDIOP.

Selected Events and Conferences

- » **27–29 February 2012** Hungarian-Slavonic Studies in Brno and Czech-Slovak-Hungarian Cultural Relations; Department of Slavonic Studies
- » **6–7 March 2012** The Area of Russia in the Light of Significant Anniversaries; Centre for Philological-Area Studies
- » **2–5 April 2012** The Gate of Languages Unlocked; Department of Slavonic Studies
- » **23–25 May 2012** International Conference on Positive Psychology in the Czech Republic; Department of Psychology
- » **21 July – 18 August 2012** Summer School of Slavonic (Czech) Studies; Department of Czech for Foreigners
- » **6–7 September 2012** Values in Literature and Arts; Department of Slavonic Studies
- » **13–14 September 2012** Art and Politics: Congress of Art Historians No. IV; Department of Art History
- » **1–6 October 2012** European Master in Adult Education (EMAE) international student camp; Department of Educational Sciences, Centre for Innovation of Andragogical Studies
- » **8 October 2012** Communication Practices in the Classroom: Visible and Hidden Dimensions of Teaching; Department of Educational Sciences
- » **18–19 October 2012** A Culture of Language; international symposium for doctoral students, Department of English and American Studies
- » **8–9 November 2012** The Professional and Human Legacy of Leo Eitinger; Department of German, Scandinavian and Netherland Studies
- » **19–21 November 2012** Brno – genius loci; international colloquium, Department of Musicology
- » **20 November 2012** Representation of Trauma in Literature and Art; Department of Czech Literature and Library Studies
- » **22–25 November 2012** Screen Industries in East-Central Europe conference; Department of Film Studies and Audiovisual Culture
- » **23–25 November 2012** FILEX 2012; student conference; Department of Philosophy



12.5 Faculty of Education

Studies and Degree Programme Development

The overall faculty population stood at 6,292 in 2012: 4,045 students were enrolled in Bachelor's, 646 in long-cycle Master's and 1,601 in Master's degree programmes. The slight interannual decline in numbers may be attributed to Masaryk University's strategy which calls for a slight decrease in student numbers in accordance with MEYS quotas.

The faculty implemented a total of 77 Bachelor's, long-cycle Master's and Master's fields of study. Of these, 36 are available in both full-time and combined form and two are only available as combined studies.

For the first time ever, Bachelor's and Master's degree programmes were taught in foreign languages in the 2012/2013 academic year. A slight decrease in the number of students enrolled in doctoral degree programmes (172 students as of 31 October 2012) was caused by more stringent requirements and a more selective approach employed by supervisors in order to improve the overall quality of studies.

Science and Research

Three habilitation procedures were initiated in 2012 including one external procedure while four (including one external procedure) were successfully completed.

Research activities were implemented within the Special Needs of Pupils in Context with Framework Educational Programme for Primary Education long-term research plan. Faculty employees were also involved in the investigation of ten Czech Science Foundation projects, eight Higher Education Development Fund projects and several MEYS development projects. Seven additional ECOP projects and six partner projects were also investigated. The faculty was also involved in an ECOP project entitled Employment of Newly Graduated Doctors of Science for Scientific Excellence. The investigation of ten research projects was financed by specific research funding provided by the MU Rector's Programme.

International collaboration included the investigation of projects within the framework of programmes such as Leonardo da Vinci, CEEPUS, AKTION, KONTAKT, International Visegrad Fund, Seventh Framework Programme, LLP Gruntvig, Comenius and a range of others.



Faculty Development and Collaboration with Professional, Regional and International Partners

In 2012 the Faculty of Education launched construction of the Centre for Research Institutes and Doctoral Degree Studies building, a multifunctional facility incorporating a library, computer rooms and spaces designed to house five faculty research institutes.

International relations focused primarily on projects such as Erasmus, Erasmus Mundus, Aktion, CEEPUS, Comenius, etc. as well as on international mobility based on bilateral agreements between the faculty and foreign universities, MEYS quotas and individual contacts. The Faculty of Education is involved in long-term collaboration with 65 schools and institutions. In 2012, the faculty launched a collaborative programme with the National Institute of Public Health in Prague.

Significant international conferences included Special Needs of Pupils in Context with Framework Educational Programme for Primary Education, Transitions between School and Work in the Case of Disabled and Socially Disadvantaged Students, Modern Trends in Teaching Mathematics and Science and the Fifth Brno Conference on Linguistic Studies in English / English as the Lingua Franca of the Modern World: New Challenges for Academia.

Assoc. Prof. PhDr. Bohuslav Klíma, CSc. was presented with the South Moravian Region Award for his contribution to the field of archaeology. Mgr. Tomáš Vrba and Mgr. Ivana Závodníková succeeded in winning 1st place in the Technologies Contest Pilsen 2012 in the Professional Activities and Multimedia and Didactics sections, respectively, thanks to the guidance of Assoc. Prof. Ing. Jiří Hrbáček, Ph.D. A group of students led by Mgr. Natálie Naumová attended the Ars Poetica – Pushkin's Memorial festival, winning 1st and 2nd place. The award of the dean of the Faculty of Education was presented to eight employees and eight students in recognition of their outstanding creative achievements.



12.6

Faculty of Economics and Administration

Studies and Degree Programme Development

Demand for studies at the Faculty of Economics and Administration may be generally described as stable. A total of 9,589 entrance applications were submitted in 2012 and 1,722 new students enrolled, bringing the faculty total to 4,461 students.

Within the interfaculty studies framework, FEA collaborates with the Faculty of Science, Faculty of Arts, Faculty of Law, Faculty of Education, Faculty of Informatics and Faculty of Social Studies. Joint single-subject and double-subject studies in Bachelor's and Master's studies enable applicants to choose attractive field of study combinations such as Economic Policy or Economics and International Relations, Political Science, Sociology or French Language for Commercial and Administrative Practice. In particular, the number of double-subject interfaculty combinations is on the rise.

Projects focusing on the innovation of Bachelor's, Master's and doctoral degree programmes, co-funded by European Union programmes, received a great deal of attention in 2012. Key courses in all fields of study were modified in accordance with modern educational standards and electronic multimedia study support mechanisms.

Science and Research

FEA has traditionally emphasizes macroeconomic modelling of dynamic stochastic general equilibrium models. Recently conducted research focused on examining issues associated with the long-term recession and especially with friction in the financial sector and on the job market.

A team dedicated to interdisciplinary applied research in the area of transport economics successfully developed a programme designed to support research in the humanities and the experimental development of the OMEGA project, financed by the Technology Agency of the CR. The project, focusing on the optimization of competition regulation in passenger and freight transport, is hoping to create and introduce new procedures for increasing the efficiency of utilizing all levels of existing public policies.



The faculty is also home to an international team focusing on the development and application of an original integrated sustainable development theory. Research focusing on the processing of Czech national plans for the participation in EU cohesion policies also took place, especially in the area of tourism.

Long-term research activities were conducted by an interdisciplinary research team examining the non-profit sector and civil society in order to develop theories and methodologies and acquire experience in the area.

Faculty Development and Collaboration with Professional, Regional and International Partners

The faculty continued to participate in joint collaborations with international partners, implementing an accredited Master's degree programme with Université Rennes 1 (France) and year-long double-degree student placements in collaboration with Huddersfield University (UK) and the University of Victoria (Canada). In addition to these placements, FEA students also made use of a number of available scholarship and bursary programmes.

A number of guest lectures given by significant scholars and experts took place at the faculty in 2012 under the auspices of a project designed to foster professional collaborations. Thanks to the Practice and Internship project and the involvement of a number of significant regional partners, students were presented with the opportunity to experience the real functioning of entities in the consumer sector.

The ongoing complex redefinition of Master's, Bachelor's and doctoral studies at FEA, implemented with ECOP support with the objective of improving teaching and research activities, resulted in the improvement of communication and information conditions and the creation of new facilities for the research team work of both pre-graduate and doctoral students. The project has a direct influence on the qualitative increase in human resources in science and research.



12.7 Faculty of Informatics

Studies and Degree Programme Development

The combined number of Bachelor's and Master's students at the Faculty of Informatics stood at 2,688 as of 31 October 2012. The number of students from Slovakia experienced a slight increase, reaching up to 43 % in some Bachelor's and Master's programmes. The number of students admitted for studies in Bachelor's degree programmes experienced a slight increase in comparison with the preceding year, which saw a drastic reduction in the number of enrolled first-year students.

In view of the need to better supervise both the quality and number of students admitted for studies in Master's degree programmes, the faculty decided to organize entrance examinations for all such programmes. The number of enrolled students thus corresponded to 2010 student numbers, i.e. the faculty was able to regulate the extremely rapid increase which took place in 2011. An analysis of statistical results indicated that both entrance examinations (informatics and mathematics) were very well prepared.

In 2012, the existing Master's teaching field of study was re-accredited under a new name: Upper Secondary School Teacher Training in Informatics. Changes in accreditation require students to combine their studies with teacher training at the Faculty of Science.

New developments also include the further expansion of the number of bilingual Master's fields of study. Masaryk University and the Indian Defence Research and Development Organization concluded an agreement regarding the studies of 15 Indian employees in Master's programmes taught at the Faculty of Informatics.

Science and Research

An internal evaluation system for the assessment of teaching and research quality – directly affecting employee performance premiums – was implemented at FI in 2012. Key research emphasis is placed on the quality of scientific output with respect to the specifics of informatics as a discipline (active participation at prestigious conferences as well as journal articles must be taken into consideration).

The FI scientific board approved a set of minimum requirements for habilitation and professor appointment procedures at FI MU, explicitly quantifying the expected minimum number of publications, citations, teaching experience duration and – in the case of professor appointment procedures – the number of successfully



supervised doctoral students. The criteria were selected so as to be comparable to similar criteria used by some of the best institutions in the Czech Republic.

The faculty also achieved first place in a CERGE study of informatics research in the Czech Republic.

Faculty Development and Collaboration with Professional, Regional and International Partners

The FI Association of Industrial Partners added six new members to the group of 30 (in 2011), of which four are at the highest, i.e. strategic partner, level. Collaborations with industrial partners supply material for over one hundred final theses at FI every year. A restructuring of agreements with the Association of Industrial Partners took place in 2012 and the number of successfully defended theses (in collaboration with a given partner) in the past two years was newly listed – alongside financial performance – as a critical factor for determining the level of partnership. Furthermore, the faculty developed and approved an Association of Industrial Partners plan, which states that endeavours undertaken in upcoming years are to focus specifically on particular activities targeting the development of R&D collaboration.

Faculty teams were successful in the area of knowledge transfer. The CaverSoft project won the StarCube start-up award and the Celebrio Software team reached second place in the adVENTURE competition for the best collaboration between the academic and commercial sectors.

The faculty hosted several significant national and international events focusing on science, industrial collaboration and talented student support, including the International Conference on Text, Speech and Dialogue, Crossing Number Workshop and Minischool, national finals of the international ImagineCup contest and a national round of a student programming competition.



12.8 Faculty of Social Studies

Studies and Degree Programme Development

The Faculty of Social Studies registered a decline in student numbers of approximately 2 % in comparison with 2011. The slight decline is associated primarily with the implementation of a controlled decrease strategy in the case of Bachelor's and Master's studies. The faculty strives to retain a highly selective approach. Approximately one fifth of all applicants were thus admitted for enrolment in the 2012/13 academic year admission procedure.

A great deal of emphasis was placed on the development of degree programmes taught in English. The following programmes were accredited in 2012: Cultural Sociology (a joint Master's degree implemented in collaboration with universities in Graz, Trent and Zadar) and European Governance (a double degree implemented in collaboration with Utrecht University). New additions to interfaculty collaboration included a portfolio of double-subject Bachelor's full-time studies. Future expansion is planned in areas which are deemed promising with respect to graduate job market profiling.

Science and Research

Three research units were established in accordance with the faculty strategic plan in January 2012: International Institute of Political Science, Institute for Research on Children, Youth and Family and Office for Population Studies. A fourth research unit, the Institute for Public Policy and Social Work, commenced operations in July 2012. The units are all financed from institutional support sources, Czech Science Foundation research projects and European and other international projects.

Two Seventh Framework Programme projects were completed. The first, entitled Processes Influencing Democratic Ownership and Participation, focused on issues of civic and political participation, while the second, entitled Meeting the Challenges of Economic Uncertainty and Sustainability through Employment, Industrial Relations, Social and Environmental Policies in European Countries, was conducted in collaboration with a British partner. The faculty also managed to obtain the prestigious International Outgoing Fellowship (IOF) grant for the Constructing Sexuality and Gender in Czechoslovak Sexological Discourses project.

A range of research projects were implemented with the support of various Czech agencies and institutions, including the Czech Science Foundation (29 projects), Ministry



of Culture (1 project) and Ministry of Interior (1 project). 9 projects were funded from specific research sources and two were financed by the BETA public tender programme of the Technology Agency of the CR.

Faculty Development and Collaboration with Professional, Regional and International Partners

The faculty actively participated in ECOP, especially the SOVA 21 and INZA projects designed to innovate Bachelor's and Master's degree programmes. The fourth annual Multimedia Day – including the second annual Regional Reporter Awards, presented by the Konrad-Adenauer-Stiftung – was co-organized by the FSS.

Additional research activities took place within the framework of joint projects with government units, primarily the Research Institute for Labour and Social Affairs of the Czech Republic, while collaborations with regional and municipal authorities and non-governmental organizations were extended.

International Conferences Organized or Co-organized by the Faculty of Social Studies

- » **9 May 2012, FSS, Brno** Political Science Symposium: A New Wave of Democratization
- » **9 October 2012, FSS, Brno** Masaryk University Czech-German Day
- » **29 July – 4 August 2012, Telč** Summer School on Energy Security
- » **4 December 2012, FSS, Brno** Populist Political Parties in East Central Europe
- » **21 November 2012, FSS, Brno** Armed Conflicts in International Relations after the End of the Cold War
- » **8–9 November 2012, FSS, Brno** Political Communication Sessions
- » **28 November 2012, Prague** Is the majority system suitable for parliamentary elections in the Czech Republic?
- » **19–20 October 2012, FSS, Brno** The Twelfth Annual Conference on Conflict in Identities, Identities in Conflict
- » **6–8 September 2012, National & Kapodistrian University, Athens, Greece** Crisis and Critique – Social Theory Conference (RN29), European Sociological Association



12.9 Faculty of Sports Studies

Studies and Degree Programme Development

A total of 1,563 students were enrolled at the Faculty of Sports Studies in 2012. The number of Bachelor's studies applicants decreased by 5.5 % in comparison with 2011 (from 2,911 to 2,751) while the number of prospective students applying for Master's studies increased by 22.7 % (from 498 to 611). The somewhat lower interest on the part of Bachelor's studies applicants was caused by the cancellation of the Tourism Management track of the Management in Sport field of study.

The Faculty of Sports Studies primarily participates in inter-faculty degree programmes with the Faculty of Education, Faculty of Social Studies, Faculty of Arts, Faculty of Informatics and Faculty of Economics and Administration. The most popular double-subject inter-faculty studies include combinations pairing physical education with geography, English, civics, natural sciences and mathematics. Single-subject inter-faculty studies are conducted in collaboration with the Faculty of Economics and Administration within the Management in Sport field of study.

Science and Research

The faculty continued to participate as co-principal investigator in Comparative Police Studies in the EU (COMPOSITE), an FP7 project focusing primarily on security forces research.

Additional projects investigated at the faculty included 11 one-year-long specific research projects and one project dedicated to the organization of a student scientific conference, which took place in mid-December 2012. FSpS units applied as co-principal investigators for three projects of the newly announced GAMU Research Support Programme.

The innovation of the key kinanthropology doctoral degree programme, i.e. one of the key components of ECOP project No. CZ.1.07/2.2.00/28.0221 – Innovation and Modernization of Fields of Study at FSpS, was launched in 2012. All doctoral degree programme courses were overhauled and the first innovated instruction phase was launched in the autumn semester. A number of international experts, who had helped prepare the necessary educational materials, were also integrated into the teaching process.



Faculty Development and Collaboration with Professional, Regional and International Partners

The faculty is successfully continuing its activities in the area of internationalization and mobility. Interest in international mobility on the part of Czech students is on the rise, as is the number of FSpS students who spent at least one semester abroad (in comparison with 2011).

FSpS students who Spent a Minimum of one Semester Abroad in 2011 and 2012

spring/autumn 2011	16/29	total 45
spring/autumn 2012	32/28	total 60

The faculty simultaneously managed to intensify its involvement in the area of international relations abroad, thus contributing to a significant increase in the number of incoming international students arriving in 2012.

International Students Enrolled in FSpS Degree Programmes Taught in Czech in 2011 and 2012

spring/autumn 2011	3/4	total 7
spring/autumn 2012	9/22	total 31

The faculty continued to participate in collaborations with partner secondary schools. Regional activities included events such as the Mole and Hippo Children's Day, organized in collaboration with the South Moravian Regional Emergency Medical Service and the Alfa-Helicopter service. Educational films produced by the faculty won the Liberec outdoor film festival and were subsequently selected to represent the Czech Republic at the world finals of a sports-themed film festival in Milan, Italy. The practical outcomes of cooperation with regional partners include the development of a course specifically designed for the employees of the South Moravian Regional Emergency Medical Service, which provides professional medical staff with self-defence skills.



12.10

Central European Institute of Technology

The Central European Institute of Technology of Masaryk University (CEITEC MU) is an independent university institute established in 2011 at Masaryk University as part of the CEITEC centre of excellence project, a joint undertaking developed by four Brno universities and two research institutes. CEITEC research activities are thematically grouped into distinct research programmes and organizationally divided between research centres and groups. In 2012, CEITEC MU included 5 research centres and 39 research groups. These research groups employed a total of 386 research workers, including 46 international employees. Individual groups are inter-linked with various partner institutions thanks to seven research programmes. Four are coordinated by MU – Structural Biology, Plant Genomics and Proteomics, Molecular Medicine and Brain and Mind Research. An additional three MU groups participate in the Advanced Nanotechnologies and Microtechnologies programme.

In accordance with the mission of the CEITEC project, i.e. the endeavour to create a European centre of excellence, key CEITEC MU activities focus on the development of state-of-the-art primary research. The project is dedicated to establishing a world-class research capacity while focusing on attaining international excellence and world-class quality in selected areas, albeit with regard to practical relevance and results applicability.

In 2012, CEITEC MU employees successfully published a total of 168 articles in peer-reviewed scholarly journals, including 134 journals with impact factor. 62 % of all articles were published in journals scoring above the median in the relevant fields. The Structural Biology programme produced the highest-quality publication activity portfolio, achieving a total of 48 published articles, of which nearly 80 % were published in journals in the first quartile as ranked by field-associated magazines (according to the **Journal Citation Report**, Thomson Reuters).

In 2012, the quality of research at CEITEC MU underwent external verification which included the evaluation of existing scientific output, success rates associated with obtaining grants and the assessment of individual research groups' international collaborations with the application sector, conducted by a peer-reviewed evaluation panel of international experts. Individual groups were evaluated on a rating scale of A to D, i.e. excellent to unsatisfactory. 56 % of all evaluated groups achieved an A rating, 31 % were given a rating of B and 13 % were rated C. No group was given a D rating.



In order to meet the highest quality requirements, CEITEC MU employs a set of research tools designed to support research excellence including a system of bonuses awarded for high-quality publications and a Ph.D. school concept with international standards. Emphasis is also placed on minimizing the administrative burden placed on researchers and on providing them with the necessary measure of independence, especially by means of grant application support. In 2012, CEITEC MU employees submitted a total of 98 grants, including 24 FP7 projects, 38 Czech Science Foundation projects, 15 SoMoPro projects and 10 MEYS projects. A total of 54 projects were investigated as part of various international and national grant schemes.



12.11

Institute of Computer Science

The Institute of Computer Science is tasked with a double role: not only does it function as a university institute focusing on research and development in the area of network, computing and data repository infrastructure, information systems and associated services, it is also responsible for the development and implementation of such infrastructure at MU. In addition to being involved in research and instruction, it also operates ICT infrastructure at MU and coordinates methodologies utilized by specialized units at individual faculties.

The ICS is responsible for economic, administrative and managerial information systems including the Magion economic system and its online interface (inet.muni.cz) as well as for all IT aspects of human resources management at MU. In addition to administering the muni.cz website, in 2012 the ICS also supervised the transition of technological information systems associated with the administration of MU facilities. The ICS also operates computer rooms while gradually taking over the administration of employee computers. Investment activity support constituted a significant issue in 2012, primarily in the area of light current, computer networks and audiovisual equipment. The ICS continued to operate a student register for MEYS. Additional operating areas entrusted to the ICS are listed in the Information Infrastructure chapter.

Research conducted at the Institute of Computer Science traditionally focuses on areas associated with the ICT infrastructure it operates. The CERIT-SC centre is dedicated to specific research into the architecture, properties and technical background of high-performance flexible computing and data storage capacities, their integration into large-scale distributed systems (grids) and the use of high-performance accelerators, especially GPGPU. Research collaborations with other teams – both within and outside of MU – also form a significant part of ICS activities, including IT background collaborations in the case of ESFRI projects (e. g. ELIXIR, BBMRI, ICOS, etc.). Additional areas of long-term research interest include innovative high-speed network applications designed for medical support. Cyber security, especially research associated with intelligent network traffic analysis and search anomalies designed to detect unwanted activity, forms another significant ICS research focus. The ICS is also involved in research in the area of digital libraries. A total of 17 research projects were investigated at the ICS in 2012, including RDIOP projects as well as Seventh Framework Programme projects.



Although the ICS holds no degree programme accreditation and does not seek to acquire any, it is nevertheless involved in the preparation of degree programmes, including e. g. Cybernetic Security (FI MU) in 2012. A total of 21 employees are involved in teaching activities.

The preparatory stages of an internal ICS reorganization took place in 2012 with the objective of improving the unit's efficiency in the area of providing ICT infrastructure and associated services as well as with respect to developing ICS research potential and its application in the development of key MU infrastructures. A selection procedure designed to choose a new ICS director was announced and subsequently completed in 2012 and a new organization manual was prepared. A number of projects in the key area of computer security were submitted and an update of the CERIT-SC large infrastructure was prepared.

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