



MASARYK UNIVERSITY



ANNUAL ACTIVITY REPORT

2014



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Front cover: Neo-Renaissance Masaryk University building at Joštova Street, built in 1910 as a teaching facility for the German Technical University in Brno.
Back cover: Allegorical personifications facing Údolní Street: engineering – architecture – chemistry.
Photographs by: Gabriel Dvořák, Anna Pecková

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Foreword

The year 2014 will most likely enter university history as one marking the completion of its second major construction phase. University Campus Bohunice, whose first substantial portion was completed in 2010 as part of a national investment program, has since grown to include a range of new facilities, this time thanks to the financial support of European Structural Funds. In addition to the four newly opened buildings housing the biological units of the Faculty of Science, completed facilities also include Masaryk University's section of the Central European Institute of Technology (CEITEC), a higher education institute which now boasts research infrastructure capable of withstanding the strictest international comparisons. However, European financial support was not confined to this complex; the Faculty of Informatics was likewise able to begin the 2014/2015 academic year in new facilities, as was the Faculty of Education. With the exception of the ongoing reconstruction of the Faculty of Arts, which is scheduled for completion in the upcoming year, a decade of construction is coming to a close – a decade, which, dare I say, will not be repeated for a long time, perhaps never.

It is a good thing that this phase is almost over and that throughout the upcoming period, i.e. until 2020, European investment funding will play a less significant role. It is indeed time to turn our attention from the planning and management of investment projects to matters at the core of the university's activities, namely teaching and research. Newly erected buildings and well-equipped laboratories must be efficiently used, which in many cases means sharing them across the university and even with other research institutions. It is also necessary to coordinate and

carefully consider future investments into research facilities and equipment – rumour has it that though we have become a great power in terms of the quantity of certain instruments, we have yet to prove ourselves with respect to the quality of results and their efficient usage.

The construction, facility and instrumentation-related expansion of the university is therefore slowing or even coming to a standstill thanks to developments in external funding. Added to this is the demographic decline and the resulting decrease in student numbers. We have a unique opportunity to fundamentally increase the quality of studies and science at the university, to cope with the aftershocks of a higher education which has turned into a mass affair in the past ten years. This "coping" will undoubtedly bring up a number of issues associated with the organization of studies, the curriculum and course offer, the way in which we select students in the admission procedure, evaluate the quality of our teaching and research work and assess our teaching methods and the organization of research at our university. A discussion of these issues must provide us with a starting point for developing a university strategy for the upcoming 2016–2020 period. The successful completion of university infrastructure in 2014 thus in fact provides us with the necessary space for such a discussion.

In closing, I would like to traditionally thank all of my colleagues who contributed to building the prestige and reputation of our university in 2014.

Mikuláš Bek
Rector



Faculty of Law staircase by architect Alois Dryák, renovated in 2014
Photograph by: Aleš Ležatka



The university in 2014

The university in 2014

Entrance applications submitted

62,907

38,166

Students

Faculties

Partner
secondary schools

70

Lifelong learning participants

19,251

Students with disabilities

606

7,100

International
studentsDegree
programmes

219

1,323

Fields of study

Doctoral students

3,367

Employees
(physical persons)

5,278

Patents
granted

10

505 Scholarships
paid out to students
(million CZK)Average
monthly salary
(CZK)

44,414

6,467

Total
non-investment income
(million CZK)

1,604

Non-investment research
and development funding
(million CZK)Patent applications
submitted

Key events in 2014

New centres of research and teaching excellence

1

Masaryk University opens CEITEC, centre of scientific excellence

Two new buildings housing the Central European Institute of Technology (CEITEC) were opened at the University Campus Bohunice in September. Construction was completed in less than two years. Overall expenses, including equipment and instruments, amounted to approximately one billion CZK.

2

New facilities for a new academic year at the Faculty of Informatics

Research and teaching facilities including a science and technology park and a supercomputer centre equipped with cutting-edge ICT and storage technology for scientific data processing were opened at the Faculty of Informatics. Two buildings designed to house the Centre for Education, Research and Innovation in ICT (CERIT) project were erected thanks to a subsidy of over half a billion CZK acquired from European Structural Funds.

3

Four new buildings welcome biology students and researchers

State-of-the-art facilities housing the Centre for Experimental, Systematic and Ecological Biology (CESEB) were opened at the University Campus Bohunice University thanks to funding obtained from the Research and Development for Innovation Operational Programme. A price tag of 783 million CZK makes this project one of the most extensive to be implemented in the Czech Republic.

4

New Faculty of Education library

A completely new library with facilities for five research institutes opened at the Faculty of Education in September. The Centre for Research Institutes and Doctoral Degree Studies (CVIDOS) provides students and academics alike with excellent research conditions.

95th anniversary of the university's founding

5

Foundation day

The academic community met in University Cinema Scala on 28 January to commemorate the establishment of their alma mater. The rectors of three Brno-based universities were awarded gold medals on this occasion.

6

Dies academicus

In addition, Rector Mikuláš Bek conferred gold medals on distinguished alumni at the traditional Dies academicus ceremony. Rector's Awards were also presented to outstanding scientists and the best Master's and doctoral students.

7

Touching Science exhibition

Scientific achievements and historical figures were brought to life on campus by a commemorative exhibition entitled Touching Science.



Academic and student accomplishments

1

Outstanding teachers chosen by students for the first time

The new Rector's Award for Outstanding Teachers, introduced in order to motivate pedagogical employees and further improve the quality of teaching, was presented to nine excellent educators.

2

Honorary doctorate presented to literary scholar Peter Demetz

Masaryk University conferred an honorary doctorate on Peter Demetz, a German literature scholar and professor emeritus at Yale University. To this day, he has retained many fond memories of Brno.

3

New dean elected at Faculty of Arts

Professor Milan Pol was selected by the Academic Senate and subsequently appointed by the Rector as the dean of the Faculty of Arts for the next four years, replacing incumbent dean Josef Krob.

4

Faculty of Science dean re-elected

The current dean of the Faculty of Science, Associate Professor Jaromír Leichmann, will remain in office until 2018. Following a proposal by the Academic Senate, he was reappointed by Rector Mikuláš Bek. A geologist, Jaromír Leichmann has successfully headed the faculty for the past four years.

5

Ministerial award

The Minister of Education Award for Outstanding Students was presented to Karla Plevová, a specialist at CEITEC MU. Although she only completed her doctoral studies recently, her research in the field of chronic lymphocytic leukaemia has produced a number of reputable publications and her laboratory work has already found uses in hospital practice.

The university and society

6

First year for children's university

"I promise to always crave knowledge. Someone must invent that which has not yet been invented..." With these words, 170 students aged 9 to 14 enrolled in the first run of **MASARYK jUNIVERSITY**. Participants were able to experience what it means to be an actual university student while exploring a cutting-edge research environment and meeting academics and researchers. The ceremonial matriculation of new students was held at University Cinema Scala in the presence of university management representatives and parents.

7

Foundation stone and university charter uncovered during renovation

The foundation stone of the Faculty of Law – and thus also of the planned university campus at Kraví hora – was unearthed in June during the renovation of the faculty building. The stone remained untouched for 86 years; the foundation ceremony on 9 June 1928 was attended by Tomáš Garrigue Masaryk, who also signed the charter stored inside the stone.

8

MU wins university hockey match

The Masaryk University team defeated the Brno University of Technology 3 : 2 after a penalty shootout. In a dramatic duel, the blue MU team fell behind twice, but eventually managed to claim a third consecutive victory.



Science, research and technology transfer

1

Masaryk University patents to help leukaemia patients

Two patents submitted by the Faculty of Medicine have found application in the form of new test kits. The first allows medical doctors to quickly and accurately determine the prognosis of chronic lymphocytic leukaemia patients. The second helps with the early detection of lung disease caused by *Aspergillus* spores, which, though posing little threat to a healthy organism, may have very serious consequences in the case of patients with weak immune systems, e.g. leukaemia patients.

2

Renowned molecular biologist joins CEITEC team

Thanks to a European ERA Chairs programme grant, CEITEC welcomed Mary O'Connell, an expert with extensive experience acquired at the world's leading research institutions including the Albert Einstein College of Medicine and the Massachusetts Institute of Technology.

3

Faculty of Science experts refine Nobel Prize winner's discovery

Thanks to an unsuccessful enzyme experiment, a group of ten Czech scientists, including experts from the Faculty of Science, succeeded in refining a 120-year-old theory introduced by Nobel laureate Hermann Emil Fischer. A rule which states that the function of an enzyme is determined by the structure of its active site has been found not to apply universally.

4

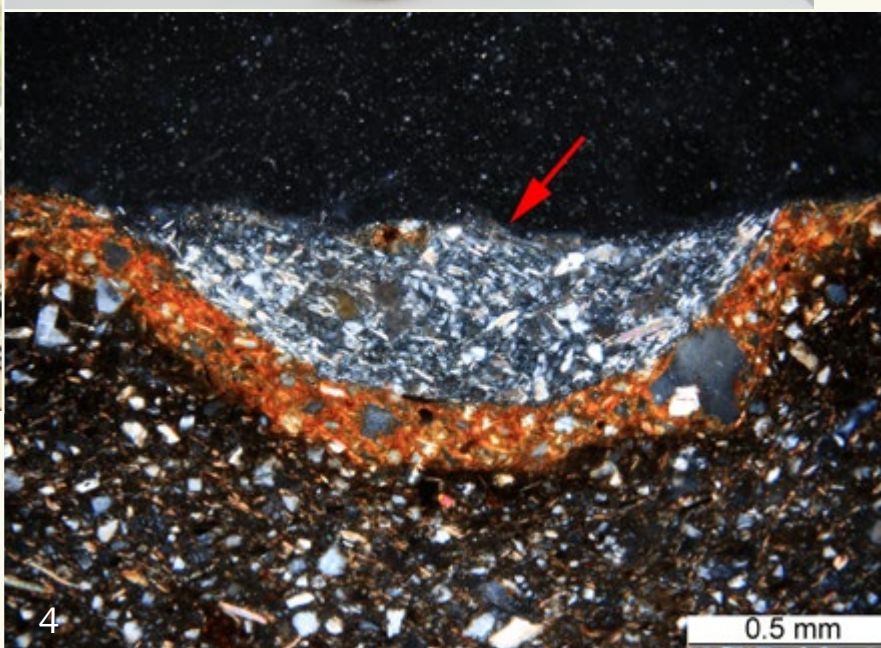
Archaeologists confirm the use of gypsum in prehistoric times

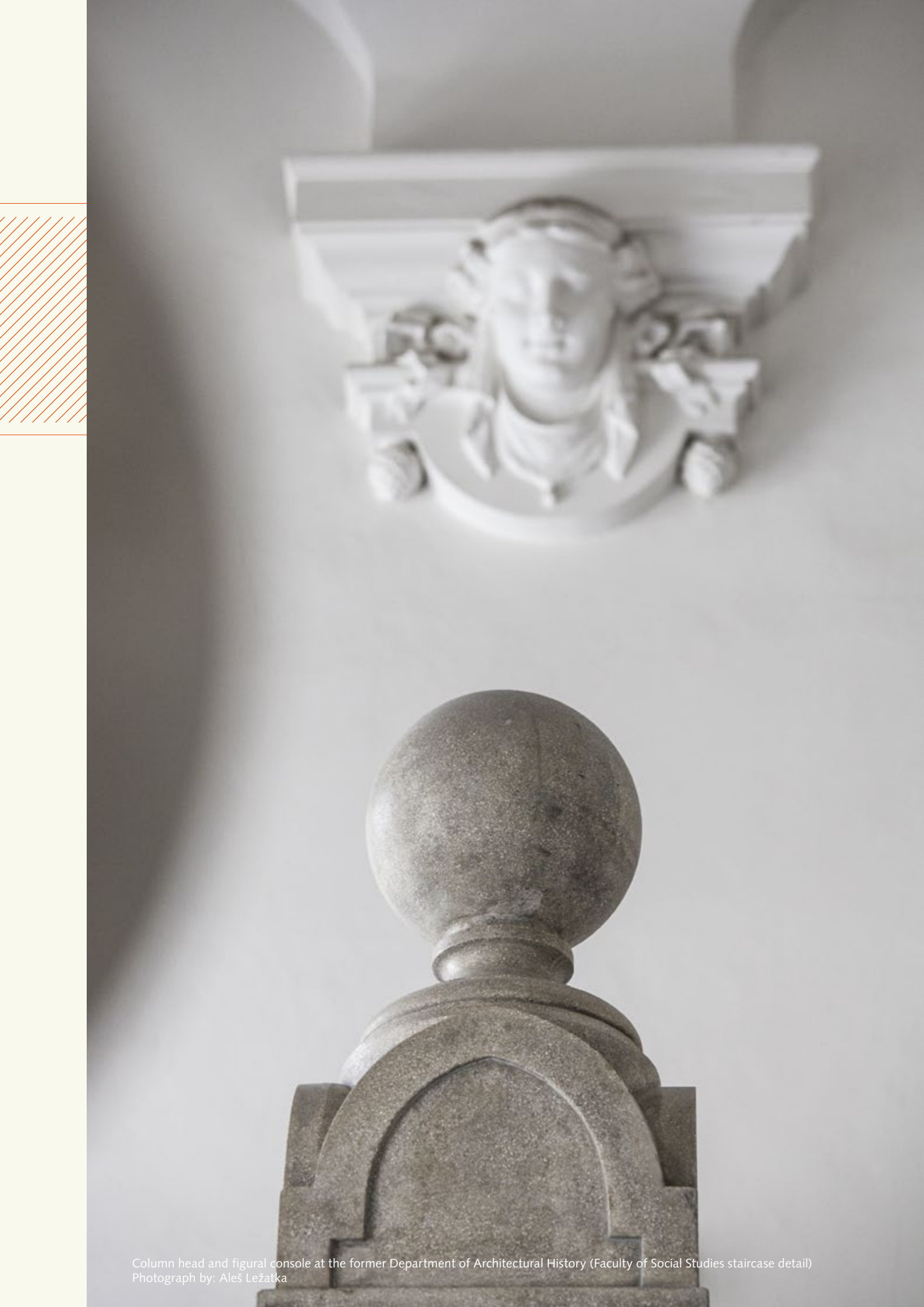
Likely the earliest usage of gypsum in Central Europe has been confirmed by Masaryk University researchers focusing on prehistoric pottery production technologies and traditions. Remnants of gypsum were found in pottery encrustations, i.e. white paint used to decorate containers, likely belonging to a Bell Beaker Culture grave site unearthed at Milovice near Mikulov.

5

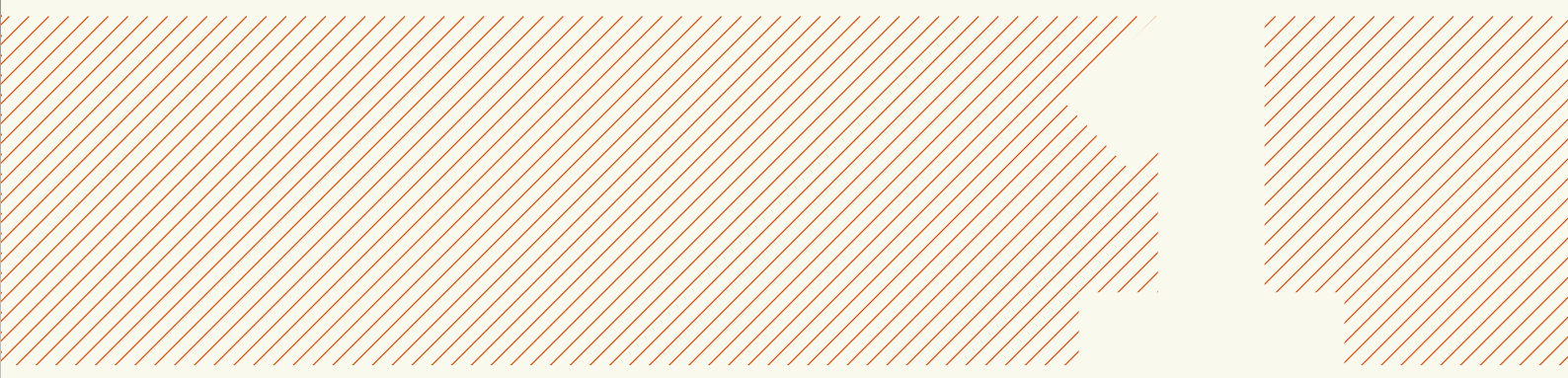
Climatologists describe 16th century weather

A research team headed by Rudolf Brázdil received the Rector's Award for Outstanding Creative Activity for a publication entitled *Climate of the Sixteenth Century in the Czech Lands*.





Column head and figural console at the former Department of Architectural History (Faculty of Social Studies staircase detail)
Photograph by: Aleš Ležatka

A decorative horizontal band across the top of the page, featuring a pattern of thin, parallel orange diagonal lines.

Educational mission and student-oriented approach

1.1

Degree programme profiles and study demand

The development of degree programmes and fields of study always takes place with regard to an analysis of the current supply of existing degree programmes, demand on the part of the applicants and the needs of Czech society within the European Union. The development of fields of study calls for an interdisciplinary approach to degree programmes, including unconventional combinations of fields and areas of knowledge. MU is also dedicated to implementing Bachelor's studies with a broader common focus while providing Master's studies programmes with a narrower profile.

Furthermore, Masaryk University has been consistently committed to a system of quality assurance and field of study validation, including a clear **formulation of graduate profiles** along with the accreditation of new curricula. This is an essential component, as every year the university attempts to accredit new fields of study which must meet today's demands placed on the theoretical and practical preparedness of graduates while responding to the increasing number of international students. The newly accredited Bachelor's and Master's **Physiotherapy** field of study, filed under the Specializations in Health Science degree programme at the Faculty of Medicine, is a good example. This field, along with Master's studies of Optometry, complements the General Medicine and Stomatology fields of study, traditionally taught in English. Almost all Masaryk University faculties are focusing on the development of interfaculty cooperation projects thanks to the accreditation of new fields of study while also combining foreign language studies with socio-political disciplines. A total of eight such fields of study were accredited at the Faculty of Social Studies in 2014. New developments at the Faculty of Science included the accreditation of a field of study designed for expert employees, i.e. a Master's degree programme entitled **Medical Genetics and Molecular Diagnostics for Laboratory Professionals**.

Since 2013, the university has repeatedly been awarded the prestigious **ECTS** and **DS Label** certificates. This system facilitates collaboration with foreign universities in the area of joint and double degree programmes. A double degree programme carried out by the **Faculty of Economics and Administration in cooperation with universities in Rennes, Piemonte and in Tampere** is a good example of such collaboration. The Faculty of Social Studies continues to implement the **European Governance** double degree programme, taught in cooperation with **Utrecht University**, and **Europe from the Visegrad Perspective**, a programme implemented jointly with three other European universities.

The high number of applications for the recognition of international education and qualifications is another indicator of the wide range of fields of study on offer. Applicants choose from a great variety of fields in order to compare acquired education and qualifications and consequently have a better chance of their training matching a field of study on offer and having their application accepted for consideration by the

university. A total of 588 applications were processed by the Office for Studies of the Rector's Office in 2014.

University life continues throughout the summer months: from mid-May until early October, a number of summer schools attract local, international and doctoral students as well as other hybrid groups of people to university facilities in Brno, Telč and Šlapanice. Though diverse in terms of topic, format, target group and focus, they are all designed to promote internationalization, spread the good name of the university and tackle issues not dealt with during the semester. The **Centre for International Cooperation** (formerly the Office for International Studies) was the most active organizer of such events; in addition to traditional undertakings, the CIC also hosted the first **Business Strategies Summer School**. The event was created in collaboration with the **University of Toronto** and targeted primarily Canadian students, providing them with information regarding business practices in Europe. The CIC also organized a seminar in Telč within the **Theodor Herzl Distinguished Chair** framework designed for doctoral students from Israel and Central Europe; the event focused on issues such as nationalism, nation-building, anti-Semitism in historical context and references to Herzl and Masaryk.

Individual faculties organized a range of additional events, including the following: Summer School of Slavonic (Czech) Studies and week-long specialized adult education seminars (Faculty of Arts), summer school of environmental chemistry and ecotoxicology (Faculty of Science), events focusing on energy security and cultural sociology, namely the relationships between memory, culture and identity (Faculty of Social Studies) and a summer school of combative sports (Faculty of Sports Studies).

Students and graduates of Brno-based universities were traditionally invited to the eighth annual **JobChallenge** career fair in early November. Three universities, 73 exhibitors and 20 accompanying lectures drew over 2,600 participants. The career fair was jointly prepared by the Career Centre and by counselling facilities operated by the Brno University of Technology and Mendel University in Brno. Workshops included presentations by the Career Centre's corporate partners and other employers. Participants were provided with helpful information focusing with respect to their fields as well as with a clearer idea of how the job market works. Participating companies included the following: Komerční banka, KPMG, FNZ, Embedit, O2, PricewaterhouseCoopers, Raiffeisenbank, Socialbakers, MSD IT Global Innovation Center and Škoda Auto.

The MU Career Center also provided these companies with the opportunity to carry out assessment centre activities throughout the duration of the career fair. While Komerční banka greatly appreciated AC participant output reports, FNZ actually offered the best student a position in their Brno branch. Psychodiagnostic testing was carried out by MU employees for the Daido company. Companies were invited

to advertise career opportunities online using the Job Market application in the MU Information System. In addition, these jobs were also advertised in the form of the printed ChallengeBook catalogue, issued in November in a total of 5,000 copies..

Study demand

In order to provide applicants for studies with all relevant information, Masaryk University employs a range of current tools such as moderated social network profiles, continuously updated special-purpose websites, online campaigns and various competitions. In addition, MU is also focusing on bolstering interest in university studies among prospective students thanks to partnerships with dozens of secondary schools.

Moreover, the university also provides a convenient electronic administration process for all matters connected with the admission procedure, i.e. from the submission of an electronic application to the delivery of examination results notifications. As in previous years, Masaryk University attended post-secondary education fairs in Brno, Prague and Bratislava.

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. In 2014, the university also included several questions in a **foreign language** selected by each applicant; these innovative tests will be launched in 2015. An online e-learning LPT training course as well as the public versions of all entrance examinations to date are available free of charge on the university website. All online sources are widely used by prospective students and tens of thousands of users access individual course components every year. MU is thus able to provide equal access to all study applicants in terms of the quality of resources necessary for their preparation for the entrance examination, regardless of their financial situation or place of residence. One of the LPT terms is held in Bratislava each year, providing a convenient option for both Slovak and Czech students.

Although the demographic curve registered a decline in the number of secondary school graduates in 2014, Masaryk University remains one of the most popular universities in the Czech Republic with almost 51,000 applications submitted for studies in Bachelor's and Master's degree programmes. In addition, international students are also increasingly interested in studying at MU; their total number of studies rose to 7,100 in the past year, making up 18.6 % of the total number of studies at MU.

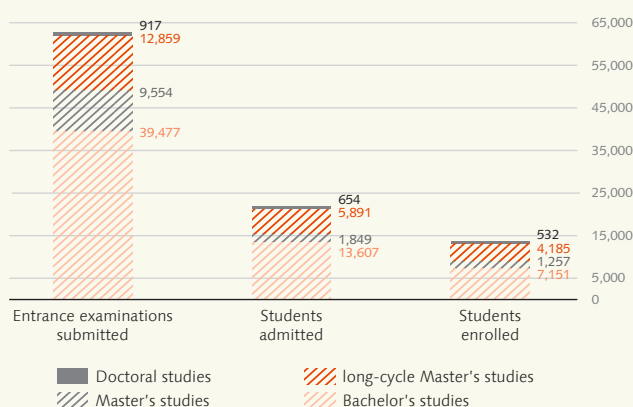
In total, over **66,000 entrance applications** were submitted for Bachelor's, long-cycle Master's, Master's and doctoral degree programmes in the 2014/2015 academic year admission procedure (approximately 63,000 applications were paid for).

Of the total of 52,772 applicants who participated in the entrance examinations, **22,001 were admitted and subsequently enrolled**. The most sought-after faculties were the Faculty of Arts (12,437 applications), Faculty of Education (9,970 applications) and Faculty of Medicine (9,970 applications).

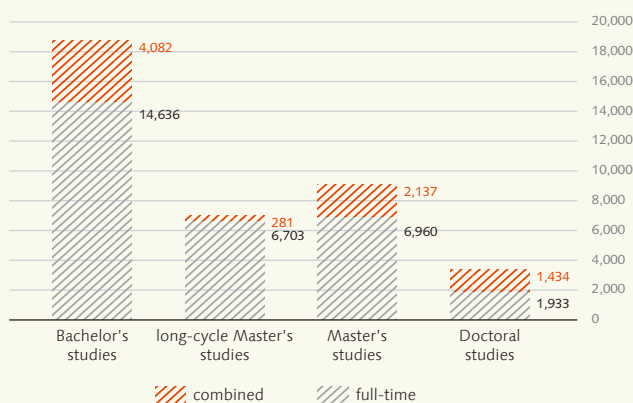
Study statistics as of 31 October 2014:

- » 38,166 studies enrolled in diploma studies,
- » of which 18,718 in Bachelor's degree programmes,
- » 16,081 in long-cycle Master's and Master's degree programmes
- » and 3,367 in doctoral degree programmes,
- » 7,100 international studies (all foreigners in all degree programmes in all languages)
- » 9,013 graduates (1 January 2014 to 31 December 2014).

Graph 1 Demand for studies at MU by study type



Graph 2 Students (studies) enrolled in accredited degree programmes at MU as of 31 October 2014 by study type



1.2

Doctoral studies

Masaryk University's nine faculties currently offer **over 50 doctoral degree programmes** and over 130 fields of study. A total of 18 doctoral degree programmes have been accredited in collaboration with other universities and scientific institutions such as the Brno University of Technology, Mendel University and the Academy of Sciences of the Czech Republic. The Faculty of Medicine has recently accredited the **Hematology** programme and the accreditation of additional programmes is pending.

Nearly 3,500 doctoral students were studying at Masaryk University in 2014. Over 300 graduates completed their doctoral studies in the past year, with the Faculty of Science, Faculty of Medicine and Faculty of Arts contributing the greatest number of successful doctoral students. Each of these faculties may claim over 20 % of the entire number of graduates.

Preparation for the launch of new Structural Funds programmes was a key theme in 2014, in particular with respect to the Operational Programme Research, Development and Education. The programme provides an opportunity for developing research-focused degree programmes by collecting them under the auspices of a so-called **PhD School**. In order to optimize the diverse range of fields offered at MU and enhance the quality of doctoral studies, several negotiations and seminars with representatives of all faculties took place with the help of international experts. In late 2014, the Research Office organized the **Umbrella PhD School** workshop, chaired by a representative of the Commission for Doctoral Education (CDE) of the European University Association, Prof. Helmut Brentel.

Another important step designed to increase the quality of doctoral programmes is the **creation of internal procedural standards for doctoral degree programmes**, scheduled for implementation in 2015, along with a new information portal, to be launched in spring 2015. The doctoral degree programme information portal is part of the official Masaryk University website and aims to simply and intuitively guide both Czech and international doctoral studies applicants to doctoral degree courses on offer and provide a list of supervisors and contacts who will help them find their bearings at MU and around Brno.

Doctoral students are deliberately integrated into research projects or may become regular members of large research teams. Since 2010, creative activities – and especially those performed by doctoral students – have been eligible for the **Student Project Grant**. In 2014, the total available funding for this competition stood at 137.297 million CZK, distributed among specific university research projects and student conferences. A total of 169 projects received financial support, including 10 student conferences.

MU recognizes excellent results delivered by its doctoral students, e.g. in the form of the annual Rector's Awards, traditionally presented in several categories. In addition, MU doctoral students have also received recognition outside of their alma mater, both at home and abroad. Numerous highly successful doctoral students hail from the Faculty of Science. Awards presented to FSci students in 2014 include e.g. the **Sanofi Award for Pharmacy** (awarded by the French Embassy in the Czech Republic in cooperation with Sanofi-Aventis, Ltd.) and the **Sigma-Aldrich Award** where MU secured 1st place in Biochemistry. The award is presented by Sigma-Aldrich, Ltd. in cooperation with the Slovak Chemical Society, Czech Chemical Society and the Czech Society for Biochemistry and Molecular Biology. Doctoral students from the Faculty of Medicine have been awarded e.g. a **ministerial award (MEYS)** for excellent students and graduates in a degree programme as well as obtaining a three-year **Brno PhD Talent scholarship** in Physiology and Pathophysiology and **FEMS research grants in Germany and Great Britain**. One of the most successful Medical Biology doctoral board graduates received a prestigious grant and placement at the **elite Harvard Stem Cell Institute** while her colleague participated in the Antarctica 2014–2015 scientific expedition. A Faculty of Social Studies doctoral student was awarded the prestigious **Fulbright scholarship**. Awards presented to Faculty of Arts doctoral students include e.g. the **International Association for the Cognitive Science of Religion (IACSR)** award.

Special thanks also goes to doctoral candidates who represented Masaryk University in areas other than research. Such achievements include victory in the World Series Grand Prix for a PhD student of the Faculty of Sports Studies, five-fold Summer Universiade participant and long-distance swimmer.

1.2 Doctoral studies

Student and graduate awards in 2014

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

Mgr. Aleš Stýskalík, fourth-year student of the Material Chemistry doctoral field of study at the Faculty of Science, published seven articles in highly regarded international journals throughout his studies and presented his work at international conferences (including the American Chemical Society conference). Thanks to his success, Aleš Stýskalík also became a member of the Synthesis and Analysis of Nanostructures research group at CEITEC MU. As part of his studies, he participated in research placements in Germany and in the United States. In addition to his research work, he is also dedicated to promoting chemistry and studies at Masaryk University among secondary school students.

JUDr. Lucia Hudecová, Ph.D. successfully completed her doctoral studies of International Private Law at the Faculty of Law of Masaryk University. Throughout her doctoral studies, she was a dedicated member of the Department of International and European Law, teaching and preparing study materials as well as participating in the organizing committee of the COFOLA international student scientific conference. She also participated in solving specific research projects at MU, including e.g. Torts from the Perspective of International Private Law and Protection, Transfer and Application of R&D Results at National and International Levels.

Mgr. Ivo Pezlar, a doctoral student of the Philosophy field of study at the Faculty of Arts, active participant in a range of domestic and international conferences and – thanks to his publishing efforts and hard work – a respected member of the international research community. A unique achievement is his lecture in Tübingen, which he was invited to by a leading scholar in the field of semantic logic-based reasoning, Prof. Schroeder-Heister. In addition to participating in many international conferences, Ivo Pezlar has also authored several scholarly research articles and a volume entitled *Epistemic Logic: An Introduction for Humanities Students*, to be published in May 2015.

Student and graduate awards in 2014

Masaryk University Rector's Award for an Outstanding Doctoral Thesis

FSS MU graduate **Mgr. Zinaida Shevchuk, Ph.D.**, for a doctoral thesis entitled "Understanding Armed Conflicts: Evolving Nature of Conflicts in the South Caucasus", which focuses on conflicts in the South Caucasus in order to determine the role of ethnicity in the struggle for resources, power and territory. Her research findings help reinforce the theoretical grasp on the problem and identify common factors of unresolved conflicts in the region. The thesis was successfully defended and positively received by renowned reviewers from prestigious foreign universities (Bath University, UK and Ilya State University, Tbilisi, Georgia). Parts of the work have already been published in several professional journals.

RNDr. Moslem Amiri, Ph.D., for a doctoral thesis entitled "Neutron/Gamma-ray Measurement and Discrimination", devoted to measurement issues and the discrimination of mixed field neutron and gamma radiation. The thesis introduces a number of new methods for the separation of neutron and gamma-ray pulses. Moslem Amiri designed, successfully tested and certified the separation efficiency of a number of algorithms for the multiparametric separation of nuclear radiation for digital spectrometric systems developed with the framework of a TACR project.

FMed MU graduate **Mgr. Helena Pětrošová, Ph.D.**, for a doctoral thesis entitled "Comparative and Functional Analysis of *Treponema pallidum* and *Leptospira BIFLEX* Genomes; Unique Insights into the Biology of Spirochetes", which contains a range of new results in the field of genomics of pathogenic bacteria. The objective of the work was to identify differences between different strains of *Treponema pallidum* and define genetic determinants contributing to a tolerance of toxic substances in the *Leptospira* genus. Thanks to the study of pathogenesis, the results may also have potential therapeutic and molecular typing uses directly in clinical microbiological practice. The fact that Helena Pětrošová submitted her doctoral thesis after three years of postgraduate study is perhaps also worth mentioning.

1.3

Quality assurance mechanisms and student-oriented approach

Throughout 2014 Masaryk University continued to develop its internal system for quality assurance and assessment of educational and related activities in line with European standards as expressed by the Standards and Guidelines for Quality Assurance in the European Higher Education Area (ESG) principles as well as the anticipated Higher Education Act amendment, an update closely monitored and actively influenced by the university itself.

The primary mechanism for ensuring the quality of educational activities at Masaryk University is the **internal field of study evaluation system**, entrusted to the newly established **Quality Centre** in 2014. Internal evaluation is primarily focused on promoting the continuous improvement of course quality, verifying the consistency and logic of course structure and securing feedback regarding the state of fields of study based on information provided by external assessors while ultimately focusing on the strategic development of individual fields of study. The internal evaluation process is applied to all forms and types of study; in 2014, the internal evaluation process was applied to **26 fields of study** which subsequently prepared for re-accreditation.

In accordance with Strategic Plan objectives, MU also continued to prepare **internal regulations aimed at the implementation, quality assurance and development of fields of study**. These regulations are designed to provide existing quality assurance processes with a legal framework while reinforcing the transparency of individual fields of study e.g. by defining the powers and obligations of the guarantor and other participants.

University Quality Assessment Seminar

In cooperation with the Czech Rectors Conference, Council of Higher Education Institutions and the Centre for Higher Education Studies, Masaryk University organized the 15th annual University Quality Assessment Seminar. The seminar has traditionally provided Czech universities with an important platform for sharing experiences with quality implementation and development and a space for discussing current trends in this area.

The seminar took place from 23 to 24 April 2014 at University Centre Telč and focused primarily on **supporting teaching and learning at universities**. Among others, representatives of two British universities took part in sharing their experience in this area.

As high-quality teaching requires high-quality pedagogical activities, Masaryk University management decided to focus on encouraging activities associated with the development and evaluation of such teaching. A plan outlining a comprehensive **concept for the development of academic employee teaching competence** at the university was thus drafted and the **Rector's Award for Outstanding Teachers** was introduced (see chapter 4.4). The pedagogical activity of MU academic employees also remains one of the key activities monitored on a regular basis.

Institutional surveys at MU

In 2014, existing institutional surveys which have long served as part of the quality assurance processes at MU were **supplemented with a new survey focusing on first-year Master's degree students** thanks to the Motivation and Expectations of First-Year Master's Students at MU following their Transfer from Other Universities survey. The **complex system of surveys conducted among Masaryk University students** at all levels, i.e. **"from freshman to graduate"**, was thus nearly completed. The findings of all completed surveys are processed into final reports which are subsequently submitted to MU management.

The newly implemented **survey focusing on incoming Master's students from other universities** revealed that most of these students had no previous study experience at MU. Respondents enrolled in full-time studies arrived at MU primarily after graduating from Palacký University in Olomouc, Brno University of Technology or Mendel University in Brno. Respondents most frequently chose not to enrol in a Master's degree programme at other universities due to the absence of a suitable programme or because they wished to try another university or because they were dissatisfied with the system and the quality of teaching at their home university. On admission to several degree programmes, respondents were forced to decide between similar fields of study at different universities. In 90 % of such cases, field content was a decisive factor.

In addition to the newly launched survey, the traditional **Recent Graduate Survey** was also carried out in 2014. Survey results are presented in chapter 7.5.

The second annual **Premature Termination of Studies at MU** survey – which takes place year-round – was evaluated in 2014. Detailed results are included in chapter 3.3.

1.3 Quality assurance mechanisms and student-oriented approach

In addition to institutional surveys, Masaryk University also conducted the MEYS-organized **Doctoral Students 2014** survey, which specifically examined PhD students and their opinions of study motivation, teachers, facilities, study requirements, scientific, creative and educational activities, financial background, graduation circumstances and conditions and plans following graduation. A modified MEYS questionnaire was developed by the **Strategy Office in collaboration with the Research & Development Office of the Rector's Office**.

Additional external surveys include a questionnaire survey conducted for the benefit of the international **U-Multirank** scheme, focusing on selected students of the Faculty of Economics and Administration, Faculty of Informatics, Faculty of Arts, Faculty of Social Studies and Faculty of Medicine.

In order to improve, streamline and simplify the collection of questionnaire data, the Strategy Office worked with MU Information System developers, producing a dedicated **survey application in the IS MU**, which will eventually incorporate a majority of university surveys.

The new application was used for the **implementation of the university-wide course opinion poll**, revised and relaunched in 2013.

Course opinion poll update launch

An updated version of the course opinion poll was first launched in the 2014 autumn semester. The updated course opinion poll is conceived as an anonymous survey tool for students to provide feedback especially on the pedagogical skills of a particular teacher, and, to a lesser extent, on the course as a whole. Poll questions have been reformulated so that each individual question now focuses on the evaluation of one particular aspect in as objective a fashion as possible. Each question now also provides space for an optional commentary, which provides respondents with the opportunity to refine the quantitative evaluation of a teacher or course obtained by filling out a closed-ended question. The updated poll version gives teachers the chance to respond to survey results, likewise on a voluntary basis. Their commentaries will be published along with the summary results for each teacher and course combination. Course opinion poll results were also updated; users are now presented with clear and concise graphs.

University-wide sociological surveys carried out in 2014

- » Motivation and Expectations of First-Year Master's Students at MU Following their Transfer from Other Universities
- » Recent Graduate Survey 2014
- » Premature Termination of Studies at MU
- » Doctoral Students 2014 – MEYS survey

Quality assurance mechanisms are closely associated with strategic planning processes and evaluation activities. In 2014, Masaryk University continued to carry out a regular **benchmarking of MU faculties** in comparison with similar faculty types at public universities in the Czech Republic as well as a benchmarking of MU as a whole in comparison with other public universities. Selected indicators were also analyzed at three-year intervals across all public universities while developments taking place in the past ten-year period were examined at MU.

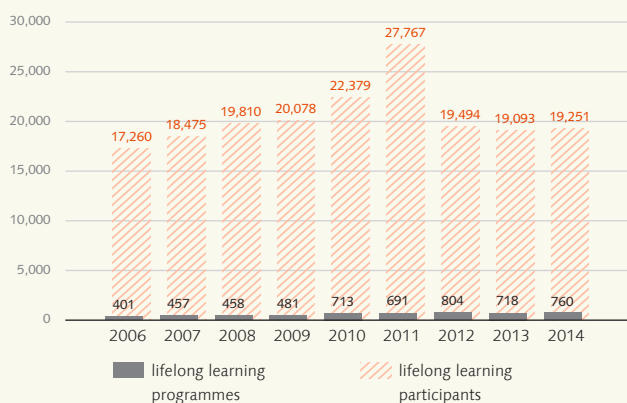
International benchmarking results were used to rank MU in comparison with major international university rankings. For this purpose, the university produces an annual summary report which presents both the methodology and indicators of individual rankings as well as MU results in context with the achieved rank.

1.4

Lifelong learning

Masaryk University has traditionally focused on the support and development of lifelong learning for all professional and age groups. Lifelong learning continued to develop in accordance with the MU Strategic Plan throughout 2014, as evidenced by the fact that all faculties as well as the Rector's Office were involved in the implementation of several hundred – largely professionally-oriented – lifelong learning programmes. A total of 19,251 participants in full-time, distance or combined study mode took part in 760 programmes in 2014. The offer includes accredited degree programmes as well as professionally oriented supplementary, specialized and retraining courses for a wide range of professions. The implementation of several programmes validated by foreign institutions (e.g. Nottingham Trent University) adds an international dimension to lifelong learning at MU. Lifelong learning at Masaryk University also includes the **University of the Third Age**, which has been collaborating intensively with **Leipzig University** since 2009. In addition to a range of mutual exchanges, seniors from Leipzig and Brno also took part in a week-long study placement dedicated to the UNESCO heritage of the Lednice-Valtice complex.

Graph 3 Lifelong Learning Programmes and Participants (2006–2014)



1.5

Project activities in the area of educational offer development and associated services

In 2014 Masaryk University launched the implementation of four **Education for Competitiveness Operational Programme** projects worth a combined total of 54.6 million CZK. MU managed to implement a total of 80 projects worth 2.4 billion CZK. A total of 14 were implemented by the FA (282.4 million CZK), 11 by the FMed (277.4 million CZK) and 10 by FSci (306.7 million CZK). The following projects received the greatest amount of funding: Employment of Newly Graduated Doctors of Science for Scientific Excellence (197.6 million CZK) and Employment of Best Young Scientists for International Cooperation Empowerment (164.7 million CZK). Large-scale projects were also investigated at FSS: Internationalization, Innovation, Practice: Social Science Education for 21st Century (89 million CZK) and at FEA: Innovation of Economic Study Disciplines in Accordance with the Requirements of the Knowledge Economy (84 million CZK). The implementation of 51 projects was finalized in 2014.

Ten Research and Development for Innovation Operational Programme projects worth 5,736.7 million CZK were implemented in 2014, with MU thus ranking first among public universities in the Czech Republic. Operational programme projects included the development and innovation of research and development infrastructure at FSci, CEITEC, ICS, FI, FA and FEdu.

A total of five **Austria–Czech Republic Cross-border Cooperation and Slovakia–Czech Republic Cross-border Cooperation Operational Programme** projects worth 21.8 million CZK were implemented, as well as two micro-projects worth 1.5 million CZK. The project is designed to foster cooperation with institutions in Lower Austria and the Trenčín Region in Slovakia.

Three **Human Resources and Employment Operational Programme** projects worth a total of 19.8 million CZK were also investigated at FI, FSS and CEITEC.

In 2014, Masaryk University investigated only **one** Central Development Project: Personal Growth Toward Student Career Fulfilment. The project was a joint venture by four universities, with Masaryk University as chief coordinator. Overall subsidies amounted to 6.3 million CZK, of which a sum of **2.4 million CZK targeted MU**.

The university obtained **121.4 million CZK** from MEYS for the implementation of the MU Institutional Development Plan for 2014. Established indicators were filled with a total of **22 internal development projects** and several new **Masaryk University Development Fund** projects.

Support for Higher Education Development Fund projects was terminated in 2014. Funds allocated to the Higher Education Development Fund by a former MEYS decision were transferred to individual projects. As a result, MU announced the first annual internal **Masaryk University Development Fund** competition. A total of **152 projects worth 13 million CZK** were thus investigated.

1.5

Project activities in the area of educational offer development and associated services

Network of expert centres providing inclusion in tertiary education

The aim of the project is to create a network of collaborating institutions providing **practical services to persons with special needs** in the area of tertiary education, scholarly work and research. Included in this network is a virtual environment for sharing library resources, databases and other electronic tools and information technologies to be used by these institutions as a means of coordinating services providing universal accessibility to education.

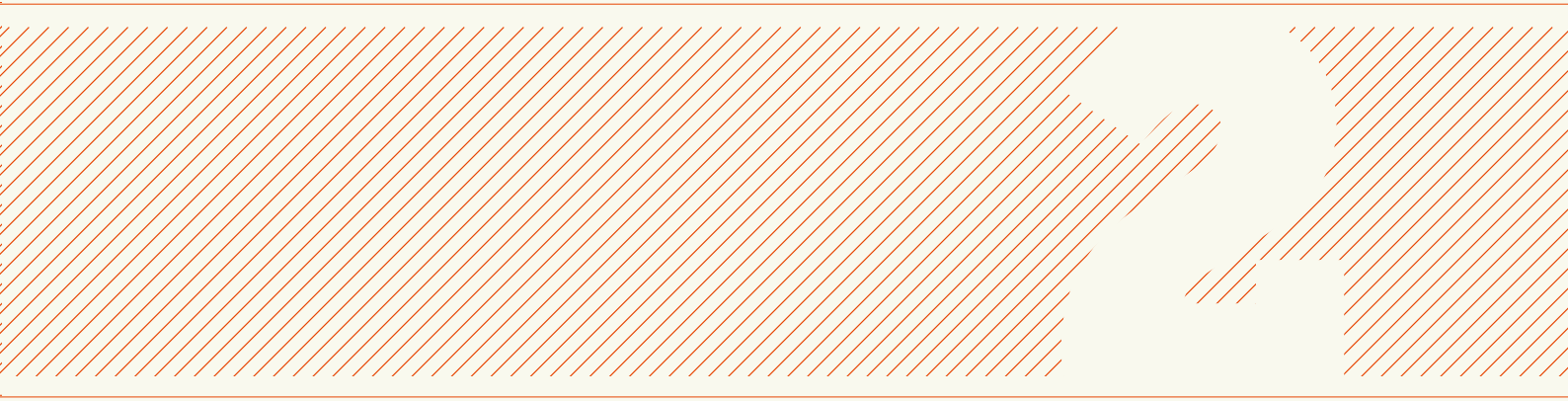
This new network will be used as a foundation for the modernization of didactic methods not only at Masaryk University, but also at partner universities (Palacký University in Olomouc, University of Hradec Králové, University of West Bohemia in Pilsen, etc.), for enhancing competencies of persons providing services to target groups, academic staff and other university employees, and for cooperation with primary and secondary schools as regards the provision of consulting and practical services to students with special needs.

BioTechMed – new biotechnologies for medicine

The main objective of the project – implemented within the framework of RDIOP priority axis No. 3 – is the preparation of promising scientific output with commercial purposes and launching activities associated with such preparation in order to further promote the cooperation of researchers in the field of technology transfer and commercialization, thereby creating a common structure for key project activities. The project combines three activities: New methods and reagents for the treatment of chronic lymphocytic leukaemia, Modified polymeric nanofiber structures for tissue engineering and Plasmid library of tyrosine kinase receptors. Project results will include validated concepts of biomedical technologies and a commercialization plan; additional contacting and negotiating with strategic partners will then lead to the completion of the technology commercialization project.



Lion's head mascarón (Faculty of Social Studies entrance hall detail)
Photograph by: Aleš Ležatka



Internationalization

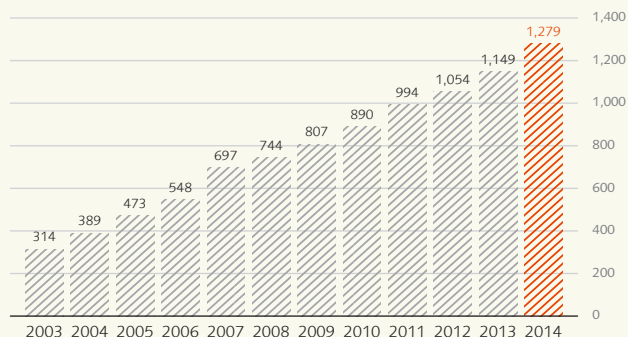
2.1

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. The university has long been an attractive option for prospective students primarily from Slovakia. Furthermore, the number of applicants from Central, Eastern and South-eastern Europe also continued to grow. Thanks especially to the **Erasmus Mundus** programme, the university continued to reinforce its position in East Asia, Africa and South America, focusing mainly on attracting motivated students from abroad and thus internationalizing its internal environment.

As of 30 October 2014, a total of **1,279 international studies (excluding Slovaks)**, i.e. an increase of 11.3 % in comparison with 2013) were enrolled in regular degree programmes, of which 747 were international students (excluding Slovaks) in foreign language degree programs (up by 18.8 %). The total number of international studies (i.e. including Slovaks) stood at **7,100**. The highest numbers of international studies enrolled in degree programmes taught in foreign languages were to be found at the Faculty of Medicine (595 students), followed by FSS (90), FEA (33) and FI (16). Some were also to be found at the FI, FEdu and FSci (5 to 10 students per faculty). The highest numbers of international students (excluding Slovaks) enrolled in degree programmes taught in Czech were to be found at the Faculty of Arts (205 studies), followed by FSci (103), FSS (50), FI (39) and FEA (34). International student numbers at MU (degree programmes taught in Czech and in foreign languages combined) prominently feature students from Russia (FA, FEA, FI), Ukraine (primarily FA, FI, FSci, FSS) Great Britain (primarily FMed) and Portugal (primarily FMed).

Graph 4 International Studies (excluding Slovaks) in Accredited Degree Programmes in All Languages



International studies (as of 31 October 2014):

- » 1,279 international students in accredited degree programmes in all languages (excluding students from Slovakia);
- » 757 international students enrolled in degree programmes taught in foreign languages;
- » all foreign students (including Slovaks) accounted for 18.6 % of all studies at MU;
- » the highest numbers of international students (excluding students from Slovakia) enrolled in degree programmes taught in Czech were to be found at the Faculty of Medicine and the Faculty of Social Studies;
- » a total of 88 degree programmes in foreign languages were accredited in 2014.

2.2

Language Centre

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, French, Spanish, Russian, Latin and Czech for foreigners. The LC aims to develop the foreign language academic skills of both students and university employees alike. It has also begun to focus on the personal development of teachers involved in teaching vocational subjects in English or another foreign language.

Throughout 2014, the Language Centre continued to implement the three-year-long **IMPACT project**, an undertaking which aims to increase the quality of university language education. The project focuses on methodological language education support at Czech 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 also continued to function as the principal investigator of the **CZKey** international project. The project is designed to create a portal for teaching Czech as a foreign language (mluvtecesky.net) and to foster the development of general language as well as language for specific purposes, especially Czech for medical usage.

The Language Centre actively participates in national and international professional and scholarly organizations (CASAJC, CercleS) and collaborates – 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).

2.3

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 decisive internationalization priorities. In 2014, a total of 1,333 outgoing students took advantage of the study and work placement opportunities offered by **Erasmus+**. The most popular destinations included traditional countries such as France, Germany, 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 and ISEP. Mobility activities were also implemented outside of international mobility programmes, in particular thanks to the growing number of bilateral inter-university agreements with institutions around the world. These agreements provided 298 students with an opportunity to travel abroad, most frequently to the USA, China, Russia and Japan. A total of 1,709 students participated in short-term mobility schemes in 2014.

A rising tendency was also registered in the case of incoming students involved in both short-term mobility programmes and in long-term degree studies. In addition to the 544 incoming Erasmus students, a total of 227 non-European students made their way to Brno thanks to the **Erasmus Mundus** programme (i.e. an interannual increase of 47 %). In 2014 Masaryk University participated in a total of 25 Erasmus Mundus Action 2 consortia, facilitating collaboration with so-called third countries such as Ukraine, Russia, countries of the Caucasus and the Western Balkans, the Middle East, South and South-East Asia, Latin America and Africa. The **EMAIL** project – dedicated to collaborations between European and Israeli universities – and the **KITE** (Knowledge, Integration and Transparency in Education) project – focusing primarily on African, Caribbean and Pacific countries – continued throughout 2014, both with MU as coordinator. 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. Following the development of the Ukraine situation, MU became actively involved in a MEYS programme which helped 15 Ukrainian students enrol in the fall 2014 semester. A grand total of 1,000 international incoming students were enrolled in studies thanks to exchange programmes in 2014 (i.e. an interannual increase of 10.7 %), of which 54 % comprised Erasmus+ students, primarily from Spain, Poland, France, Portugal and Germany.

All international student trips exceeding 14 days in duration are registered in the MU Information System, thus enabling students to seek the recognition of international studies results based on the relevant Rector's directive. The application provides an overview of recognized courses, ordered by faculty, department and field of study. In the autumn semester, incoming

2.3

International student and academic employee mobility

students were also invited to participate in a survey designed to assess the quality of MU courses taught in foreign languages. Additional introductory events included regular **Mobility Weeks** – organized by the Office for International Studies for outgoing students – and **Orientation Weeks** – organized prior to the beginning of each semester for incoming students.

Academic employee mobility was primarily carried out within the Erasmus programme. In 2014, a total of 142 outgoing teachers and 245 incoming teachers participated in international mobility schemes (of which 107 in the Erasmus programme; 85 teaching placements of over 5 days in duration were carried out thanks to an internal development project designed to improve conditions for visiting teachers).

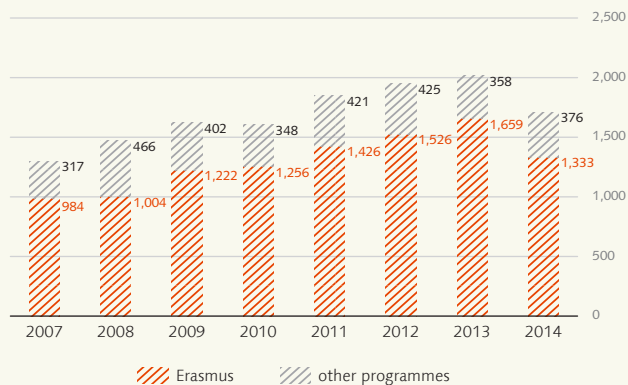
MU also began to collaborate on activities organized by the **Theodor Herzl Distinguished Chair**, a programme funded by the Israeli government. In February, MU organized a workshop for twelve researchers and teachers from Israel and Central Europe; an additional seminar using a similar format for doctoral students from both regions subsequently took place in July.

Likewise, MU continued to organize activities within the **Masaryk Distinguished Chair** programme which facilitates placements of Czech researchers at the Israeli Interdisciplinary Center Herzliya.

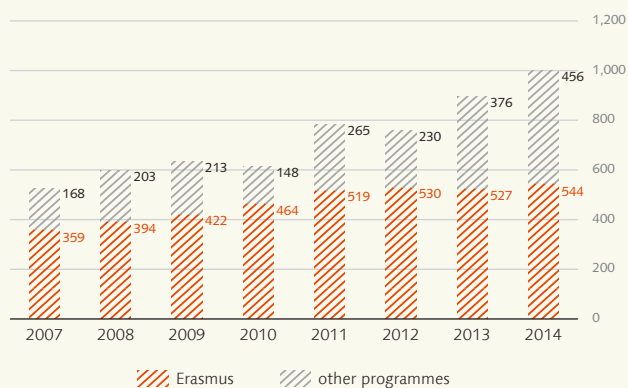
In addition to maintaining existing connections obtained through Erasmus Mundus, MU is currently trying to further their development and expansion outside the Erasmus Mundus program. Thanks to previously established contacts in Africa, MU managed to build on last year's dialogue with **Jimma University in Ethiopia** and successfully submit a project under the LEADHER programme.

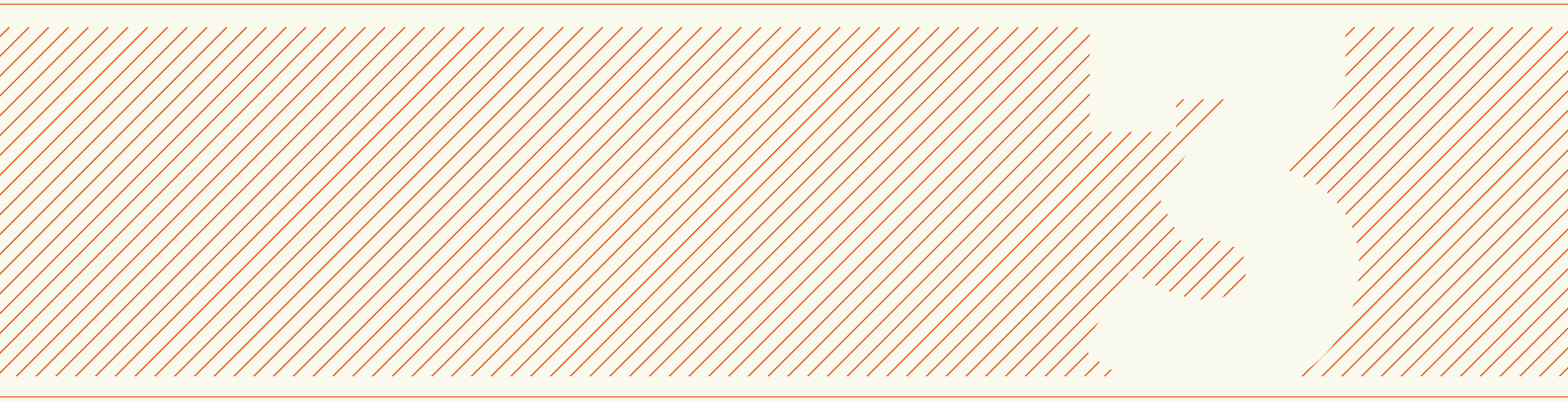
The university also concentrated on enhancing non-academic employee mobility by providing opportunities for professional knowledge and skill improvement by means of participating in international workshops, observing employees at foreign institutions and attending language courses and conferences. The 6th annual **Masaryk University Staff Training (MUST) Week**, an international event targeting administrative workers from partner institutions, was organized by the Office for International Studies. The intensive training sessions took place at the OIS, Institute of Computer Science and at MU libraries and were attended by 53 participants. A month-long training for non-academic employees from countries outside the EU, which traditionally follows MUST week and which focuses primarily on foreign relations and international marketing, was also a resounding success. A special training for international office employees held in April introduced Serbian university employees to a range of legal and administrative internationalization requirements.

Graph 5 Outgoing students participating in international mobility programmes



Graph 6 Incoming students participating in international mobility programmes





Social responsibility and openness in education

3.1

Facilitating access to education for disadvantaged groups

In 2014 Masaryk University adopted a new **inclusive education and counselling services concept** along with two key internal regulations: Rector's Directive No. 8/2014, on Ensuring Accessibility of Masaryk University for Persons with Disabilities, and Rector's Directive No. 9/2014, on the Studies of Persons with Special Needs at Masaryk University.

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 and employees – operated by the SCSSN in a newly reconstructed building at Komenského náměstí 2 – include 80 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.

In addition to students, teachers and scientific employees working at MU in 2014 also included 4 visually impaired, 8 hearing impaired and one wheelchair-bound person. Although the total number of students with sensory disabilities and impaired mobility decreased by approximately 6.5 %, the overall number of disabled persons at MU increased by 12 %.

In 2014, a total of 107 persons with disabilities participated in lifelong learning organized by Masaryk University.

In the autumn 2014 semester, Masaryk University registered a total of 606 persons with the following disability types:

- » 95 visually impaired persons (interannual decrease of 6 %),
- » 86 persons with limited mobility (decrease of 6.5 %),
- » 71 persons with limited mobility (decrease of 6.5 %),
- » 227 persons with learning disabilities (increase of 19 %),
- » 127 persons suffering from mental health problems and chronic somatic diseases (increase of 61 %).

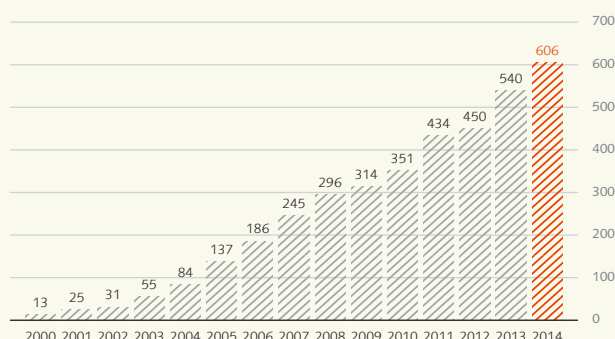
A total of 392 students met the MEYS-defined requirement for the allocation of a subsidy for services provided:

- » 63 visually impaired students (37 % of all visually impaired university students in the Czech Republic),
- » 69 hearing impaired students (39 % of all university students in the Czech Republic),
- » 73 students with limited mobility (33 % of all university students in the Czech Republic),
- » 109 persons with learning disabilities (21 % of all university students in the Czech Republic),
- » 78 persons suffering from mental health problems and chronic somatic diseases (25 % of all university students in the Czech Republic).

Public university libraries at MU house **1,430 volumes in Braille**, a total of **6,571 volumes** are available in **electronic form** and an additional **82** are available as **hybrid books**, a format developed at Masaryk University.

Under the chairmanship of Masaryk University in 2014, the Association of Service Providers for Students with Special Needs at Universities has expanded to include ten universities dedicated to providing services to persons with special needs and guaranteeing a national standard for such services. On an international level, the organization of the **Universal Learning Design** conference (<http://www.uld-conference.org/pariz-2014>), which became part of the 14th International Conference on Computers Helping People in Paris, may be perceived as a key success.

Graph 7 Number of studies (31 October 2014) with disabilities at MU



3.2

Scholarship policies, collaboration with secondary schools and recognition of talented individuals

The granting of scholarships as well as their types and eligibility conditions are determined by the MU Scholarship and Bursary Regulations, i.e. a document which also forms the basis on which individual faculties may subsequently announce additional scholarships. A total of **88 scholarship and bursary programmes** were announced in 2014. Despite a reduction in the scholarship fund – a result of a preceding reduction in tuition fees – faculties managed to make use of over 100 % of the scholarship fund in 2014.

The largest amount was distributed among doctoral degree programme students and assigned as scholarships in support of mobility and accommodation. In 2014, Masaryk University paid out a total amount of **505,224,633 CZK** in scholarships.

Accommodation grant

The awarding of accommodation grants is governed by conditions set out in section 8 of the MU Scholarship and Bursary Regulations. The grant is paid out in two separate periods. A total of 16,300 students applied for an accommodation grant of 2,930 CZK during the first half of the year (1 January to 30 June) and a similar number applied for a grant of 2,950 CZK in the second half of the year (1 July to 31 December). In 2014, a total sum of **96,248,020 CZK** was paid out in accommodation grants at MU.

Bursary

Masaryk University also continued to award bursaries, as specified by section 91, subsection 3 of Act No. 111/1998 Coll. on Higher Education Institutions. The bursary amounted to 1,620 CZK per month for a duration of 10 months. The number of students eligible for the bursary varies from month to month depending on their fulfilment of the stipulated conditions. In 2014, a total of **4,090,550 CZK** was paid out to **203 – 273 students**.

Rector's Scholarship Programme

The MU Rector's Scholarship Programme is designed to support student activities across faculties and even beyond Masaryk University. Recognized activities are generally associated with the development of both formal and informal education, the support of strategic objectives and university representation. A total of 59 applications were submitted in 2014: 44 were accepted and 34 were fully funded. The Rector's Scholarship Fund disbursed an overall sum of **770,635 CZK** in support of e.g. the following projects and undertakings:

- » FAE student participation at the international finals of the **Warsaw Negotiation Round**,
- » **Together** project – psychology students helping patients in psychiatric hospitals,

- » **For life** project – FMed students teaching first aid,
- » MU student team participation in the University Marathon – **Charles University Rector's Cup** (1st place).

A total of **7,446** study-related fees were assigned at MU in 2014. In **2,763** cases, students applied to the dean for a revision of the fee allocation process. Faculty deans cancelled 36 fee decisions and a further 81 were voided by a second instance, i.e. the Rector, who also confirmed all other fees (96 %) as being in accordance with the law and the relevant MU regulations.

Each application for a revision of a dean's decision may also include a request for the reduction or cancellation of the allocated study-related fee in view of relevant grounds (e.g. social, health or grades-related). In 2014, a total of 11 % of all fee-related decisions resulted in their cancellation. Most of these cases included students with disabilities, studying in accordance with Rector's Directive No. 9/2014 on the Studies of Persons with Special Needs, or students who completed their studies within a very short period after the fees were assigned. Fees were **reduced** in **74 %** of all cases submitted for consideration to the Rector. No more than **11 %** of all students were required to pay the allocated fees **in full** due to the absence of valid grounds for their reduction.

Collaboration with primary and 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. MU teachers and scientists lectured on popular science at various schools, secondary school students promoted studies at MU, individual faculties implemented field-specific activities for talented students, etc. In addition, MU also recruited selected secondary school students for the second year of the **MU Ambassadors** project. Each secondary school with studies ending in a school-leaving certificate examination in the Czech Republic and Slovakia was given the opportunity to nominate one student tasked with performing a number of activities, including the presentation of MU-related information to their classmates or taking part in online discussions and meetings.

A total of 22 academic employee teams from five MU faculties and CEITEC took part in the **Secondary School Scientific Activity** project, a competition which invites talented secondary school students to engage in solving scientific problems in 18 disciplines. The Secondary School Scientific Activity is designed to promote an independent and creative approach to problem solving.

3.2

Scholarship policies, collaboration with secondary schools and recognition of talented individuals

In autumn 2014, the university launched the very first year of **MASARYK JUNIVERSITY** (MjUNI). The child university, a traditional and time-proven model used around the world, has been adopted by MU in order to help introduce elementary school students to the world of science. Students spent Saturday mornings with scientists and academics who introduced them to the university environment while providing insight into three university worlds: pedagogical, medical and scientific. MjUNI is implemented with the financial support of the Popular Science ECOP project and is free of charge.

MU also operates the **Bioskop science learning centre**, which offers natural science courses and practical laboratory work experience to primary and secondary schools.

Masaryk University Rector's Award for the Best Students in Master's Programmes

- Jan Novák** – student of the Faculty of Medicine, MU
Zdeněk Farka – student of the Faculty of Science, MU
Miroslav Klimoš – student of the Faculty of Informatics, MU
Tomáš Kaválek – student of the Faculty of Social Studies, MU

Masaryk University Rector's Award for an Outstanding Sports Performance

- Silvie Rybářová** – student of the Faculty of Sports Studies, MU

Selected external awards presented to MU students in 2014

- Karla Plevová** – graduate of the Faculty of Medicine of MU, Award of the Minister of Education for outstanding students and graduates
Pavel Dvořák – student of the Faculty of Science of MU, Sigma Aldrich Award – Biochemistry, 1st place
Roman Řemínek – graduate of the Faculty of Science, SANOFI Award 2014 – Pharmacy, 1st place
Lenka Řezáčová – Faculty of Arts of MU, National Thesis Award in the area of human resources management and development (Master's thesis category)
Filip Nálepa – Faculty of Informatics of MU, The Swedish Innovation Prize 2014, Virtual Simulation – Augmented Reality
Vít Křížka – Lawyer of the Year 2014 – Talent of the Year, 2nd place

Project: MU Centre for the Development of Gifted Children in the South Moravian Region

Faculty of Social Studies, Institute for Research on Children, Youth and Family

Expert guarantor: Assoc. Prof. PhDr. Šárka Portešová, Ph.D.

The association of researchers, doctoral students and undergraduate students of the Department of Psychology, Faculty of Social Studies, focuses on intellectually gifted children. The project is aimed at a target group made up of exceptionally talented primary school students and their teachers from the South Moravian region. It aims to contribute to improving the education of this specific group of students.

The project is thus designed to lay out a framework for a systematic care scheme focusing on intellectually gifted pupils.

A group of 10 South Moravian schools were involved in the project in 2014

3.3

Student advisory services and premature termination of studies

A pilot counselling services project called **Job Academy Profi** was launched in 2014. The project was subdivided into three parts:

Group workshops focused on job market orientation, effective CV development and error elimination and personal presentation before potential employers. All workshops were designed for 50 people and lasted nearly three hours. Workshops were then followed by four-hour training sessions focusing on image and first impressions at a job interview, communication in tendering procedures and presentation skills in small groups. All training sessions were led by external professionals with extensive job market experience.

Another option, i.e. **individual career consultations**, was based on pre-submitted personal development plans which were further developed by individual students in cooperation with external career guidance counsellors. Students were also invited to use consultation sessions to write their CVs and cover letters. Individual consultations usually lasted 50 minutes. Students were also provided with the opportunity to take part in coaching and professional and psychological testing dedicated to uncovering and analyzing personality traits in the context of future career performance.

The final outcome of the pilot project was a **validation of programme participant job market competences** thanks to a development centre, i.e. a day-long participant observation scheme using prearranged situations and subsequently evaluating competences most desired by future employers.

In addition to the **JobAcademy Profi** platform, the second annual **Human Resources Backstage** series of lectures and workshops was held by the Career Centre, which received a **National Career Counselling Award** for organizing this event. The event focused on providing interested parties with valuable job market and selection process information. A peer to peer format with expert supervision was utilized in order to provide students with a selection of individual and group activities. The project involved a number of companies and institutions. A similar format was also adopted for a one-day event entitled **Capture Your Boss**.

The **second annual JobAcademy development conference** took place in the spring, inspiring students to reflect on their current studies and help them focus their future careers. In one day, participants were invited to take part in lectures focusing on a wide range of issues, attend workshops organized by external companies and the Career Centre and participate in various networking activities.

The eighth annual **Prvákoviny** programme was also held, with 854 future first-year students across all faculties taking part in 36 two-day events. Courses were led by 72 student lecturers.

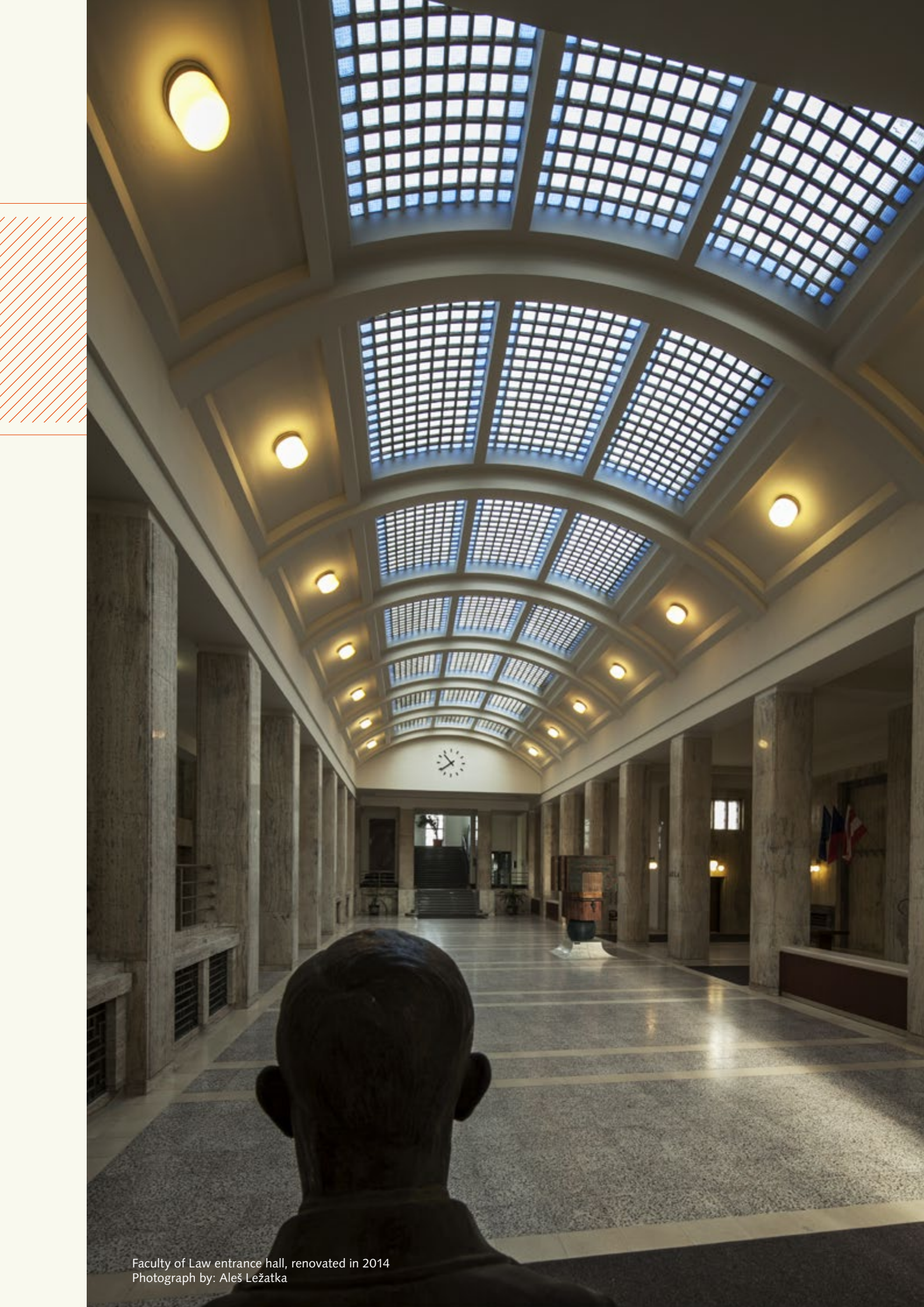
Activities associated with the premature termination of studies

The second annual questionnaire survey focusing on university students who terminated their studies due to non-compliance, by written notification, by failure to enrol in a semester or by failure to enrol in following interrupted studies was conducted in the 2013–2014 academic year.

The survey was designed to **measure the impact of various factors on premature termination of studies** and the use of assistive tools employed in order to resolve learning difficulties. The return rate stood at 15 %, i.e. 1,134 questionnaires, including 225 verbal comments regarding the causes for premature termination of studies in the case of individual students. The survey is scheduled to take place in future years.

Premature Termination of Studies at MU: key outcomes

- » Over one quarter of all prematurely terminated studies are registered in April, approximately 90 % are caused by non-compliance with study requirements.
- » Premature termination most commonly occurs in the first year of studies.
- » In the case of two thirds of all respondents, the studies they terminated were a preferred field.
- » Significant study termination factors included the following:
 - › time-consuming nature of studies,
 - › different/unfulfilled expectations and ideas,
 - › dislike of certain courses,
 - › disappointment regarding the selected field of study,
 - › loss of interest in the field,
 - › concurrent studies.
- » When solving study-related problems, students most frequently consulted with peers, their office for studies and their teachers.
- » Almost one half of all respondents wished to re-submit an application: one third in the same field of study at MU and one third in another field of study at MU.



Faculty of Law entrance hall, renovated in 2014
Photograph by: Aleš Ležatka

A decorative horizontal band consisting of numerous thin, parallel orange diagonal lines.

University research profile

4.1

Publication activity and developments in collaboration

Masaryk University scientists published **1,040** (Web of Knowledge) or **1,678** (Scopus) **original scholarly texts** (texts published in expert journals and collections) in 2014, i.e. a slightly higher number in comparison with the preceding year. In addition, a number of monographs and chapters written by MU scholars were published by prestigious publishers both in the Czech Republic and abroad.

The increase in publication quality achieved by Masaryk University authors is extremely gratifying. Cutting-edge research results have been published in respected journals such as **Science**, **Nature Genetics**, **Nature Structural & Molecular Biology**, **Cell Stem Cell**, **Plant Cell**, **Genes & Development**, **Angewandte Chemie**, **EMBO Journal** and **Blood**. According to Web of Science and Scopus, the field-specific stratification of published results has not undergone any dramatic changes in comparison with previous years. As expected, key fields included chemistry, physics, molecular biology, oncology, environmental science, plant science and cell biology, all of which dominated both in terms of frequency and quality. Computer science has an increasingly important presence as well. Publication activity outside of the natural sciences is currently dominated by e.g. economic fields of study. While the output and quality of humanities and social sciences publications is also on the rise, a comparison with the natural sciences is very difficult to quantify. Nevertheless, the humanities are currently dominated by fields such as psychology, philosophy and linguistics.

On the whole, the very fact that most top publications have been written with significant Masaryk University input is extremely satisfactory. This fact was confirmed by the MU's results in a pilot evaluation of scientific excellence, implemented as part of a regular national assessment of university-produced scientific results. The need to monitor scientific production using time-proven and respected indicators suitable for international comparisons resulted in the purchase and utilization of the **InCites** tool developed by Thomson Reuters. Designed for quantifying scientific production indexed by the Web of Science database, InCites has proved to be a valuable tool capable of providing a dynamic overview of most of the university's scientific environment. As an example of increasing research quality at MU measured by InCites, an analysis indicates that world-wide field-specific citation reception rose from 81 % (2005–2009) to 98 % (2010–2014) in adjacent five-year periods. While some fields are already well above average, the dynamics of remaining areas are likewise rapidly developing. A pilot analysis of publication activities utilizing InCites was offered to faculties and individual units in 2014; extensive application is expected in 2015.

Masaryk University's international collaborations primarily targeted scientific units in **Germany** (10 % of all publications), **USA** (10 %), **France** (7 %), **Great Britain** (7 %), and **Italy** (7 %). Within the Czech Republic, MU scientists most frequently collaborated with the **Academy of Sciences of the Czech Republic** (17 % of all publications), **Charles University** (13 %), **Palacký University in Olomouc** (5 %) and **Brno University of Technology** (3 %). The Scopus database provides comparable ranking information. Given the demonstrably higher citation rate reached in cooperation with foreign partners, supporting such collaborative projects remains a key MU strategy.

Research Support Award – Masaryk University Rector's Research Awards 2014

Award for outstanding research results of international significance (G. J. Mendel Award)

The **Chromatin Molecular Complexes research group** (Mendel Centre for Plant Genomics and Proteomics, CEITEC MU) and the Laboratory of Functional Genomics and Proteomics (National Centre for Biomolecular Research, Faculty of Science, MU) were presented with the Rector's Award for a body of work dedicated to the study of mechanisms designed to ensure chromosome stability. Their research has led to a clarification of the regulation of telomere maintenance, indispensable for the stability of chromosomes. The main benefit of the acquired knowledge is the enhanced understanding of molecular mechanisms which are significant for the treatment of serious human diseases.

Award for long-term excellence in research

Economics and informatics

Prof. Ing. Ladislav Blažek, PhD., whose scientific and teaching career is associated with the Faculty of Economics and Administration of MU from its very beginning. In addition to significantly contributing to the profiling of the Management field of study at his home faculty, he is the guarantor of a range of courses in this area and his teaching activities extend to other MU faculties as well. His research focused on the competitiveness and management of domestic organizations. As one of only a few economists, he also conducted extensive research on multinational companies in the Czech Republic.

Social sciences

Biologist and sociologist **Prof. RNDr. Hana Librová**, whose scientific and educational work interconnects the social and natural sciences approaches. Hana Librová is the author of unique research which deals with environmentally friendly lifestyle forms, namely voluntarily humble household management. Professor Librová is a key member of the Department of Environmental Studies of the Faculty of Social Studies; thanks to her work, the environmental aspects of one's way of life gradually became a significant research focus for the entire department. Moreover, Hana Librová has always taken great care when transferring her scientific findings to the public and as such is an exceptional example of scientists going beyond their teaching duties and venturing outside of the academic world.

Natural sciences and medicine

Prof. Mgr. Jiří Damborský, Dr., long-term chief researcher and Josef Loschmidt professor at the Faculty of Science. He is the founder and long-time head of the well-known and highly regarded Loschmidt laboratories, a unit with excellent reputation in the field of protein engineering in the Czech Republic and abroad. Professor Damborský also achieved excellent practical results in his research activities, many of which have come to life in the form of international patents and new software tools. His popularity among the international scientific community is evident from a series of invited lectures, memberships in international scientific boards and many conferred awards. In addition to his extensive scientific work, Professor Damborský is an exceptional teacher and instructor responsible for educating a number of Masaryk University's top graduates.

Awards for outstanding research results achieved by young scientists under 35

Social sciences

JUDr. Matěj Myška (Faculty of Law), whose work deals with intellectual property issues, i.e. an area of law, which, despite its importance, has not yet received corresponding treatment in the Czech legal context. The results of his research are presented in a monograph entitled Public License, which is the first, and therefore unique, such publication in the Czech Republic. Thanks to the excellent work and efforts of Matěj Myška, Masaryk University has become a national legal authority for the Creative Commons license and is currently perceived by the scientific community as a national leader in legal matters associated with Open Access and Open Source.

Natural sciences and medicine

MUDr. Mgr. Marek Mráz, Ph.D. (CEITEC), author of several 2014 works focusing on the role of non-coding RNA pathway signalling through the B-cell receptor which controls the development of normal and malignant B lymphocytes. His research first clarified the meaning of non-coding RNA in the (de)regulation of signalling through the B-cell receptor in the case of B-cell malignancies. His work in the field of medical genomics is crucial indeed, as evidenced e.g. by the fact that Marek Mráz has also been awarded the European Hematology Association (EHA) Prize 2014 as well as the Discovery Award (Novartis) 2014.

Award for extraordinary international grant competition results

Assoc. Prof. Mgr. Richard Štefl, Ph.D. (CEITEC MU) received the ERC Consolidator Grant awarded by the European Research Council. This grant is awarded on the basis of the scientific excellence of individual projects in order to strengthen the independence of scientists in a scientific team or programme. Assoc. Prof. Štefl successfully submitted a project examining non-coding RNA, detecting its origin and role in cellular processes. As the success rate of ERC grant applications in the Czech Republic is less than 10 % and since Richard Štefl is the first holder of the ERC Consolidator Grant in the life sciences in the Czech Republic, his is rather an extraordinary success.

4.2

Creating conditions for scientific research, research support and research team development

The further development of project support remained a key focus throughout 2014, especially with respect to the **Horizon 2020** programme and in view of the necessary preparations for the Research, Development and Education Operational Programme. A significant success achieved in 2014 was the **awarding of an ERC grant**, the second such grant in the history of the university. The ERC grant was awarded to **biologist Assoc. Prof. Richard Štefl** who focuses on research into the dark matter of the genome. (It appears that many diseases have genetic origin in this part of the genome). In addition, psychologist Assoc. Prof. Šmahel qualified for the second round of the ERC grants, i.e. the first step towards success in such a **prestigious competition in the field of humanities**. Assoc. Prof. Šmahel focuses on research into new technologies, their use by children and associated risks.

In 2014, MU investigated nearly **400 research projects and 169 specific university research projects**. National targeted support providers constituted an essential research funding source. In 2014, MU investigated a total of 212 Czech Science Foundation projects, 38 projects initiated by the Internal Grant Agency of the Ministry of Health, 29 projects announced by the Technology Agency of the CR, 57 MEYS projects (MOBILITY, KONTAKT, Large infrastructures, CZ09, LR, INGO, COST, EUREKA) and a further 26 projects funded by other ministries. Funding sources essential for the development of research activities at MU also include the Research and Development for Innovation Operational Programme and Education for Competitiveness Operational Programme. A total of 33 projects were implemented under Priority Axis 2.3, i.e. Human Resources in Research and Development. 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 2013, the university investigated a total of 38 projects of the European Commission's Seventh Framework Programme, most of these within the specific programme Cooperation. The participation of MU scientists in international scientific teams is very important, especially in view of the fact that international cooperation and monitoring of contemporary global developments in individual fields constitutes a basic precondition for high-quality research.

The Seventh Framework Programme (People, CO-FUND) also co-finances the **SoMoPro** regional program, a scheme aimed at supporting incoming scientists from around the world. The programme has significantly contributed to the development of scientific excellence at MU, with a total of 20 projects implemented in 2014.

The first calls for the new European Framework Programme for Research, Development and Innovation, i.e. **Horizon 2020**, were continuously announced throughout 2014. The number of researchers interested in participating in European projects was record-breaking: nearly 34,500 project proposals were submitted in 65 calls across the entire EU. Masaryk University researchers prepared a total of **90 proposals**. Announced calls with known outcomes resulted in **seven successful projects**. The prestigious ERC grant (Consolidator category) awarded by the European Research Council is clearly a key success.

In 2014, MU also investigated projects funded by other prestigious international sources, including e.g. the European Molecular Biology Organisation (EMBO), with two ongoing projects and another two projects accepted for funding.

The internal MU Grant Agency has traditionally supported research activities carried out by doctoral students (see section 1.2) and interdisciplinary research proposals intended for international schemes. Thanks to the Research Support Programme, an additional 4 interdisciplinary research projects were funded (see box below) and the preparation of 9 international projects was initiated.

Interdisciplinary research projects selected in 2014

Development of new interdisciplinary approaches to study function and regulation of transcriptome – Assoc. Prof. RNDr. Richard Štefl, Ph.D.

CELSPAC: Central European Longitudinal Study of Pregnancy and Childhood – Prof. RNDr. Jana Klánová, Ph.D.

Experimental research into ICT user behaviour in the area of security as viewed by social sciences, law and computer science – Assoc. Prof. PhDr. David Šmahel, Ph.D.

Automated analysis of electron images for use in biology and medicine – Assoc. Prof. RNDr. Pavel Matula, Ph.D.

4.3

Research infrastructure

As a key pillar of research and innovation systems, research infrastructures are essential for ensuring research excellence. Due to their significant technological and financial requirements, the support of research infrastructures at both national and European level constitutes an important element in any efforts designed to increase the competitiveness of Europe as a whole.

In 2014, a total of eight RDIOP projects designed to provide large infrastructure support were funded by the relevant MEYS chapter. MU was the primary beneficiary in five cases: **ACIU** (cell therapy and immunotherapy), **CEITEC – open access** (open access to shared laboratories within CEITEC for other scientific teams from the Czech Republic), **Czech Polar** (Antarctic polar station on James Ross Island), **CZECRIN** (methodological support and implementation of academic clinical trials) and **RECETOX** (research into toxic substances in the environment). As partner, MU is involved in the **CESNET** project (large infrastructure development and operation), the **CzechGeo/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-Clarin** project (development and operation of the Czech node of the pan-European research infrastructure).

The current multi-year framework for financing large infrastructure resources from MEYS sources is scheduled to end in 2015. In 2014 MEYS thus carried out a comprehensive assessment of research infrastructures in order to obtain data for a political decision regarding the financing of infrastructures in the coming seven-year period, i.e. from 2016 to 2022. Results assessment will continue to serve as the main basis for updating the Czech National Roadmap for Large RDI Infrastructures as well as for the next major update of the roadmap for European research infrastructures (ESFRI Roadmap), scheduled for 2016.

Masaryk University research teams are part of a total of 13 positively evaluated research infrastructures which will be included in the updated **Czech National Roadmap for Large RDI Infrastructures**. In five cases, MU is listed as infrastructure coordinator: **CERIT-SC** (CERIT Scientific Cloud) **CIISB** (Czech Infrastructure for Integrative Structural Biology), **CzechPolar 2** (Czech Polar Research Infrastructure), **CZECRIN** (Czech Clinical Research Infrastructure Network) and **RECETOX** (RECETOX research infrastructure). In addition, MU research teams function as partner institutions in the case of the following infrastructures: **ACTRIS** (Aerosols, Clouds, and Trace gases Research Infrastructure Network), **CEITEC NANO**, **Czech-Bio-Imaging** (national research infrastructure for biological and medical imaging), **C4SYS** (Center for Systems Biology) **EATRIS-ERIC** (Czech involvement in infrastructures for translational medicine in the European Infrastructure for Translational Medicine), **CzechGeo/EPOS** (distributed system observatory and field measurements of geophysical fields in the Czech Republic – construction and operation of the national node of the pan-European EPOS project), **ELIXIR CZ** (Czech Elixir node) and **LINDAT-Clarin** (development and operation of the Czech node of a pan-European research infrastructure).

The Research and Development for Innovation Operational Programme remained the main source of funding for research infrastructures at MU. Projects which have exhausted RDIOP funding are now financed (with the exception of the CERIT-SC project) from the National Sustainability Programme. RDIOP funded the following research-oriented projects: CEITEC, CETOCOEN (including the construction of the RECETOX centre), CEPLANT and CERIT-SC. An overview of the centres' activities in 2014 is provided below, with the exception of the CEITEC project (described in chapter 7.1).

4.3

Research infrastructure

The **Research Centre for Toxic Compounds in the Environment (RECETOX)**, is an institute of the Faculty of Science, dedicated to studying sources of anthropogenic and natural toxins, their environmental behaviour and effects associated with environmental and health risks. It also participates in the joint operation of the National POPs Center (i.e. a research base of the Ministry of the Environment), the Regional POPs Centre for Central and Eastern Europe (joint Centre with the Stockholm convention/UNEP) and a WHO partner centre. The multidisciplinary RECETOX research infrastructure is part of the Czech National Roadmap for Large RDI Infrastructures and the Czech national ERI ACTRIS node dedicated to monitoring the quality of the atmosphere. It supports the implementation of international monitoring networks and contributes data to European programmes while also supporting the implementation of international conventions on toxic substances. In recent years RECETOX has co-investigated a total of 10 European Framework Programmes (FP7) projects, including the Marie Skłodowska-Curie international training network, three European cross-border cooperation projects, three AMVIS CONTACT projects dedicated to promoting cooperation with universities in the US and four SoMoPro projects designed attract scientists to the centre; additional undertakings include dozens of projects from various Czech providers and a number of contract research projects, i.e. mainly projects initiated by the United Nations Environment Programme (air quality monitoring in Africa, development of software tools for the collection, visualization and interpretation of global data). The quality of scientific output is reflected in nearly **90 articles** published in 2014 in peer-reviewed international journals (total IF of 353), often in collaboration with top international universities.

CEPLANT is a research centre of the Department of Physical Electronics of FSci MU, developed thanks to subsidies from the Research and Development for Innovation Operational Programme; it is dedicated to **researching and developing new plasma surface treatment technologies** for various materials. A total of 42 scholarly articles were published or accepted for publication in academic journals with an impact factor in 2014. The centre also provided 12 applied research results and successfully registered a Czech patent.

CERIT-SC (Center for Education, Research and Innovation in ICT – Scientific Cloud) is part of the Institute of Computer Science. Until April 2014, the centre was directly supported by a RDIOP project. Its main objectives include research and development collaboration in the design and subsequent implementation of large-scale **in-silico experiments**, facilitated especially by the extensive and highly modifiable (flexible) infrastructure offered by the centre. Since May 2014, the centre is operated thanks to the CESNET Large Infrastructure Project. Ongoing projects included intensive work on the national ELIXIR CZ node and its international ESFRI structure, including direct involvement in the preparation of the ELIXIR EXCELERATE project. Cooperation with BBMRI was extended in part thanks to a successful tender for the pan-European CTO of BBMRI-ERIC starting in January 2015. Cooperation with CzeCOS/ICOS was prolonged thanks to the launch of a joint TACR project focusing on forecasting solar and wind energy production. A contract signed with the Aladin consortium, represented by the Czech Hydrometeorological Institute and the Centre for Global Change of ASCR, ensures the technical operation of the Aladin model for climatological studies. Besides the Czech Hydrometeorological Institute, MU is now the only institution in the Czech Republic with access to the Aladin source code and the ability to implement the data in model calculations.

In addition, MU was also involved in three FP7 research infrastructure projects in the Capacities sub-programme: **BioNMR** (development of a pan-European structural biology research infrastructure), **SUDSOE** (support for the application of the latest technologies in soil degradation prevention in Egypt) and **ECRIN-IA** (infrastructure for international clinical evaluations and clinical studies).

4.4

Qualification development and academic employee structure

The career growth of academic staff as well as their motivation and inspection are regulated by the **MU Career Code**. While work on an update began in 2013, a specific proposal for an amendment to the existing directive was only submitted in 2014 and the consultation process is scheduled to continue into 2015. The Career Code update will redefine the position of emeritus professors, set new rules for the evaluation of academic employees and remove invalid provisions.

Furthermore, intensive preparations focusing on the launch of a new Academic Evaluation application continued throughout 2014. The IS MU application is designed especially for the **transparent assessment of academic employee performance at MU**. The application will be available to evaluators (heads of departments and faculty management) in all phases of the evaluation process, i.e. from the collection to the evaluation and preservation of essential data. The application will also automatically generate high-quality data for assessment interviews with employees in all major areas of employee performance (educational activities, scientific-research activities and organizational activities beneficial for the university). As employee evaluation also includes a personnel perspective, i.e. the evaluation of work results and performance of work tasks within the context of personal circumstances, an assessment of the employee's professional development, compliance with MU regulations, goal-setting for an upcoming period, etc., the application is thus also capable of recording such data. In the first half of 2014, a pilot verification of the application took place at all faculties in order to gather input necessary for its further refining and streamlining. Along with actual application development, methodical manuals for evaluators and employee evaluation were also prepared in order to facilitate the implementation of the entire model.

Academic Employee Awards Granted in 2014

MASARYK UNIVERSITY RECTOR'S AWARD FOR OUTSTANDING TEACHERS

Pavel Salák – Faculty of Law, MU

Jiří Dostál – Faculty of Medicine, MU

Zdeněk Bochníček – Faculty of Science, MU

Helena Krmíčková – Faculty of Arts, MU

Jan Budňák – Faculty of Education, MU

Daniel Němec – Faculty of Economics and
Administration, MU

Petr Švenda – Faculty of Informatics, MU

Miroslav Šipula – Faculty of Social Studies, MU

Jan Cacek – Faculty of Sports Studies, MU

Masaryk University academic employees continued to produce exceptional results in their fields, winning **numerous national and international awards**. Many prizes were also awarded by Masaryk University itself, among them one of the highest academic honours, i.e. an **honorary doctorate of Masaryk University**, awarded to **Prof. Peter Demetz**, a prominent literary scholar and promoter of Czech literature in English- and German-speaking countries.

The first annual **Masaryk University Rector's Award for Outstanding Teachers** was announced in 2014. Although award nominations were submitted by the students themselves, the winners were selected by a Rector's evaluation board, which decided not only on the basis of the student poll outcome, but also with respect to additional materials documenting the pedagogical performance of individual nominees. The competition was conducted separately for each faculty and nine winners were thus selected. A total of 9,302 students (i.e. 21 % of all students with voting rights) took part and 1,864 teachers (out of 4,037) were nominated. The awards were presented on 5 November 2014, at the **Conference on Education Quality at MU** aimed at sharing best practices between academics. All winning teachers were thus also invited to present their contributions to best teaching practices.

RECTOR'S AWARD FOR OUTSTANDING CREA- TIVE ACTIVITY

Mgr. Peter Milo, Dr. phil., for a monograph entitled *Frühmittelalterliche Siedlungen in Mitteleuropa. Eine vergleichende Strukturanalyse durch Archäologie und Geophysik*, a publication unique in the current European context. The work provides a comprehensive overview of the issue of rural settlement in the Early Middle Ages (approximately between 500 and 1000 AD) throughout Central Europe. Taking into account both archaeological and historical perspectives, the work focuses on period structures, the internal organization and development of settlements as well as their economic and social organization and on the social breakdown of the early medieval rural population. Special attention is devoted to a comparison of the Slavic populations of eastern territories and the population of western areas, inhabited by peoples of Germanic origin. Individual research findings are based on a voluminous database of nearly two hundred detailed excavated sites found in an area of over one million square kilometres.

4.4

Qualification development and academic employee structure

MU medals

GOLD MEDALS

On the occasion of the 95th anniversary of Masaryk University's founding, celebrated in 2014, the Gold Medal of MU was conferred on selected university alumni:

Václav Cejpek

Václav Furmánek

Iva Brožová

Miroslav Černošek

Jaromír Beneš

Martin Fukač

Šárka Kašpárková

Petr Marvan

Jindřich Hladil

Jan Šprindrich

Karel Urbánek

Petr Palas

Petr Krontorád

Josef Krob – Professor, Department of Philosophy, Faculty of Arts, MU

Josef Válka – former Professor, Department of History, Faculty of Arts, MU

SILVER MEDALS

Eduard Fuchs – Associate Professor, Department of Mathematics and Statistics, Faculty of Science, MU

Josef Švancara – Emeritus Professor, Department of Psychology, Faculty of Arts, MU

Jiří Vysloužil – Emeritus Professor, Department of Musicology, Faculty of Arts, MU

Selected external awards presented to MU employees in 2014

Petr Klán – Faculty of Science, MU, Rudolf Lukeš Prize for excellent results of international importance in the field of organic, bioorganic and medicinal chemistry – 1st place

Karel Pala, Aleš Horák, Pavel Rychlý, Jan Rygl – Faculty of Informatics, MU, Ministry of the Interior Security Research Award for the Natural Language Analysis in the Internet Environment project

Rudolf Šrámek – Faculty of Education, MU, City of Brno Award 2014 (social sciences)

Osvald Vašíček – Faculty of Economics and Administration, MU, Czech Economic Society Award for long-term contribution to the development of Czech economic studies

Miloš Štědroň – Faculty of Arts, MU, Ministry of Culture State Award 2014 for his contribution to the field of music

Mojmír Šob – CEITEC, South Moravian Region Award

Petr Průcha – Faculty of Law, Lawyer of the Year 2014 – Administrative Law, 1st place

Rom Kostřica – Faculty of Medicine, honorary corresponding member of the Austrian ORL Society

Honorary doctorates conferred in 2014

Peter Demetz (United States) – professor emeritus at Yale University, comparative literature scholar, critic, essayist and translator, promoter of Czech literature in English and German-speaking countries and holder of many awards. For his significant contribution to the development of comparative literary scholarship, Professor Demetz received an honorary doctorate in philology.



Innovation and technology transfer

5.1

Technology Transfer Office

The **Technology Transfer Office (TTO)** is a university-wide unit tasked with handling research and development results and providing services associated with the application of MU technologies and knowledge.

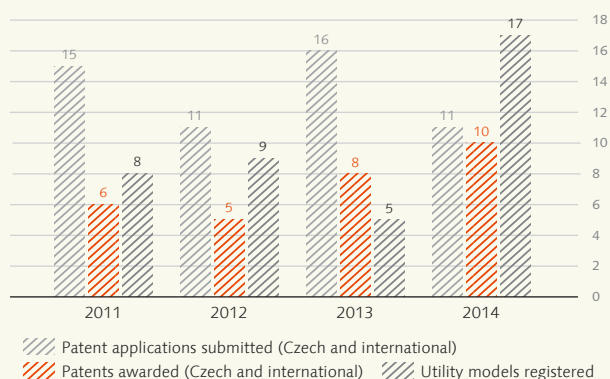
Throughout 2014, the TTO continued to expand the volume of services provided to MU scientists and application partners from both corporate firms and public institutions. TTO services include in particular the protection of MU intellectual property and related services, licensing, provision, management and procurement of contract research, preparation of contracts, management and administration of contractual relations, etc. An increase in demand was clearly visible during the year, particularly in the area of legal and ancillary services.

The unit is directly involved in the planning, implementation and completion of applied research projects at MU. The TTO also continued to provide administrative and material support for academic enterprise including the establishment of spin-off companies, technology proofing 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. In order to provide a flexible cooperation scheme, the TTO launched a **contact persons project** at individual faculties and other MU units in summer 2014. The project aims to further streamline and simplify the provision of TTO services.

The TTO team was expanded in 2014 and now employs the ideal number of specialists needed for providing all services both inside and outside of the university. The unit currently employs a director, seven project managers, four lawyers, one economist, one accountant and additional administrative and PR background staff. The expansion took place thanks to a three-year-long RDIOP Technology Transfer at MU project, implemented and administered by the TTO from 1 June 2012. The TTO team participated in the investigation of BioTechMed (7.3 RDIOP), a project designed to support the development of biomedical technologies at MU, while also participating as a partner in the **international INSPIRE project** dedicated to the transfer of experience in technology transfer and joining in the intensive preparation of projects across MU for the upcoming programming period.

Graph 8 Development of intellectual property indicators at MU



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.

A long-term strategy for the development of a functional environment for knowledge transfer at MU was supported by a TTO internal development grant call focusing on the finalization of technologies at an early stage, i.e. proofs of concept. The call financially supported **18 applications worth a combined sum of nearly 5 million CZK** and covered applications submitted by the Faculty of Science (8), CEITEC MU (5), Faculty of Informatics (2), Faculty of Medicine (2) and the Support Centre for Students with Special Needs (1). Further developments included a substantial strengthening of international cooperation, particularly through the exchange of experiences with foreign experts, e.g. the **IC² Institute** (USA) and **TecMinho** (Portugal). The presentation of MU application outputs at **international fairs** such as BIO International Convention (San Diego, USA) and MEDICA (Düsseldorf, Germany) also intensified. On a domestic level, TTO management became actively involved in the development of **Transfera.cz**, a national technology transfer platform, and the unit also entered further cooperation with the business and innovation centre **BIC Brno** and **CzechInvest**.

In 2014 the TTO supported the **launch of two spin-off companies** focusing on statistical data analysis and plasma technologies. The production of diagnostic kits for lymphocytic leukaemia and pulmonary aspergillosis based on MU inventions licensed to the **GENERI BIOTECH** company and conducted in cooperation with researchers from the Faculty of Medicine may be considered a significant success. Protection of relevant results was ensured by filing **7 new patent applications in the Czech Republic**, **4 international patent applications**, **14 utility model applications** and **3 trademark applications**. The highest number of **Czech patents (8)** and two international patents were registered in 2014.

The Technology Transfer Office supported a range of educational activities: in addition to ongoing lectures, the TTO helped introduce a new MU course for students of doctoral degree programmes entitled **R&D Results and Intellectual Property Protection for Non-Lawyers**. In the education area, the TTO also focused on reinforcing its collaboration with the Industrial Property Office.

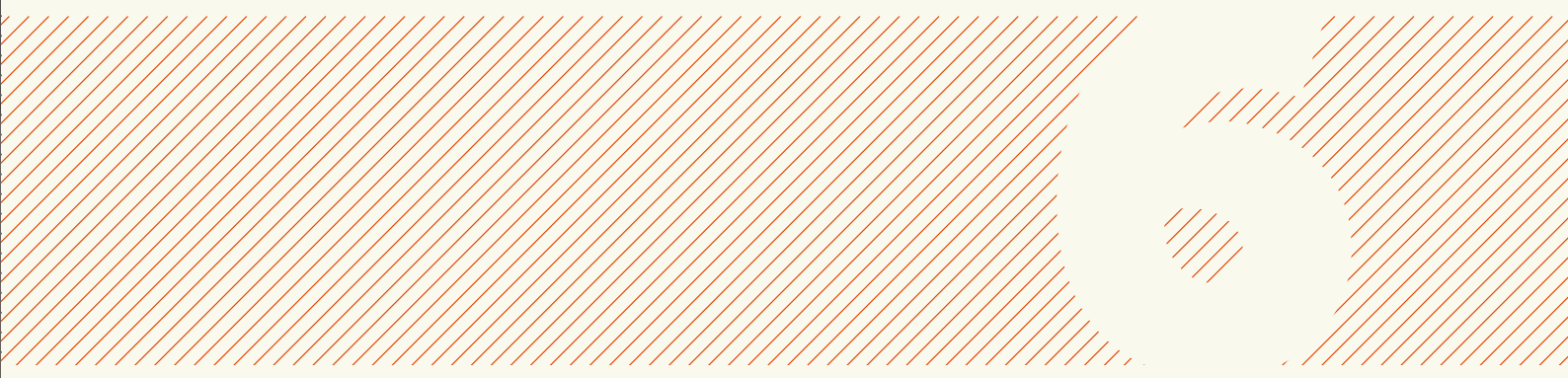
The legal team updated several key internal regulations at MU, including e.g. MU Intellectual Property Valuation and Registration and MU Spin-off Company Establishment. In autumn 2014 the MU Technology Transfer and Commercial Collaboration Council was revitalized and the TTO launched a new strategic activity focusing on effective cooperation between universities and the application sphere within the newly opened **CERIT Science Park**. The TTO also prioritized cooperation with MU infrastructure projects such as CEITEC or CEPLANT.

The unit continued to carry out a range of PR activities, issuing the **INTERFACE** newsletter and organizing a **TT DAY** to promote MU technologies and inventions. Finally, the TTO also organized the **ICTPI international conference 2014**, aimed at developing science and research capacities.

Overall MU revenue from technology transfer in 2014 amounted to 41.769 million CZK. This sum includes contracted research (40.928 million CZK), consultation and counselling fees (597,000 CZK), revenue from educational courses organized for application sphere entities (71,000 CZK) and revenue from licensing agreements (173,000 CZK).



Vaulting detail, Masaryk University building at Komenského Square
Photograph by: Aleš Ležatka



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 at educational trade fairs in Brno, Prague and Bratislava as well as informative calls by current MU students at **150 Czech and Slovak secondary schools**. In addition to a range of study-related information being provided, a promotional film and multimedia presentation were screened at such events and prospective students received a magazine specifically tailored to the needs of potential applicants: MUNI EXTRA included a complete list of all available fields of study. A range of activities including a conference were prepared by the university for the so-called **MU Ambassadors**, i.e. active secondary school students tasked with spreading information about Masaryk University to their classmates.

Up-to-date information for applicants is presented at [Facebook.com/StudujNaMuni](https://www.facebook.com/StudujNaMuni) and also in regular **monthly newsletters** (since October). Furthermore, the university organized a **joint university-wide open day** for all secondary school students for the first time ever in September 2014; in addition, open days and other field-specific events for prospective students were also held by individual MU faculties. The university supported – and co-organized – the national secondary school tic-tac-toe competition **plšQworky**. All nine faculties published electronic newsletters detailing study opportunities in order to inform and motivate admitted applicants to enrol in studies.

In 2014, the university continued to develop contacts with its graduates. In addition to utilizing a range of electronic communication tools (website, Facebook, e-mail), 6,500 copies of the printed Graduate magazine were distributed to selected graduates in the Czech Republic and abroad. A range of new benefits provided to **MU Alumni Card** holders has led to an increase in their numbers by 440. Prominent graduates were honoured at the annual **Dies academicus** ceremony. In 2014, the university continued its close cooperation with the **MU Alumni Network**. The university provides the association with facilities and university representatives also serve as members of its board of trustees. Among other activities, the MU Alumni Network provided a total of 60,000 CZK in financial support for five student projects within the framework of the TGM Grant 2014.

6.2

Public image and popularization activities

In addition to its educational tasks Masaryk University also focused on its social and cultural roles in 2014, especially in connection with **celebrating its 95th anniversary**. A **ceremonial meeting of the academic community** was held on January 28 at the University Cinema Scala and a special performance of the Baroque opera *Didone abbandonata* was scheduled to commemorate the occasion. The university also organized an interactive exhibition entitled **Touching Science**, which was installed at the University Campus Bohunice from March to June and accompanied by a range of scientific workshops specifically targeting children. Approximately 3,700 people visited the exhibition and accompanying programme during its three-month duration. Additional events held by MU included **Science Day** in May and **Science Circus** in June. In addition to university-wide activities which generally involved all of MU, individual faculties and many independent units prepared additional commemorative events throughout the entire year.

Traditional social events taking place in 2014 included e.g. **Dies academicus**. The ceremonial occasion was used to present the annual **Rector's Awards** as well as **gold medals** to significant MU alumni. The 2014/2015 academic year was launched with a screening of *Wild Tales* (*Relatos salvajes*), which doubled as a reminder of the first anniversary of the reopening of University Cinema Scala. Additional autumn events included the traditional **University Wine** selection for the 2014–2015 academic year, the **university hockey match**, a commemorative event co-organized in cooperation with Czech Television on the 25th anniversary of the Velvet Revolution and a **Christmas concert** held in collaboration with the Faculty of Education and the Brno Philharmonic. In November, MU awarded an honorary doctorate to Prof. Peter Demetz, a significant comparative literatures scholar, critic and translator.

Not only was the year rich in cultural and social events, it also marked the opening of several new buildings and projects. In February, the university opened the **Centre for Experimental, Systematic and Ecological Biology (CESEB)** at the Faculty of Science, followed in September by the grand opening of the **Central European Institute of Technology (CEITEC)**, **Centre for Research Institutes and Doctoral Degree Studies (CVIDOS)** at the Faculty of Education and **Centre for Education, Research and Innovation in ICT (CERIT)**.

University Cinema Scala, reopened in October 2013, has been a key component in the university's cultural profile. Throughout 2014, in addition to regular teaching, the cinema served as a venue for a series of social events, conferences and symposia, including a range of international events. During the renovation of the university auditorium, the main cinema space also served as a graduation ceremony venue for eight faculties. Last but not least, Scala has once again been able to fulfil its original function, i.e. that of a cinema for the general public. During the management of partner company Aeropolis, Ltd., Scala has become the most

6.2 Public image and popularization activities

visited single-hall cinema in Moravia and third in the Czech Republic. The university managed to amass 140,000 CZK from individual donors for its operation and further development. The adopt-a-seat programme continued, with over fifty seats adopted by the end of the year.

Students also organized a series of events with the support of the Masaryk University, including the Brno Majáles and the above mentioned sixth annual university hockey match. The university also intensified **co-operation with the Masaryk Student Union (MUNIE)**, an umbrella organization for all student associations.

The printed monthly issued by Masaryk University was renamed to Muni (formerly muni.cz) for practical reasons. On the occasion of its tenth year, the Muni format was also reduced in size, its scope was expanded to 20 pages in total and a partial redesign was carried out. Along with online.muni.cz and science.muni.cz, the printed monthly remained a key internal and external university communication channel. In recent years, a range of additional tools rose in prominence, including social network profiles, especially Facebook and Twitter, Instagram (added in 2014) and LinkedIn (also added in 2014). Thanks to the support of an EU project, MU was able to fund the production of a popular science series as well as the ongoing development of the university YouTube channel and dedicated science-themed Facebook page. In January 2014, the university also began to issue two bi-weekly newsletters, providing recipients with a selection of items published at online.muni.cz and science.muni.cz.

MU continued to disseminate knowledge and expertise from various scientific fields at the popular **Science Festival** and **Researchers' Night** events dedicated to educating the general public. In total, the two events were attended by over ten thousand science fans.

Scientific, educational and popularization activities have also significantly impacted the university's publishing industry. In 2014, Masaryk University secured a leading position among the largest Czech publishers. A particularly steep increase was registered in the area of textbooks. In the past year, Munipress issued a total of 389 book publications, 275 scientific publications and 53 journals. In connection with scientific publishing, Masaryk University Press worked with the ICS and IS to develop **Open Access principles**, ensure operation and provide editorial support for OJS (Open Journal System) as well as **journals.muni.cz**, a management portal centralizing information and links to MU-published journals. Recent additions also include **Munispace**, a nodal portal linking to digital libraries and MU open-access works. Munipress 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, DOI programme administration and extensive promotion and distribution. By concluding **contracts with NBI and EBSCO**, Munipress ensured the availability of university production in the world's most extensive network while also attending book fairs

in the Czech Republic and abroad and winning several awards, including for Gemstones of Ancient Civilizations and the Musical Literary Dictionary (nominated for the Magnesia Litera Award and Josef Hlávka Award for Dictionary of the Year, respectively).

2014 marked the final year of the **Mendel Museum ECOP** project and thus the organization of the final two exhibitions funded by the programme. Focusing on archaeology and systematic biology, both drew a great deal of attention; especially the former proved to be very attractive for primary and secondary school students. Following the completion of the project, the museum continued to focus on the presentation of topics associated with Mendel and MU. An exhibition devoted to Tomáš Garrigue Masaryk, whose role was in the formation of the university is vital and whose work in Brno is not very well known, was held in connection with the anniversary of Masaryk University's founding. In addition to classic exhibition projects, the museum also launched the **Paleoart – Art and Science** project, which aims to support scientific drawings and paintings. The museum also continued to participate in projects outside of its exhibition activities, organizing e.g. a U3A course focusing on G. J. Mendel and his contemporary image and continuing to actively develop its **Senior club** programme. The traditional Mendel Lectures series was organized in cooperation with other MU units. The museum's international activities were aimed at broadening existing cooperation with the University of Illinois archive and preparing an exhibition about the academic environment in Taiwan in 2015.

Masaryk University is also active in the area of **marketing and promotion abroad** and in establishing international contacts at higher education conferences. In 2014, MU thus participated in the **European Association for International Education (EAIE)** conference, even appearing in the role of host university, and in additional official accompanying events as well as in the North American equivalent (NAFSA) and several **international higher education trade fairs** taking place in Vietnam, Austria, Mongolia, Malaysia, the Philippines and Ukraine. The university continued to establish and maintain collaborations with **foreign institutions** in order to attract international applicants to both Czech and foreign language degree programmes while also focusing on expanding communication through social networking sites like Facebook, Flickr and YouTube. The **advisory system for international applicants**, under development since 2014 with the help of international students enrolled in both Czech and international courses, i.e. so-called ambassadors, was also significantly improved. A new tool for communication with admitted international students prior to the beginning of studies was launched in the form of an electronic newsletter presenting study conditions and life in Brno in an attractive package.

6.3

MU in the media

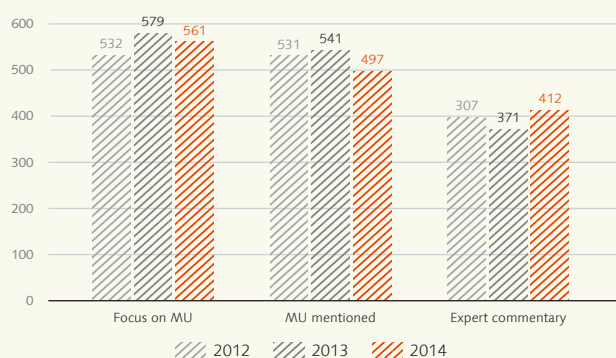
Masaryk University's representation in the media in 2014 corresponds to its size and importance in the Czech education system. The total number of entries in a studied sample matched results achieved by the university in 2010 when Prince Charles visited the institution and in 2013 when a great deal of media interest focused on the university's stance regarding the presence of politicians on campus during election campaigns.

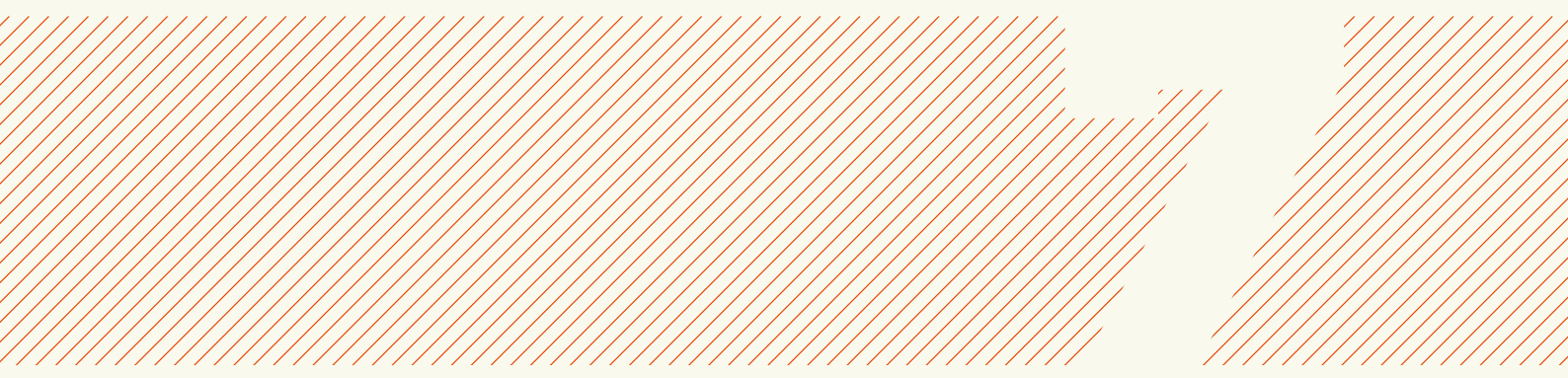
The university's image in the media was associated with both science and research and educational activities. University activities in the field of education and science and research were reported on in approximately equal measure. A great deal of attention focused on **research in Antarctica**, the Rector not being invited to celebrate the anniversary of the founding of Czechoslovakia at Prague Castle, the **95th anniversary of MU**, **changes to the admission procedure** and the **opening of CEITEC**.

Masaryk University is traditionally strong in regional media, with the number of mentions close to an upper feasibility limit. In 2014, MU was also popular in the national media, especially in *Lidové noviny*, *MF Dnes*, *Hospodářské noviny* and *Radiožurnál*.

The prevailing tone of such reports tends towards neutral or positive mention, e.g. in connection with scientific achievements. The Faculty of Arts and Faculty of Social Studies, respectively, were Masaryk University's most frequently mentioned faculty, followed by the Faculty of Science and Faculty of Medicine. The most cited experts included political scientists.

Graph 9 Interannual MU publicity by article type





Strategic partnership network, collaboration with the application sector and employability

7.1

Central European Institute of Technology – CEITEC

The Central European Institute of Technology (CEITEC) aims to create a centre of scientific excellence focusing on the life sciences and advanced materials and technologies with the objective of developing into an important European centre of science and scholarship and providing world-class scientists with state-of-the-art working conditions.

The involvement of CEITEC in strategic partnerships at the international level is highlighted by its membership in the **EU-LIFE consortium** (as the only organization from Central and Eastern Europe), which brings together 13 of Europe's best research institutes in the life sciences. CEITEC's position within the international scientific community is underpinned by the results of an **international scientific evaluation**, implemented in 2014 for the second time.

In connection with the evaluation of research infrastructures in the Czech Republic in 2014, the institutionalization of key partnerships also intensified at the national level. The following partnerships were formed: Czech Infrastructure for Integrative Structural Biology (CIISB), CEITEC Nano, EATRIS, CzechBio-imaging and ELIXIR. These national research and development infrastructures projects include another 20 institutions in addition to CEITEC itself.

With respect to cooperation between CEITEC member institutions, key developments included e.g. the preparation of common **rules for the operation and use of shared laboratories**, which constitute one of the cornerstones of the entire CEITEC concept.

CEITEC is also involved in the initiation of discussions on public policies. Apart from issues associated with the financing of research and development and the development of sustainability guidelines for research centres supported by the Research and Development for Innovation Operational Programme, CEITEC focused primarily on issues associated with the reconciliation of the private and professional life of scientific employees.

A total of **58 new international employees** from both the European Union and third countries joined CEITEC in 2014. A number of additional researchers participated in short-term work placements and visits. CEITEC was the only organization in the Czech Republic to receive an **ERA-Chair grant**. This position – supported by the European Commission – was awarded on the basis of an international tender to **Mary O'Connell**.

7.2

Collaboration with medical institutions

Teaching in medical and health-related fields of study is inextricably tied to a close cooperation with two university hospitals located in Brno and with other major healthcare institutions in the region. In addition to a strategic cooperation with **university hospitals**, with whom the Faculty of Medicine shares a total of 51 clinics and institutes, Masaryk University also focused on its ties to the **Masaryk Memorial Cancer Institute** and the **Trauma Hospital of Brno**.

The Faculty of Medicine has long maintained a contractual relationship with more than a hundred hospitals and outpatient healthcare facilities in the Czech Republic and approximately thirty such facilities in Slovakia. Thanks to these contacts, students may acquire professional experience close to home, especially during the holidays.

A unique collaboration with the **Jihlava Hospital** was launched in 2014 in order to help sixth-year students of General Medicine participate in a pre-graduation practice week in a regional hospital and acquire a broader range of practical experience. This is the first permanent educational base outside of Brno established by the Faculty of Medicine.

In collaboration with joint medical units, Masaryk University also participated in the organization of certification procedures authorized by the Ministry of Health of the Czech Republic. A total of **131 medical doctors from 10 fields attended the certification procedure**. The faculty also provided the necessary expertise for the theoretical section of a dedicated training for physicians enrolled in specialized education.

The university and affiliated faculty hospitals also intensified their **collaborative activities in the science and research area**. While a total of 19 research projects were implemented in collaboration with the University Hospital Brno, the university also participated in an additional nine joint research projects with St. Anne's Faculty Hospital in Brno. Five projects were implemented in collaboration with the Masaryk Memorial Cancer Institute.

7.3

Collaboration with national and regional institutions

Masaryk University is a socially responsible higher education institution which acts as an opinion leader in the field of national education and research policy as well as a key voice in discussions regarding other relevant public policy issues. In 2014, university representatives and Rector Mikuláš Bek, as vice-chair of the Czech Rectors Conference, participated in the development of a number of conceptual and legislative documents supervised by the Ministry of Education, Youth and Sports.

Key themes discussed by MEYS and university representatives in 2014 included an update of the Higher Education Act, the Operational Programme Research, Development and Education, a new system for the evaluation of research and development and a strategic plan for educational, scientific, research, development, innovative, artistic and other creative activities in higher education for the 2016–2020 period.

MU continues to pursue its cooperation with regional partners, focusing on strategic documents and conceptual issues in cooperation with the South Moravian Innovation Centre, the City of Brno and the South Moravian Regional Authority.

MU also contributes to the development of cultural life in Brno. In addition to numerous cultural events organized by individual faculties, the number of public events taking place in the reopened **University Cinema Scala** during its first year of operation (i.e. since autumn 2013 and throughout 2014) turned the venue into the most visited single-hall cinema in Moravia and third in the entire Czech Republic. Scala also hosted several professional conferences and international events.

Traditional cultural and educational activities also included the **Mendel Museum**, which continued to promote the legacy of G. J. Mendel, father of genetics, who carried out his experiments 150 years ago at the present-day museum's location at the Old Brno Abbey.

In cooperation with similar units at several Czech universities, the **Technology Transfer Centre** participated in the development of a new umbrella platform for technology transfer professionals, entitled **Transfera.cz**.

In 2014, MU cooperated with major **corporate partners** such as Esso, Heineken, Komerční banka, Neovize, Reehap and Raiffeisenbank. Thanks to long-standing relationships, these partners supported selected university activities and helped promote various projects in the field of both studies and career development.

The **Academy of Sciences of the Czech Republic** remains Masaryk University's most important national research partner. Of a total of 9,955 **publications** listed by the Web of Science for the past 10 years, **15.7 % were carried out in collaboration with the Academy of Sciences** (i.e. a total of 1,562 publications). In 2014, the proportion of joint publications slightly exceeded the preceding ten-year period; of the total of 1,362 Masaryk University publications listed by the Web of Science, 16.4% (i.e. 224 publications) were issued in cooperation with the ASCR, especially in the field of biochemistry, molecular biology, chemistry and plant-related sciences.

Cooperation with the ASCR in the **education of young scientists** is based on an agreement on mutual cooperation in doctoral degree programmes. Accredited natural sciences training workplaces include the Institute of Astronomy, Institute of Biophysics, Institute of Botany and others. In the humanities, doctoral research is conducted at the Institute of Psychology and the Institute of Czech Literature. ASCR institute supervisors also function as doctoral committee members. **In 2014, MU was implementing a total of 17 accredited doctoral programmes in collaboration with ASCR institutes.** The number of doctoral students who collaborate with an ASCR supervisor at a given institute or are directly employed there ranks in the dozens.

7.4

University Centre Telč

Strategic partners helping University Centre Telč (UCT) meet the long-term goals set out by Masaryk University in the field of regional cooperation and the creation of educational opportunities in the Vysočina Region include the Institute of Theoretical and Applied Mechanics (ITAM) of the ASCR, National Heritage Institute (NHI), regional office in Telč and a new partner, Danube University Krems (DUK).

The NHI continued to collaborate with MU in implementing the third year of a University of the Third Age course entitled **Cultural Heritage – One of Five Pillars of National Identity**. Lectures were given by employees of the Ministry of Culture and various regional as well as general management NHI representatives.

MU and ITAM ASCR statutory representatives signed a collaboration agreement in 2011. The focus of the agreement is the establishment of the **Central European Centre for Cultural Heritage (CECECH)**, based in University Centre Telč.

At the end of 2014, the agreement led to the development of planned cooperation regarding the implementation of educational programmes with training provided by DUK and ITAM employees. The UCT will provide DUK students with accommodation, catering and classroom spaces.

The annual **French-Czech Academy of Music** was held at the UCT in cooperation with the city of Telč and with the support of the Vysočina Region, Ministry of Culture, French Institute in Prague and under the auspices of the President of the Senate of the Parliament of the Czech Republic. The event entered its twentieth year in 2014. The Academy offers master classes of chamber music designed for students of conservatories and music academies from around the world. The UCT welcomes 50 to 60 participants each year. Courses are led by prominent French and Czech masters including e.g. Jan Talich, Vladimír Bouška, Jean-Louis Capezzali and Catherine Conti. The Academy features public student concerts as well as a concert given by the professors and a final gala, traditionally held in the Nová Říše monastery.

English and French language courses, traditionally co-organized by the French Institute and the Faculty of Arts language school, run parallel to the Academy.

Key traditional educational events held at the UCT also included a workshop for young legal clerks featuring lecturers from the **John Marshall Law School** in Chicago. The workshop is regularly attended by 20 to 25 lawyers from the Czech Republic and Slovakia.

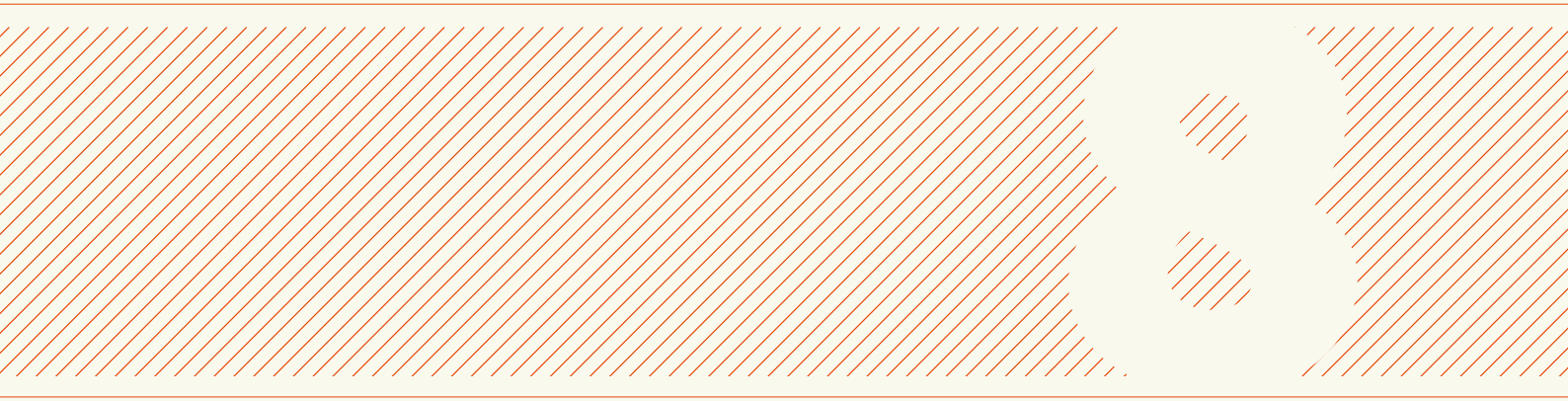
The **Centre of Civic Education**, which has been integrated into UCT, completed a joint project with the Public Defender of Rights designed to bolster the legal awareness of rural communities as well as a project focusing on European elections in 2014.

7.5

Graduate employability

The need for a comprehensive mapping of the job market situation led to the preparation of an analytical **report designed to provide a methodology for calculating the unemployment rate of university graduates and to describe the behaviour of MU graduates once they enter the job market**. The report includes a methodological part, which integrates various approaches in order to determine the unemployment rate of MU graduates on the basis of the database of unemployed university students compiled by the Education Policy Centre of Charles University, as well as data on the unemployment of university graduates presented in the media and the issue of unemployment among graduates in the context of MEYS budgetary rules. The second part of the report presents key findings relevant to the behaviour of MU graduates on the job market compiled from existing MU graduate surveys.

The **Recent Graduate Survey** is relevant to those students who have finished their studies at Masaryk University and are preparing to enter the job market. The questionnaire was revised in 2014 to include a number of current issues mapping the motivation of graduates to register for doctoral studies, stay abroad or participate in internships and professional practices. Further investigated areas included study prolongation causes and an evaluation of the strengths and weaknesses of studies at MU. The survey established that 43 % of working graduates were employed in a job first acquired during their studies at MU, with half of all working graduates stating that they were able to find a job in the city of Brno. In the case of students who chose to enrol in doctoral studies, the most common motivation to do so was a desire to address more specific issues they were interested in or otherwise a desire to become a scientist and take part in scientific research at MU.



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 internal control system at MU is ensured especially by an integrated methodology framework, clear allocation of roles and competencies in all project management areas and a transparent risk management system. Additional strengths include a highly functional electronic workflow and electronic financial inspection system.

Internal auditing is performed in accordance with the above mentioned Act on Financial Control, internal directive (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. 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 that all policies and procedures ensuring compliance with regulations are transparent and sufficiently adept at eliminating risk. Nearly 80 % of all auditing activities carried out in 2014 focused on RDIOP project audits and the overall audited volume comprised approximately 1.3 billion CZK. No apparent risk potential was established, as confirmed by the outcomes of repeated public administration inspections.

In 2014, a sum of approximately **2.4 million CZK was inspected by 16 control subjects as part of 131 external inspections and project audits**. Of these, 81 % comprised operational programme projects. A breach of budgetary discipline was established in no more than 0.5 % of sample materials (worth approximately 3.7 billion CZK) inspected in the 2011-2014 period. This figure includes requests for penalty waivers which had not been processed by the end of 2014.

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 2014** stood at 6,467 million CZK (i.e. an increase of 5 % in comparison with 2013) with costs amounting to 6,388 million CZK. MU management registered an **economic result of 79 million CZK after tax** (i.e. 1.2 % of total MU revenue).

In 2014 the **non-capital contributions and subsidies from the Ministry of Education, Youth and Sports** totalled **2,880 million CZK** (an interannual increase of 3 %) while contributions and subsidies from other state budget chapters and local authority budgets stood at 414 million CZK (an increase of 12.5 %) and a sum of **178 million CZK was gathered from abroad** (interannual decrease of 35 %). Funding from other public sources increased from 1,106 million CZK to 1,204 million CZK (i.e. an interannual increase of 9 %). Public resources from the national budget and from abroad contributed a total of **4,676 million CZK** (interannual increase of 3 %). **Non-capital investment funding provided by the Ministry of Education, Youth and Sports** in 2014 for institutional support amounted to **2,174 million CZK**, i.e. 35 % of total MU revenue. Non-capital subsidies for teaching activities (indicators A+K) stood at 1,648 million CZK (an increase of 1.6 %); MU received an additional 526 million CZK in targeted institutional support (a decrease of 0.4 %).

A total of 29 million CZK worth of non-capital subsidies for student accommodation and catering was also provided by MEYS (interannual decrease of 12 %).

Non-capital research and development funding (normative and targeted) amounted to **1,604 million CZK** (interannual increase of 10.8 %): a total of 761 million CZK was provided by the Ministry of Education, Youth and Sports (interannual increase of 4.5 %), 381 million CZK came from the national budget as well as local and regional authority budgets (up by 10.6 %); international research received an additional subsidy of 68 million CZK (interannual decrease of 33 %) and RDIOP subsidies amounted to 397 million CZK (interannual increase of 38 %). Non-capital research and development funding amounted to 19 % of total Masaryk University revenue in 2014.

MU revenue from non-public sources amounted to 1,877 million CZK in 2014 (an increase of 14 % compared to 2013): 1,750 million CZK comprised revenue from principal university activity (interannual increase of 16 %) and 127 million CZK from supplementary activities (interannual decrease of 11 %). Self-generated income and income from supplementary activities amounted to 29 % of the total non-capital revenue.

An inventory conducted by MU in 2014 shows total assets with a purchase value of 15,359 million CZK (i.e. an interannual increase of 14 %): 15,061 million CZK in long-term tangible assets (up by 14 %) and 298 million CZK in long-term intangible assets (up by 12 %). Total depreciation of assets amounted to 4,549 million CZK. The total degree of depreciation stands at 30 %.

8.3

Internal regulations

The following Masaryk University internal regulations were updated in 2014:

- » As of 30 April 2014, the MU Statutes were updated, renaming the existing Office for International Studies to its new designation, i.e. Centre for International Cooperation, and clarifying existing guidelines for entering monetary and non-monetary contributions by legal entities.
- » As of 1 July 2014, a new version of the Election Regulations and Rules of Procedure of the MU Academic Senate came into effect.
- » As of 1 July 2014, the MU Statutes were updated in connection with the new version of the Election Regulations and Rules of Procedure of the MU Academic Senate coming into effect.
- » As of 1 September 2014, MU Statutes were updated, introducing a new provision adjusting study-related fees.
- » As of 13 November 2014, a new MU Employment Code was issued, including entirely new provisions regulating employee and employer obligations in labour relations.
- » As of 13 November 2014, the MU Statutes were updated in connection with the adoption of the new Employment Code.

8.4

Professionalization of support activities

A significant development in project support activities took place at MU in 2014, especially in the area of international support grant acquisition. The **Research Support Programme** provides researchers with funding for the preparation of international research projects; furthermore, a dedicated support scheme was established for ERC grant applicants. In connection with the launch of the new European Framework Programme for Research, Development and Innovation, i.e. Horizon 2020, relevant employees were provided with the necessary knowledge regarding project support associated with this programme. These topics were systematically addressed by the Research & Development Office.

The **Public Tender Office (PTO)** of the Rector's Office provides individual MU economic units with the following services:

- » administration of tender procedures for suppliers of works, services and supplies pursuant to Act No. 137/2006 Coll., on Public Procurement, as amended, and tender procedures governed by grant programme regulations (especially RDIOP and ECOP),
- » provision of central purchases carried out using dynamic purchasing systems and framework contracts,
- » coordination of the use of electronic tools for public procurement (E-ZAK),
- » methodological support in the form of statement preparation and methodological sheet publication regarding the interpretation of Public Procurement Act and grant programme provisions, methodological support associated with the organization of regular MU procurement administrator meetings.

In 2014, the PTO launched 258 procurement procedures, allocating public contracts with an estimated value of over 400 million CZK excluding VAT. **Contracts were concluded in 226 cases** while 32 procurement procedures were cancelled, mostly due to an insufficient number of suitable bids. The total value of contracts concluded in 2014 exceeded **328 million CZK excluding VAT**. Savings achieved in comparison with projected costs stood at approximately 72 million CZK excluding VAT, i.e. approximately 18 %.

Public contracts co-financed by operational programmes included 92 RDIOP projects, 14 ECOP projects and 2 OPEI projects. The estimated value of these contracts amounted to 250 million CZK excluding VAT.

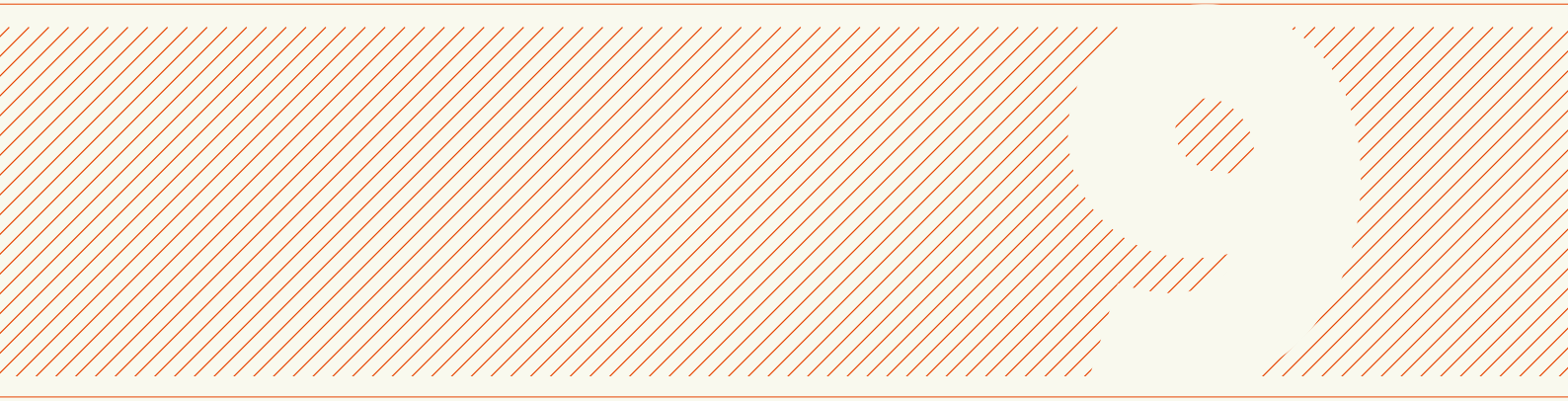
All public contracts were processed by the **E-ZAK system** in order to ensure maximum transparency and facilitate potential review procedures associated with public tenders announced by the university.

8.4

Professionalization of support activities

The **Office for Development** continued to provide standard support for projects implemented within the EU Structural Funds framework, even following the end of their sustainability period. Due to the focus of the new programming period (2014–2020), attention shifted to coordinating the preparation of an MU strategic plan for project applications in the upcoming Operational Programme Research, Development and Education. A **working group was established in order to develop the MU SF 2014+ strategy**; furthermore, based on the identification of possible crossover themes enabling the generation of potential synergy in the form of interconnecting projects between individual economic units led to the creation of a so-called reservoir of projects, i.e. an auxiliary tool designed to facilitate the selection of relevant project applications in forthcoming calls.

The European Structural Funds 2009–2014: Light and Shadow of European Projects conference may be considered a major success. MEYS representatives as well as lecturers from additional management and inspection institutions spoke to attendees from major universities and scientific institutions, thus formally concluding the entire programming period.



Employees and the work environment

9.1

Employees and the work environment

In 2014, Masaryk University maintained its position as the second largest employer in the South Moravian region. The overall number of Masaryk University employees stood at **5,278** in 2014, of which 1,853 were employed on the basis of less than full-time employment contracts. The increase in the number of jobs took place primarily among academic and professional researchers who account for 56 % of all university employees. Throughout the year, MU managed to promote internationalization while also creating suitable conditions for the employment of foreign nationals. The number of foreigners employed at MU increased to a total of **495**, hailing from nearly fifty countries. The gender ratio remained unchanged, with 53 % of the MU workforce composed of women.

Throughout the year, **employee development and education activities** were largely dedicated to improving professional qualifications. MU employees actively participated in thematic expert seminars, both as students and as lecturers.

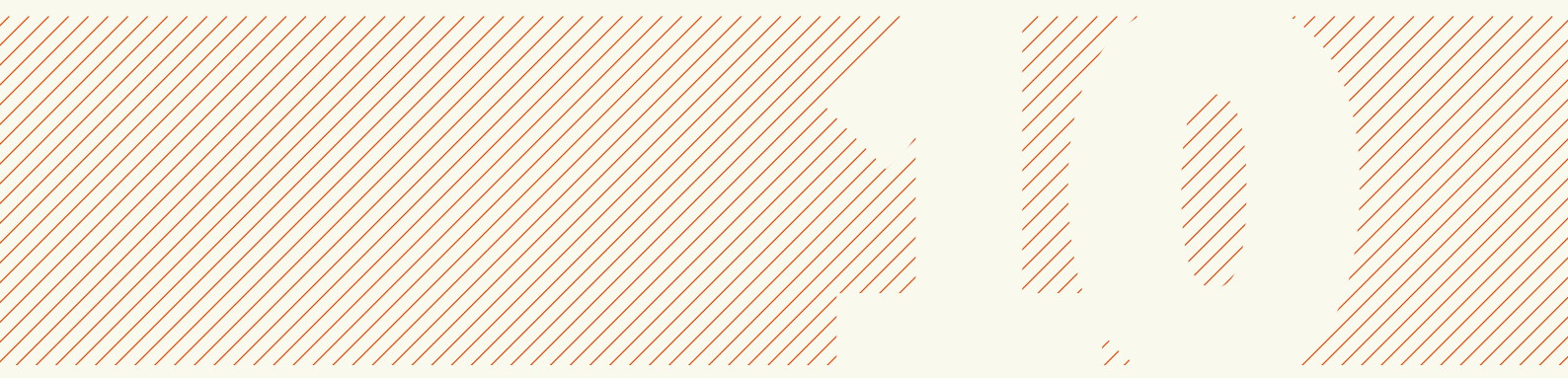
In 2014, the **average monthly employee wage rose** slightly to 44,414 CZK. The average wage increase was particularly noticeable in the case of researchers. As in previous years, MU continues to provide a variable salary component which depends on individual performance.

MU likewise continued to **provide all existing employee benefits** valid in 2014. A total sum of 14,500 million CZK was distributed among employees in pension and supplementary pension scheme contributions. MU also disbursed a total sum of 27.930 million CZK in meal vouchers and spent 938,000 CZK on preventive care, including voluntary preventive vaccinations against influenza and encephalitis. To improve the quality of health care provided to employees, the university also opened a new occupational health care clinic at the university campus.

In November 2014, following the incorporation of comments and approval of all relevant parties (i.e. MU faculties, MU Academic Senate and MU coordinating union committee), the university issued the **Masaryk University Employment Code**, a comprehensive document valid across the university which establishes a basic framework of MU employee rights and obligations.

In 2014, MU management identified key issues in the process of improving teaching and research activity performance and quality, the implementation of which will continue in the coming years.

In order to clarify certain ethical requirements imposed on Masaryk University academic and professional employees in connection with their educational, research, and expert activities, an updated **Masaryk University Academic and Professional Employee Code of Ethics** was released in 2014.



Infrastructure and corporate services

10.1

Investment programme implementation

The investment programme which implements the Masaryk University Strategic Plan is based on Programme 133 210 issued by the Ministry of Education, Youth and Sports of the Czech Republic.

Sub-programme 133 21J includes two investment construction activities.

The first part of the 133 21J sub-programme includes the **renovation and expansion of the historic Faculty of Arts complex** at Arna Nováka Street, worth a total of 428 million CZK. Allocated state budget subsidies amount to 408 million CZK; an additional 20 million CZK will be provided by MU. The completion of buildings with a total area of 10,300 m² will be the final phase of a complete renovation of the Faculty of Arts.

Unfortunately, the tender for a general consulting engineer was stalled due to an objection submitted by one of the candidates to the Office for the Protection of Competition. A final decision was thus not issued in 2014. As work was not initiated in 2014, the completion date – scheduled for 2016 – will not be met. A request was submitted to MEYS, seeking to amend the grant decision and accommodate the time delay when drawing state subsidies in the 2015–2018 period. The state funds originally allocated to this project are thus currently under threat of cancellation.

The second part of the 133 21J sub-programme includes the **expansion and renovation of the Faculty of Law library**. Overall construction costs amounted to 68 million CZK, of which a sum of 6 million CZK was provided by MU. The reconstructed facilities comprise 3,116 m² of new floor space.

The expansion and modernization of library spaces and reading rooms took place in accordance with the approved schedule. Despite the complexity of the reconstruction, no technical or other complications occurred. Construction costs disbursed in 2014 amounted to 46 million CZK. The construction project will be completed in January 2015, with direct deliveries following the completed building scheduled for implementation in February 2015.

10.2

University Campus Bohunice development and building management efficiency

The construction of the University Campus Bohunice was brought to a close in 2014 with the completion and **approval of the Central European Institute of Technology (CEITEC)** project. A flagship project, CEITEC was financed from EU Structural Funds, RDIOP and from Masaryk University's own resources. Two key buildings – A26 and A35 – were finalized in 2014.

The main part of the Science Centre was approved and transferred to MU for regular usage. Though the building had been scheduled for completion in January, it was approved and handed over to MU with a slight delay in April 2014.

Overall construction costs amounted to 622 million CZK, of which a sum of 132 million CZK was disbursed in 2014. The CEITEC project is responsible for adding a total of 11,987 m² of floor space to the campus grounds.

MU is gradually developing tools and techniques designed to increase the efficiency of building and technology management and increase the comfort of both new and existing buildings, such as tools designed to help manage building operations in accordance with presumed usage. These tools and procedures are implemented at individual constituent parts of MU as required in such a way as to first accommodate activities and areas common to all MU units and only then focus on areas and activities specific to individual units.

The key results of activities performed by the University Campus Bohunice facility management in 2014 may be summarized as follows:

- » update and expansion of the building and technological passport and exterior areas passport,
- » provision of data and building technology documentation for new applications and uses,
- » launch of the MU Buildings mobile application in English,
- » expansion of the BMS MU to include additional buildings and functions,
- » enforcement of BACnet and BMS MU standards in all construction and renovation projects at MU,
- » successful collaboration with BMS component designers;
- » improvement of security and MU technological network performance.

10.3

Subsidized investment development

Besides the development of technical infrastructure at the University Campus Bohunice, Masaryk University is also involved in the implementation of other RDIOIP projects.

The Centre for the Advancement of Research in the Liberal Arts (**CARLA**) project includes the renovation and completion of the FA complex, development of facilities for research and project teams and the expansion of the faculty library.

Project construction comprised the renovation and expansion of the historic Faculty of Arts complex at Arna Nováka Street. The facility was completed with some delay in November 2014. The general contractor was penalized and the building was approved and entered into regular usage in December 2014. Final construction costs amounted to 331 million CZK, of which a sum of 128 million CZK was disbursed in 2014. A total area of 10,235 m² was built up or renovated.

The **Faculty of Informatics** facility construction project, comprising additions and renovations of existing facilities designed to provide a new environment for the development of enterprise in ICT, is subdivided into two phases.

Stage 1 – educational and research infrastructure development was finalized in April 2014. Overall construction costs amounted to 233 million CZK, of which construction costs disbursed in 2014 amounted to 95 million CZK. The facilities comprise 6,920 m² of new floor space.

Stage 2 – CERIT Science park. The project is part of the Enterprise and Innovation Operational Programme. CERIT Science Park construction was finalized in March 2014. Overall construction costs amount to 104 million CZK, of which construction costs disbursed in 2014 amounted to 18 million CZK. The facilities comprise 4,657 m² of new floor space.

Masaryk University is also implementing an **ECOP construction project** designed to transform existing buildings into **wheelchair-accessible facilities**. Costs associated with the provision of wheelchair-access, parking systems, information systems and the acoustic treatment of selected rooms constitute an overall investment of 29 million CZK, of which construction costs disbursed in 2014 amounted to 14 million CZK. All construction stages were completed in 2014.

In addition to the above mentioned projects and programmes, Masaryk University itself also financed 37 small-scale investment projects worth a combined sum of 46 million CZK.

Overcladding at the Komárov halls of residence (9.5 million CZK) was a key project, as was the reconstruction of a former Faculty of Education library and classrooms (4.5 million CZK). Additional projects included outdoor adjustments to paved areas at the Faculty of Informatics (5 million CZK), reconstruction of the Faculty of Law auditorium (5.6 million CZK), reconstruction of Faculty of Economics and Administration lecture rooms (3.8 million CZK) and reconstruction of restrooms at the Vinařská halls of residence (5.7 million CZK).

10.4

Student and employee services

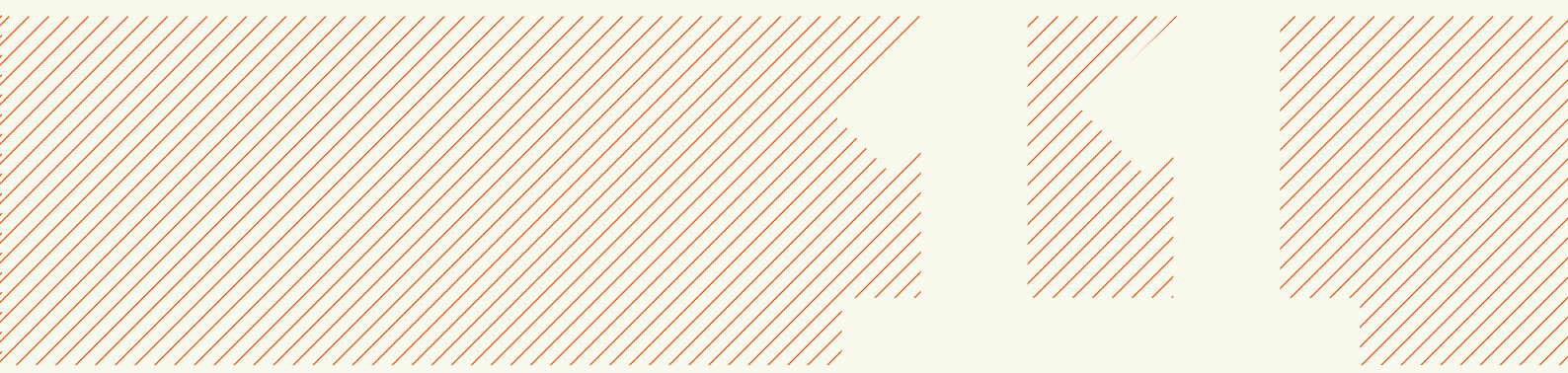
Accommodation and catering-related issues are administered by the MU **Accommodation and Catering Services**. In accordance with the MU Strategic Plan, the Accommodation and Catering Services focused on increasing management efficiency, implementing major changes to the allocation of dormitory places, i.e. transforming the traditional applicant waiting list to an advanced booking system, preparing the opening of the Academic Club for the 95th anniversary of Masaryk University's founding and initiating a discussion regarding the expansion of local foods at using the First Buy Sale electronic portal. As the Accommodation and Catering Services managed to generate an exceedingly positive economic result, the resulting disposable resources will be invested into the modernization of accommodation facilities. The Accommodation and Catering Services is capable of providing more meals than any other such facility in the Czech Republic.

Twelve MU halls of residence (**2014 places**) are spread around Brno, including the newly built Campus Residential Area (**70 apartments**) in Bohunice. Employees and visiting lecturers may make use of Garni Hotel Vinařská and three UNI hotels. Masaryk University students and employees were also given the opportunity to use the university centre in Šlapanice and the educational and recreational centre in Cihlák, located in the picturesque Žďárské vrchy area. A substantial portion of revenue consists of providing hotel accommodation for the public. In autumn 2014, after a fire at the Vinařská halls of residence, a **plan calling for the modernization of buildings A1, A2 and A3** was approved in order to increase housing safety beyond the requirements of existing fire protection regulations.

Student and staff catering is provided by four main canteens, seven cafeterias, one café, one pizzeria and the Academic Restaurant and Academic Canteen located at the Bohunice campus. In addition, catering services are also provided by the newly opened Academic Club. The overall combined capacity of all MU catering operations is over 8,000 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, all of which are advertised on site on LCD screens in Czech and English, on the MU website and on mobile devices via MobilKredit software. Weekend and holiday services are ensured by the Academic Restaurant located in the Campus Square shopping centre and by Pizza Nostra at Kounicova Street. A significant portion of revenue is generated thanks to catering operations and services offered outside of Masaryk University itself.



Decorative keystone with male head, Faculty of Social Studies ground floor façade
Photograph by: Aleš Ležatka



Information systems

11.1

Information infrastructure development

The information infrastructure managed by the MU **Institute of Computer Science** relies on over 150 km (over 11,000 km of fibre) of **optical cable network**. The university backbone currently exhibits a transfer rate of 10 Gbps and offers the possibility of further growth up to 100 Gbps. The backbone network connects to networks in various locations and buildings with 21,000 centrally managed outlets, of which almost one half have a throughput of 1 Gbps. The network involves 396 routers and switches, i.e. a 10 % increase in comparison with the preceding year. The telephone network system consists of 50 telephone exchanges and 6,700 branches. A tender seeking a new telephone network technology provider was held in 2014; a large-scale transition was scheduled to take place in the first half of 2015. The importance of the MU wireless network is steadily increasing. Its 770 access points (an increase of 20 % compared to 2014) now cover virtually all university locations. MU operates the **eduroam** protocol in order to provide teachers, students and international visitors with easy access to its network (25 % of its 55,000 users came from outside the university in 2014).

The centrally managed IT infrastructure provides **private university cloud** services and hosts 320 virtual servers and nearly 200 different sites. MU offers standard, medium and large capacity disk storage options with a total capacity of over 1 PB. The doubling of total capacity since 2013 corresponds to the growing interest in storing and accessing data; the MU depository is currently used by all faculties and CEITEC. Infrastructure developed within the **CERIT-SC centre**, mainly aimed at promoting the use of highly effective IT infrastructure in solving scientific problems, is also available at MU. The centre provides over 4,500 computing cores, including the unique SGI UV2 with 6 TB of RAM and 4 PB of storage capacity.

The **CSIRT MU security team** coordinates security across MU IT infrastructure, continuously monitoring and tracking the occurrence of security incidents and focusing on timely automatic detection and subsequent neutralization. Approximately 71,000 incidents were detected in 2014, of which 68,000 were automatically assessed using tools which are continuously being developed and managed by the ICS. The ICS continued intensive **cooperation with the National Security Authority** and organized several weekly internships with NSA employees focusing on forensic analyses of compromised computers, etc. Thanks to the ICS, Masaryk University continues to confirm its position as a national centre of academic computer security.

Additional developments include continued support for website development and the preparation of a new unified technological and graphic background for the **www.muni.cz** web as well as the websites of individual faculties and other MU constituent parts. A total of 29 new MU websites were implemented using the unified technological platform.

11.2

Electronic support of economic, personnel and operational activities

The **MU Economic and Administrative Information System** provides comprehensive university-wide support for economic, personnel and operational activities. It consists of two closely interconnected subsystems: **EIS MAGION**, externally supplied by Magion System, and **Inet MU**, developed by the ICT MU. Magion EIS is intended for users of the university's economic and personnel departments. Inet MU is designed for the entire academic community (27,000 active users) and is being developed as an extension of EIS MAGION, providing it with comprehensive additional functionality in key areas (economics, asset management, human resources and wages) as well as in areas such as science, research and operational services. The system processed a total of 511,000 electronic documents, with over 53 % of all electronic agenda documents undergoing electronic approval; the financial turnover of the online SUPO payment system totalled 130 million CZK.

EIS Magion development takes place in cooperation between universities participating in the **Mag-Net network**, coordinated by MU. **New features** implemented in 2014 include additions in both personal and economic areas (royalties, social insurance abroad, wage allocation, direct link to the insolvency register, inspection of unreliable payers, etc.) and recent developments also include two important **integration interfaces targeting other systems**, i.e. the MU electronic records service (interface facilitates the sharing and receiving of documents processed internally by EIS Magion) and **RemSig personal certificate storage** (interface facilitates the remote signing of documents processed in EIS Magion). While the records service interface is regularly used in the human resources area, particularly in connection with employment contracts and agreements, it will be expanded to accommodate economic functionality in 2015, starting with a pilot project for received invoices. The RemSig interface replaced the existing electronic signing system which employed hardware tokens; it is used in economic and human resources areas to facilitate communication with banks as well as the Czech Social Security Administration.

Interfaces for both the records service and RemSig have been implemented in Inet, with direct connections established to the academic qualification procedure and inspection system agendas. Additional developments associated with Inet include e.g. automatic scanning software installed on user workstations (implemented in connection with an inventory of software assets at MU), **ISEP project development records** (evaluation of student projects submitted for GA MU and the MU Development Fund, economic development and budgeting projects), development of the **Jobs.MU** applications for managing job tenders, access to academic qualifications for internal users and transfers of personnel and contact data into IS CEITEC.

11.3

Masaryk University Information System

Geographic information systems built on the ESRI platform and accessible from **Geoportál MU** are available to the entire academic community but were designed primarily for employees in charge of unit and building management. These systems meet the needs of university-wide real estate administration, building documentation systems and its computer network while providing specialized mapping applications and services under the auspices of selected MU units. The new **Compass MU system**, a key 2014 achievement, includes a building documentation system pilot module dedicated to spatial searches and displaying MU building and room data; the technology documentation system is scheduled for subsequent implementation in 2015.

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 implemented in 2014 included the enhancement of study administration, the creation of a complete agenda for the registration of final examinations, the introduction of a new evaluation system for locating similarities between documents, the automation of selected processes and various upgrades to existing agendas. The Bureau application became the only filing service system for the entire university.

Study Administration Support

A new agenda for filing final examinations was launched, unifying methodologies for recording and publishing deadlines associated with study administration. The agenda allows users to issue exam dates and assign committee members and fields of study while also offering several features designed to simplify operations associated with final examinations (bulk import/export of deadlines, PDF schedule options, etc.). Positive scholarship granting decisions are now delivered to students electronically through the Bureau application. Academic year schedules may be displayed in graph form using a completely redesigned application. Students and teachers may also benefit from a dedicated application for exporting course examination dates into a mobile calendar application. The E-vote application was also updated to include new sorting options and an updated design of forms for announcing elections and collecting voting results. The university-wide MU Academic Senate elections may now also be announced using this application. The CVs application was likewise expanded. Authorized users now have the opportunity to promote news and interesting campaigns using an information panel on the IS MU homepage. The survey announcement application remained under development. The newly introduced external Microsoft Office 365 service now includes services such as Share-Point, Office Web Apps and Skydrive, which may be used for study as well as classroom purposes.

11.3 Masaryk University Information System

Science and research

The MU Repository now provides users with the option to apply for an author's copy of any publication. This feature facilitates user access to publications which may not be publicly available. Persons submitting results in the Information Register of R&D Results now have access to a dedicated application for requesting the withdrawal of impact factor information. Newly added features also allow users to add publications to their CVs, inspect a list of publications and edit them in bulk.

E-learning

The MU e-learning portal Elportal (<http://is.muni.cz/elportal/>) issued 16 new publications, 12 of which successfully completed a peer review procedure. The ROPOT application has been updated to enable users to export answers. Teachers may thus obtain answers in a simple format for further processing. New features were also added to other agendas associated with teaching. The E-learning services centre prepared an inspirational case studies document consisting of implemented teaching aids, which provides teachers with interesting examples of selected e-learning materials. The fourth annual Open Space Conference on IS MU E-learning: 10 Years of IS E-learning was held in 2014.

MU Shopping Centre

In 2014 the MU Shopping Centre reached a turnover of 132 million CZK while its total turnover reached 887 million CZK over a seven-year-long operation period. The Shopping Centre now enables its users to also pay in EUR. Furthermore, the application also offers books and general merchandise, all of which may be purchased using credit card payment. Some adjustments were made at the end of the year in connection with the amendment of the VAT Act.

Document Office and Document Service

The Bureau application registered 121,253 files comprising 142,528 documents in 2014. A total of 11,654 users were actively engaged in working with these documents. In 2014 the Bureau application became the sole filing service system for all MU agendas; application development continued in order to provide individual users with a more streamlined experience. Additional processes were launched in connection with managing and discarding proceedings. A significant shift in the management of digital and traditional documents was the expansion of document processing records and in particular the introduction of the first automated operations. Specific types of documents are either first digitized – or adopted in digital form – and then automatically filed, including all mandatory data. Furthermore, records of all documents filed and further processed in other systems were also expanded.

Plagiarism detection

Plagiarism detection systems designed to track cases of plagiarism in essays, final theses and employee publications in the IS MU as well as outside of the system (Theses.cz, Odevzdej.cz and Repozitar.cz) continued to undergo further development in 2014. Found similarities now include an indication of "overall similarity", which displays found similarities compared to all other documents. The cumulative similarity percentage may also be displayed for a selected smaller set of similar found documents. The results PDF protocol was also adjusted to accommodate these changes.

Information System in numbers in 2014:

- » Number of users: 62,481
- » Number of visits: 864,926,696
- » Number of e-applications: 59,621
- » Maximum number of users per day: 34,255
- » Maximum number of pages in the system opened in one day: 3,859,626
- » Maximum server performance: 1,357,632 requests processed per hour
- » Total number of scripts (individual programmes) in the system: 2,506; recorded source code modifications: 7,593
- » Total number of publication entries: 878,822 (182,071 listed in the Information Register of R&D Results)
- » Help section: 1,339 questions in 137 sections
- » As of 31 December 2014, the IS MU data pool held ca. 84 million files amounting to a total of 15.3 TB.

11.4

Masaryk University libraries

Masaryk University Libraries continued to provide traditional library services relying on printed materials while also developing new online services associated with the growing range of electronic information sources. Additional developments included the construction of several modern library facilities. **Two new faculty libraries** were completed in 2014: the library of the Faculty of Informatics and the central library of the Faculty of Education. The renovation of the central library of the Faculty of Law and the construction of a new storage space for the Faculty of Arts library continued throughout the year. The Faculty of Education library is the first MU facility to deploy a new technology which uses radio-frequency RFID chips to identify, protect and manage the library collection.

The two-year implementation phase of a RDIOP project designed to upgrade electronic information resources for the benefit of researchers was successfully completed in late 2014. The **MEDINFO** project, coordinated by MU, as well as seven other partner projects with MU participation, successfully met their objectives and moved into a five-year sustainability phase. Thanks to these projects, Masaryk University obtained **subscriptions to electronic information resources in the field of medicine, health and natural and computer sciences** in a volume of 134 million CZK for the 2013–2017 period. In addition to classic electronic information sources such as e-journals, e-books and databases, MU users may now also access innovative sources including the **Journal of Visualized Experiments**, a peer-reviewed video-journal offering thousands of videos of scientific experiments. Besides the final phase of RDIOP projects, a range of MEYS Information-based Research projects, focusing mainly on the humanities and social sciences, were also successfully implemented. Access to all electronic information sources at MU is provided by **discovery.muni.cz**, a central search and guiding service which also incorporated the MU thesis archive in 2014.

The coordination of libraries and their infrastructure is ensured by the **Library Information Centre of the Institute of Computer Science**. The development of MU library network services has been supported by a major amendment to the MU Library Regulations which reflected changes in the university environment and organization of studies. In addition to establishing new types of internal users entitled to free use of MU libraries (emeritus professors, international students and employees on MU placements), the updated regulations have also adjusted access to library services for students transitioning between successive modes of study. A total of 647,000 individual loans were made by 48,000 registered users in 2014. Libraries continued their involvement in educational activities and in improving the information literacy of its users, organizing both regular lectures and training sessions as well as developing e-learning courses. The annual **Masaryk University Staff Training (MUST) Week**, an international event targeting administrative workers from partner institutions, was organized by the Masaryk University Campus Library for 15 participants from 9 countries.

11.5

Masaryk University Archives

The MU Archives constitute an accredited specialized archive within the public archive network of the Czech Republic. The archive's 2014 acquisition activities were extensive and successful. The most valuable additions to the archive include historical documentation removed from a foundation stone discovered during the renovation of the Faculty of Law in June 2014. The documentation includes the **foundation stone of the Faculty of Law parchment document**, signed by President T. Garrigue Masaryk, and an additional document which testifies to the dedication of eleven other keystones, contributed by Moravian and Silesian municipalities which were home to prominent scientific and cultural figures. Period coins and newspaper reports of festivities associated with the laying of the foundation stone were also included. All documents were professionally restored in the Moravian Archives. After prolonged efforts, the MU Archives managed to obtain custody of the original university visitor's book. The archive also acquired the extensive **personal collection** of Ivan Dorovský and Vladimír Spousta as well as the valuable personal collection of paediatrician Otakar Teyschl. Significantly expanded existing collections include the personal collections of e.g. A. Novák, D. Jeřábek, J. Šebánek and V. Vašků.

In 2014, the university carried out 29 discarding proceedings, which consequently provided the MU Archives with approximately 103 metres of new archival documentation. Thanks to discarding proceedings, new material was also provided by the Czech Rectors Conference, the only nationwide entity whose collection has been entirely entrusted to the MU Archives. The extent of official university documentation transferred to the archive in 2014 on the basis of discarding proceedings was significantly influenced by an extensive collection of theses provided by the Faculty of Education. By the end of 2014, the MU Archives administered a total of 226 funds and collections, i.e. 2,134 meters of materials.

Activities focusing on facilitating access to archived materials were quite extensive in 2014. Virtually all additions to the archive collection (23 meters) were sorted and processed. The personal collections of J. Sedláček, D. Jeřábek, L. Doležel A. Novák and M. Polster were finalized. Thanks to the processing of 87.2 % of recently obtained collections, the MU Archives rank among the best-accessible archives in the Czech Republic (43.3 % of its archival materials have been inventoried). A total of **74 researchers** visited the archives in 2014, including 6 international researchers. Archive collections contributed to the Prague collection entitled "Bitter Memories of November 17, 1939", which included extensive diary entries written by former Faculty of Law student Rudolf Maška, who died in the Battle of Britain. Additional published materials included correspondence between the poet Jakub Deml and František Chudoba, professor of English studies at MU.

11.6

Provision of information pursuant to Act No. 106/1999 Coll. on Free Access to Information

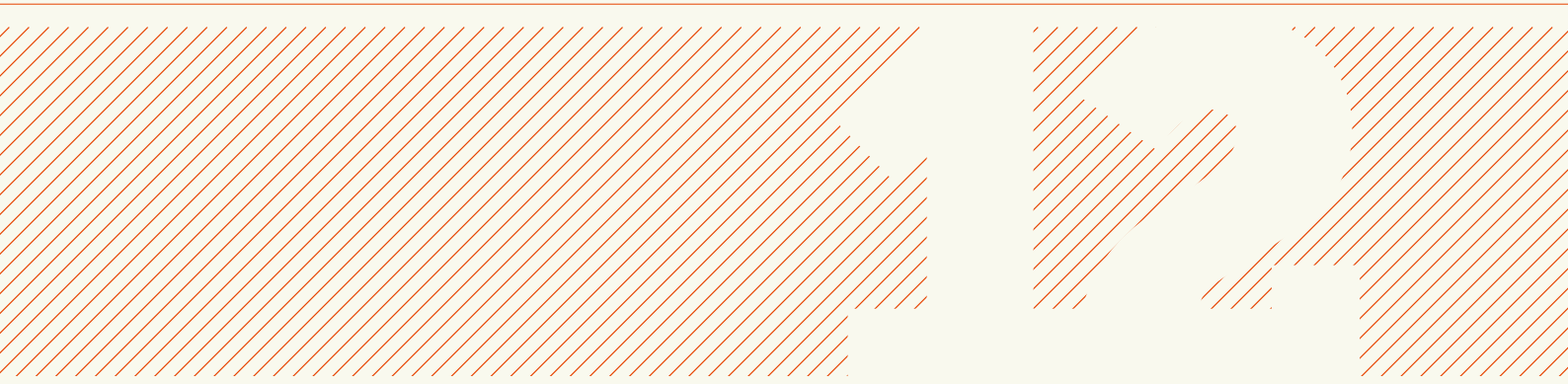
Due to the character of Masaryk University as a public higher education institution, the provision of information is one of its most important (and in some areas most frequent) functions.

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. Requests processed in this manner include e.g. 780 requests for information sent to the default MU e-mail address info@muni.cz and an additional 4,500 requests sent to prihlaska@muni.cz, an address dedicated to communication with applicants for studies.

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 13 written requests concerning the provision of information were filed in 2014. All requests were processed within the statutory period.

No court motions or proceedings associated with potential failure to provide information by MU in accordance with the Act were recorded in 2014. Likewise, neither MU nor any of its employees were subject to any sanctions for potential violations of the Act.



MU faculties and university institutes in 2014



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. The accreditation of the Public Administration field of study of the Public Administration Master's degree programme was extended until 2022.

Although demand for studies in individual degree programmes registered a slight decrease, the large number of applicants continued to provide a wide selection of suitable candidates.

Compared to 2013, the number of students registered a slight decrease, specifically by 22.1 % in Bachelor's degree programmes, by 2.8 % in full-time Master's degree programmes and by 2.1 % in Master's degree programmes. A total of **480 graduates** – i.e. a figure similar to numbers recorded in the preceding period – successfully completed Law, the faculty's core field of study implemented within the Law and Legal Science Master's degree programme. A total of **285 and 82 graduates** successfully completed their Bachelor's studies and Master's studies of Public Administration, respectively. The faculty is involved in two interfaculty programmes: Finance and Law (with FEA MU) and Public Administration Informatics (with FI MU). Furthermore, the faculty also offers a total of 10 scholarship programmes.

The faculty also continued to develop instruction in all accredited fields of study within the Theoretical Legal Sciences doctoral degree programme. A combined total of **29 doctoral students** from all fields of study successfully completed their studies in 2014. Interest in doctoral studies increased (by 22 candidates) and a total of 49 students enrolled in the new academic year.

A total of **50 international experts** visited the faculty in 2014, some engaging in lectures or in the teaching of selective courses. The faculty successfully increased the number of Erasmus+ contracts, offering 123 internships at 78 universities in 25 countries.

Joint ventures focusing on publication activities and academic employee mobility included ongoing international collaborations with the John Marshall Law School (Chicago, USA) and the University of Białystok (Poland). Collaborations with Turkish universities (Istanbul, Cag, Haifa) and other law faculties both in and outside of Europe, including e.g. University of Derby (UK), Tsinghua University (China) and GIPA (Georgia), intensified. Based on long-term cooperation with Austrian and American partners, the faculty was able to host the **3rd annual international summer school of law dedicated to legal skills**.



Science and research

In 2014, the faculty continued to pursue research projects from various providers, including several prestigious FP7 grants. New projects were added to the existing and newly launched Czech Science Foundation project lineup, of which three are also being supported by the CSF.

Throughout the year, new works were added to the faculty's open access **Scientific Web Portal**. This constantly expanding portal constitutes a central source of R&D information. In the past year, science and research carried out at the faculty was extremely highly regarded in comparison with other law faculties in the Czech Republic.

The central faculty library underwent a major renovation designed to turn the facility into a scientific information centre of Central European significance.

The faculty also continued to organize a number of **international conferences** including the traditional Days of Law, the COFOLA conference for young lawyers and the interdisciplinary Cyberspace conference.

Faculty development and collaboration with professional and regional partners

In 2014, the faculty implemented a significant number of development projects focusing on relations with the application sector. ECOP projects included Law into Practise, Practise into Law – Partnership for a Closer Collaboration between Research and Business, Research, Practice and Teaching of Law and Protection, Transfer and Application of R&D Results at National and International Level. Many collaborative projects were also implemented in collaboration with various partner institutions.

In the 2013/2014 academic year, the faculty along with the Jan Hus Educational Foundation and FSS MU announced the seventh annual competition IUS et SOCIETAS. Faculty activities in support of student research also included the 16th annual Secondary School Scientific Activity competition, organized in collaboration with top judicial bodies.



12.2

Faculty of Medicine

Studies and degree programme development

On 27 February, the MEYS Accreditation Committee approved the re-accreditation of the General Medicine undergraduate field of study as well as launching a new postgraduate field, i.e. Hematology (unique in the Czech Republic).

The faculty almost completed the OPTIMED project in 2014. In 2015, it will thus continue to optimize vertical teaching units and learning outcomes in all courses in order to prepare a new and innovative General Medicine syllabus for the future.

Two groups of the P-pool project, i.e. talented first-year students of General Medicine, were enrolled at the faculty in the 2014/2015 academic year. These groups are working in extended learning modules, which also include a range of scientifically oriented activities.

Thanks to the efforts of faculty management, the number of doctoral students prematurely terminating their studies has been reduced by approximately 20 %. The number of doctoral students enrolled in full-time studies has registered a relative increase (from 36.9 % in 2010 to 44 % in 2014).

In 2014, A total of 131 medical doctors from 10 fields attended the certification procedure held at MU university hospitals, i.e. 15.3 % of all new medical doctors in the Czech Republic.

Several Research, Development and Education Operational Programme projects for the 2016–2020 were being prepared throughout 2014. Additional planned undertakings included SIMU, STONE and Medicinal Herbs Centre projects.



Science and research

In 2014, the newly established Medical Research Agency of the Ministry of Health of the Czech Republic launched its operations. Faculty employees submitted a total of 40 projects in the first announced call, with 31 as principal investigator and a total requested funding amount of approximately 232 million CZK. Funding will be provided to 18 projects (i.e. a 45 % success rate).

The faculty welcomed cooperation with St. Anne's Faculty Hospital in Brno on the ICRC project, especially thanks to its clearly defined rules. Negotiations resulted in a consensus between the two parties regarding the organizational structure of ICRC, which facilitates effective collaboration between the Faculty of Medicine (and thus all of MU) and ICRC.

Faculty development and collaboration with professional and regional partners

Cooperation with the application sector is a natural component of the faculty educational process, especially with respect to the organization of internships. The faculty thus signed a strategic cooperation agreement with the Jihlava Hospital as well as a similar agreement with the Boskovice Hospital. These agreements are the outcome of the management's intention to expand faculty ties to several hospitals offering clinical internships for FMed students. This collaboration will likely lead to the development of cooperation at the level of postgraduate studies.

The Faculty of Medicine has long supported all aspects of internationalization, including numerous popular Erasmus internships and significant emphasis placed on teaching the increasing number of international students. Additional activities are designed to recruit students from new destinations (most recently Tokyo). Likewise, a great deal of emphasis is placed on cooperation with foreign institutions in all scientific research project types.



12.3

Faculty of Science

Studies and degree programme development

As of 31 October 2014, a total of 4,014 students were enrolled at the Faculty of Science. Although demand for studies experienced a slight decrease due to the population curve, the number of students also decreased due to the amendment of limits imposed on the number of admitted Bachelor's and Master's studies students. Biology and Biochemistry remained among the most popular fields of study. A total of 5,254 entrance applications were submitted in 2014, 2,765 applicants were admitted and 1,531 subsequently enrolled, including 141 new doctoral students.

The faculty also managed to obtain accreditation in English for all nine of its doctoral degree programmes as well as for two Master's degree programmes and one Bachelor's degree programme. The faculty also provides interfaculty study opportunities in collaboration with the Faculty of Education, Faculty of Arts, Faculty of Informatics and Faculty of Sports Studies.

Science and research

In 2014, science and research funding drawn by the Faculty of Science included institutional and targeted resources (484,188,000 CZK) including 23,750,000 CZK in investment funding, i.e. funding outside of Operational Programmes. Structural Funds (RDIOP and ECOP) provided 256,564,000 CZK, of which a sum of 96,016,000 CZK was used as investment funding. In 2014, two RDIOP projects were completed at the faculty: CEPLANT (priority axis 2, completed as of 31 December 2014) and CESEB (priority axis 4, completed as of 30 June 2014). On 1 January 2014, the faculty began to tackle the RDIOP BioTechMed project (subprogramme 3.1., Commercialization of Results) in collaboration with the Faculty of Medicine. The sustainability of the RDIOP CETOCOEN project (Priority axis 2), which ended on 31 December 2013 was financed throughout 2014 by the National Sustainability Programme; obtaining the funding may be considered a great success of the CETOCOEN project research team. In 2014, the faculty was also successful in attracting institutional and targeted science and research funding. Two projects promoting excellence in primary research funded by the Grant Agency of the Czech Republic were investigated; in addition, the faculty functioned as principal or co-principal investigator in three large research, development and innovation infrastructure projects. A total of eight Seventh



Framework Programme projects and a number of additional international projects were also investigated in 2014. Furthermore, the faculty participated in the **Postdoc I and Postdoc II university-wide projects** dedicated to the recruitment of talented young scientists from the Czech Republic and from abroad. While faculty research teams are active at individual departments, their activities are facilitated by the decentralized organizational structure and budgetary autonomy of individual units. A sum of 52 million CZK was dedicated to financing specific research projects – research carried out by students – in 2014.

Faculty development and collaboration with professional, regional and international partners

The Department of Experimental Biology and Department of Botany and Zoology were moved into newly constructed buildings at the University Campus Bohunice in 2014; the spring semester of the 2013/2014 academic year was thus launched on new premises. The faculty plays a key role in a project entitled Popularization of Science and Research in the Natural Sciences and Mathematics to Realize the Potential of MU. As part of the project, the faculty implemented a number of interesting outreach events. **The Award of the Chairman of the Czech Science Foundation for Best Primary Research Project Investigators** for 2014 was presented to Assoc. Prof. Mgr. Vítězslav Bryja, Ph.D. of the Department of Experimental Biology for his research into cell communication.



12.4 Faculty of Arts

Studies and degree programme development

In 2014, the faculty did not seek to increase the number of fields of study, but focused primarily on the development of the Master's and doctoral studies. Students were encouraged to engage in scientific work, e.g. in the form of scholarship programmes designed to support publication activity, research stays abroad and participation in domestic and international conferences. The faculty is currently implementing two co-tutorships. Seven international doctoral seminars were held in 2014, with four doctoral students involved in various international networks.

A total of 17 further educational programmes were accredited, thus reflecting the needs of those interested in lifelong learning. Interfaculty studies were developed primarily in collaboration with FE and FSS.

A total of 1,489 foreigners were enrolled at the faculty in 2014, including 1,271 Slovak citizens and 218 citizens of other countries. The number of outgoing students increased from 837 to 970 while the number of outgoing students rose slightly from 348 to 353. The number of incoming increased significantly from 325 to 657.

The faculty also established numerous international partnerships. Apart from cooperation agreements based on inter-university contracts, e.g. with Yale University (USA) and Tianjin Normal University (China), interfaculty contracts were signed with the following institutions: School of Liberal Arts and Social Sciences & School of Foreign Languages and Cultures of Soochow University (Taiwan); College of Intercultural Communication, Rikkyo University (Japan); Universidad Autónoma de Querétaro (Mexico); Kazan Federal University (Russia); University of Petrozavodsk (Russia); Ludwig-Maximilians-Universität (Germany). A memorandum on cooperation between the Faculty of Arts and the University of Social Sciences and Humanities, Vietnam National University (Vietnam) was also signed.



Science and research

Several notable successes in grant competitions were achieved in 2014. The biggest success story was that of a project entitled Demonstrating the Functions of Awe in Religious Systems: Empirical and Computational Approaches, which represents a unique collaboration between the LEVYNA Laboratory for Experimental Research of Religion of the Department for the Study of Religions and the **Max Planck Institute for the Science of Human History**, and excellent European research organization. The institute focuses on solving and testing so-called major issues associated with the evolution of cultures and religions by developing large databases dedicated to the history and evolution of cultures around the world using the most advanced statistical tools currently available.

The Czech Science Foundation and its Austrian counterpart jointly funded the international project Boundaries: Contact Zone or No-man's Land? The Morava River and Podyji Region from the Early to High Middle Ages, investigated by the Department of Archaeology and Museology in collaboration with a team of specialists from Austria and the Czech Republic. The project constitutes the only supported humanities-oriented undertaking in its category. The research team focused on issues associated with the emergence of a common border in the Early Middle Ages.

Faculty development and collaboration with professional and regional partners

The key development project undertaken by the Faculty of Arts in recent years is **CARLA**, the Centre for the Advancement of Research in the Liberal Arts. The reconstruction of buildings A, B1 and B2 was finalized by the end of 2014 and the spring semester was launched on the new premises, albeit in test mode.

In addition to **Science Week**, the faculty was part of the first annual **Teaching Week**, where students and academics offered a series of training workshops and discussion meetings with experts from various fields.

The faculty introduced a new scholarship programme dedicated to supporting student associations as well as their cultural and artistic activities, to be annually subsidized with a sum of 400,000 CZK.

Thanks to ECOP and NAKI support, archaeology students created the collectible **card game IMPACT**, which may be used for educational and popular science purposes.



12.5 Faculty of Education

Studies and degree programme development

The overall student population stood at 5,759 in 2014 (31 October): 3,567 students were enrolled in Bachelor's, 545 in long-cycle Master's, 1,484 in Master's degree programmes and 163 in doctoral degree programmes. Twelve students were enrolled in degree programmes taught in foreign languages. The faculty implemented a total of 78 fields of study. A total of 9,970 entrance applications were submitted in the 2014/2015 academic year. Interfaculty studies included selected field of study combinations implemented in collaboration with FEA, FA, FSpS and FSci. The faculty welcomed 58 incoming international students who took part in short-term exchange programmes. The number outgoing students who completed an international study or work placement in 2014 stood at 121.

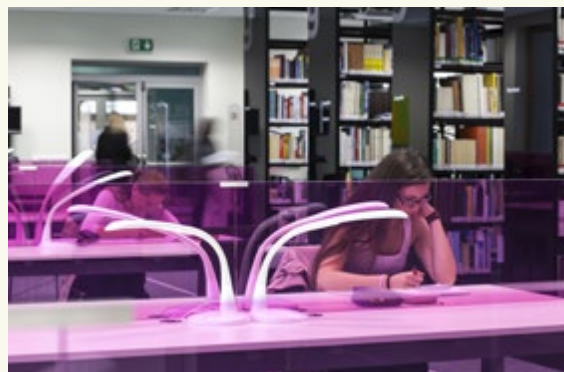
The **Special Education** Master's field of study was accredited for teaching in English. Furthermore, accreditation was extended for the following doctoral degree programmes and fields of study: Pedagogy (Pedagogy) and Specialization in Pedagogy (Didactics of Foreign Language).

Funding for various scholarship programmes implemented by the Faculty of Education was significantly increased in 2014, especially with respect to scholarship programmes designed to support talented doctoral students, promote the presentation of creative activity results and support study placements abroad.

Science and research

The investigation of eight Czech Science Foundation research projects continued throughout 2014, as did work on 22 projects funded by the Masaryk University Development Fund and four development projects financed by MEYS. Ten ECOP projects were also investigated. In addition, the faculty participated in the investigation of the following ECOP projects: Employment of Newly Graduated Doctors of Science for Scientific Excellence and Employment of Best Young Scientists for International Cooperation Empowerment. A total of 11 specific research projects received support from the MU Rector's Programme. The faculty participated in projects announced by the Ministry of Culture. Faculty employees were involved in international cooperation dedicated to investigating FP7 projects such as Erasmus +, Mobility 7AMB, AKTION, etc.

Three habilitation procedures were successfully completed in 2014, including one external applicant.



Accreditation requests seeking the continued implementation of habilitation and professorship appointment procedures in the field of Pedagogy and Special Education were prepared.

Prof. PhDr. Rudolf Šrámek, PhD., was presented with a City of Brno Award for his contribution in the field of onomastics. Assoc. Prof. Mgr. Světlana Hanušová, Ph.D., and Mgr. Naděžda Vojtková received the British Council ELTon Award. Mgr. Jan Budňák, Ph.D., was presented with the Rector's Award for Outstanding Teachers.

Faculty development and collaboration with professional and regional partners

The CVIDOS infrastructure, which integrates all information resources available at the Faculty of Education (library, computer room, ICT), was opened in 2014. The facility provides prospective graduates and academic workers with the best possible conditions for their scientific education. The CVIDOS infrastructure also includes facilities for five research institutes, all of which are now in full operation. The Russian Centre – which opened in July – is dedicated to providing support to teachers and students of Russian while also supporting cultural, educational and social events.

Key events taking place at the faculty in 2014 included the sixth annual Brno Conference on Linguistics Studies in English and a meeting of the international CALMAZ group, which brings together academics involved in physical education and geography from various European countries. The faculty also participated in the MjUNI child university project, funded by the Education for Competitiveness Operational Programme (Popularization of Science project).

New collaborative activities were established with two faculty schools in addition to the 63 existing collaborations. International relations focused primarily on projects such as Erasmus+, Erasmus Mundus, AKTION, etc. as well as on international mobility based on bilateral agreements between the faculty and foreign universities, MEYS quotas and individual contacts.



12.6

Faculty of Economics and Administration

Studies and degree programme development

The Faculty of Economics and Administration is continuously working on improving and upgrading all fields of study. In 2014, the faculty successfully applied for re-accreditation of the Economic Policy and Administration programme (Public Economy and Administration field of study, Bachelor's and Master's full-time and combined studies) and the System Engineering and Informatics programme (Business Informatics, Bachelor's full-time studies), and launched the newly accredited System Engineering and Informatics programme (Business Informatics, Master's full-time studies). The full range of accredited programmes provides faculty students with a truly diverse array of study options.

For several years in a row, the gradually declining demographic curve has been affecting the number of entrance applications submitted for studies at FEA. This annual decline was thus reflected in the admission procedure for the 2014/2015 academic year: a total of 6,745 entrance applications were submitted, i.e. 1,960 fewer than in 2013. A total of 1,301 students enrolled in their first year and the faculty student body thus included 3,453 studies as of 2014.

At the international level, FEA continued to participate in long-term cooperation with many partners. In the 2014/2015 academic year, the faculty also worked with Université Rennes 1 (France), University of Piemonte Orientale (Italy) and the University of Tampere (Finland) to successfully launch the **Master in Public Economics and Public Finance double degree programme**.

Science and research

The Faculty of Economics and Administration continued to expand its scientific activities throughout the year. At the international level, it contributed to solving the prestigious FP7 grant **ITSSOIN - Social Innovation and Civic Engagement**, coordinated by Ruprecht-Karls-Universität in Heidelberg. The MU Grant Agency supported 16 specific research grant projects in the student projects category and one interfaculty Research Support Programme grant project. A further seven projects successfully applied for funding under the dean's scientific team support programme.

Scientific potential is being developed at the institutional as well as rather more personal level. Individual achievements include e.g. Prof. Ing. Osvald Vašíček,



PhD., who was presented with the Czech Economic Society's **Award for Long-term Contribution to the Development of Czech Economic Doctrine**.

The faculty once again successfully increased the amount of institutional support funding allocated for research in 2014. Funding for four research and development projects was obtained from the Grant Agency of the Czech Republic and one research project was supported by the NAKI framework of the Ministry of Culture. Applied research projects included two projects investigated in collaboration with the Technology Agency of the CR: Optimization and Improvement of Competitive Tendering in the Passenger Railway Transport in the Czech Republic according to EU Directives (OMEGA programme) and Evaluation of the Efficiency of Municipal Expenditures and Private Entities in the Field of Waste Management in Relation to the Amount of Fees and Equipment Costs (BETA programme).

Faculty development and collaboration with professional, regional and international partners

In 2014, the Faculty of Economics and Administration completed the investigation of several major development projects supported by EU Structural Funds, most of which were dedicated to promoting cooperation with the application sector and developing traineeships and internships. Thanks to such projects, the faculty was able to offer e.g. **excursions to international companies and public administration organizations** and developed a system of electronic support studies which allows teachers to record lectures for on-line and off-line viewing. Access to Bloomberg software for financial analysts provided FEA with a welcome boost with respect to studies and research work in the field of finance.

The faculty also reached an important international milestone thanks to its research team which became the principal investigator of a Visegrad Fund project entitled **25 Years of Public Administration Reform in V4 Countries and Future Outlook**.



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 in 2014 stood at 2,154. The number of students from Slovakia is stable and constitutes approximately 46 % of the student body. The number of students enrolled in Bachelor's and Master's degree programmes varied in accordance with the number of funded students. The Bachelor's programme succeeded in increasing the quality of accepted applicants, with the percentile of admitted students (according to LPT) increasing to 74 from 52 to 64 in preceding years. The ratio of Bachelor's degree programme graduates from other universities enrolling in Master's fields of study at FI stand at approximately 38 %. No changes in degree programme accreditation took place in 2014. The field of study structure remains stable. Prospective Bachelor's degree students were presented with a choice of 12 fields of study (including three interfaculty fields) in three degree programmes. Potential Master's degree students were offered a total of 14 fields of study (including one interfaculty and two English-language fields), likewise in three degree programmes. The doctoral studies offer included two fields of study in one degree programme. In 2014, the faculty placed a great deal of emphasis on stabilizing the overall situation following changes to the common basis of Bachelor's (2012) and Master's (2013) field of study curricula. Educational innovation took place mainly at course level: in addition to the continuous innovation of content and teaching methods in the case of existing courses, a range of new ones were introduced, primarily in current interest areas such as artificial intelligence, ICT security, machine learning, game development and databases. An **extraordinary motivational scholarships** (7,000 CZK) for applicants with excellent secondary school performance was announced for the first time in 2014. The scholarship, contingent on regular studies in the first semester, was awarded to 61 students. All recipients successfully enrolled in a second semester.

Science and research

The Natural Language Processing Laboratory (K. Pala, A. Horák, P. Rychlý, J. Rygl) was presented with the Award of the Minister of Interior for their outstanding achievements in the field of security research. Petr Krantorád and Petr Palas were awarded gold medal of MU, Prof. Zezula received an Award for long-term excellence in research. Doctoral student Filip Nálepá won the Swedish Innovation Award in the Virtual Simulation – Augmented Reality category. Under the auspices of the European Association for Theoretical



Computer Science (EATCS), the Faculty of Informatics organized an **international summer school dedicated to logic, automata theory and game theory**. The event included tutorials and lectures by 13 top experts from Europe and America, who spoke to an audience of approximately one hundred students from 19 countries across Europe, Asia and America. Furthermore, the Faculty of Informatics also organized an international conference entitled **Text, Speech and Dialogue (TSD)** and the international **MEMICS doctoral workshop**. The proceedings of both conferences were published in the LNCS series by Springer Publishing.

Faculty development and collaboration with professional and regional partners

Throughout 2014, the Faculty of Informatics was working with fully overhauled **Association of Industrial Partners (AIP)** contracts, designed to better address all essential aspects of mutual cooperation. In 2014, three companies were transferred to a higher category of cooperation and new partnerships were concluded with three additional companies. By the end of the year, the AIP included 26 companies:

- » 4 companies in the Strategic Partner category,
- » 10 companies in the Partner category,
- » 12 companies in the SME Partner category.

The Association of Industrial Partners Day drew the largest number of participants since its establishment. The number of FI theses successfully defended in cooperation with AIP companies increased to 104. The second **study semester for Indian students** (14 people) was organized as part of a time-proven cooperation scheme with the Indian Defence Research and Development Organization. The expansion of the number of bilingual Master's fields of study available at the faculty also continued and seven new subjects in English were introduced. A total of 75 FI students took advantage of standard mobility opportunities (primarily Erasmus, some individual agreements), while 25 international students chose to spend a study period in Brno. In 2014, the faculty celebrated the 20th anniversary of its founding. The celebrations culminated in the autumn with the opening ceremony of the new CER-IT science and technology park. The park hosts a number of successful companies; as of March 2015, 14 companies have rented 52 % of all available spaces at the facility. Five companies based at the science and technology park are simultaneously members of the FI Association of Industrial Partners. The Faculty of Informatics as one of the four faculties involved in the first year of the children's university project which aims to introduce the academic world and the world of science to children aged 9–14 and motivate them to further develop their knowledge and skills.



12.8

Faculty of Social Studies

Studies and degree programme development

In 2014, the FSS registered a total of 3,626 studies in all Bachelor's, Master's and doctoral fields of study. The faculty maintains a highly selective approach, especially by reducing the number of students admitted to Bachelor's studies (by 7 % in comparison with 2013). The same is true of the Master's programme, where a substantial number of applicants hail from other universities.

The faculty offers seven Master's fields of study taught fully in English, three of which are implemented in cooperation with international institutions. Moreover, all doctoral degree programmes at the faculty are likewise accredited in English. 81 Master's students and 12 doctoral students were enrolled in English programmes, suggesting a growing demand for such studies.

International mobility constitutes a second trending area. A total of 284 outgoing students participated in placements abroad, of which 207 were carried out thanks to the Erasmus+ programme. The number of incoming students also increased significantly to a total of 221 in 2014. An additional undertaking designed to improve teaching quality at FSS is the Fulbright Distinguished Chair, hosted by MU as the only university in the Czech Republic.

Science and research

In a nationwide comparison of social science faculties, the Faculty of Social Studies has achieved significant successes with respect to participation in research projects. In 2014, the FSS investigated a total of 24 CSF projects, one project funded by the Ministry of Culture, one project announced by the Ministry of Interior, one COST project and four interdisciplinary projects financed by the MU Research Support Programme. Furthermore, the FSS participated in four FP7 projects funded by the European Commission: NEUJOBS; FLOWS; CITYSPYCE; bEUcitizen. FSS is a holder of the prestigious International Outgoing Fellowship grant and a participant in the EU Kids Online project. FSS also successfully entered the European Commission's Horizon 2020 framework as a project participant in NEGOTIATE and CATCH-EyoU.

A number of **conferences were held at the FSS**, including e.g. the International Conference on Central & Eastern European Game Studies, Cyberspace 2014 and Conflict in Identities, Identities in Conflict. Similar



events were also hosted by the International Institute of Political Science, which organized a Czech–German Day with a three-panel conference as well as an international conference entitled Financing Political Life.

Faculty development and collaboration with professional and regional partners

FSS educational activities with significant public outreach were developed further throughout 2014. In cooperation with the International Institute of Political Science, US Embassy in Prague and the ČEZ Group, the Department of International Relations and European Studies organized the third annual **energy security summer school** dedicated to the Energy Policy of the EU and its Position in the Global Energy Environment.

A range of additional activities were conducted as part of ECOP projects. The Department of Social Policy and Social Work implemented a summer school entitled EUSOC–New while the Department of Political Science organized a summer school dedicated to the Effects of Election Campaigns, the Department of International Relations and European Studies launched a school focusing on Nation Branding – Communication in International Relations and Politics and the Department of Sociology organized two such undertakings: Memory, Culture, Identity 2014 and Cultural Aspects in Migration, Urbanity and Gender. Furthermore, the Department of Media Studies and Journalism organized an innovative summer school entitled Audiovision: Specifics and Trends and the Green Enterprise Summer School was held at the Department of Environmental Studies. The FSS continued to publish the TESTFÓRUM on-line peer-reviewed journal and launched a new accompanying psychodiagnostic calculator module. The faculty also launched the MU Centre for the Development of Gifted Children in the South Moravian Region.

Students were invited to take part in projects in collaboration with potential future employers, including institutions in fields such as security, media, non-profit organizations, municipal unions/authorities and private companies. Many students took advantage of the opportunity to participate in short or long-term internships and training programmes abroad, often with the support of the faculty scholarship fund.



12.9

Faculty of Sports Studies

Studies and degree programme development

A total of 1,365 students in 11 fields of study were enrolled at the Faculty of Sports Studies in 2014; 404 graduates successfully completed their studies. The Faculty offers students six scholarship and bursary programmes including e.g. bursaries (to cover study-related expenses), creative scholarships, scholarships for excellence in studies and scholarships awarded for excellence in sports representation. The faculty registered 2,637 Bachelor's and 675 Master's studies applications. The number of newly enrolled students stood at 345 and 213, respectively. Only 13 %, i.e. one in eight Bachelor's studies applicants, are actually enrolled, while the ratio stands at one in three in the case of Master's studies applicants. Criteria for admission procedure evaluation, assignment of field-specific tests and descriptive statistics are available online at <http://www.fsp.s.muni.cz/uchazeci/bc-nmgr/>. The **Applied Kinesiology** Master's field of study was accredited as a full-time field in 2014, primarily for graduates of the Regeneration and Nutrition in Sport Bachelor's field of study. This field was also accredited in English and implemented as a Mobility Window joint degree programme in **collaboration with the University of Primorska**, Faculty of Mathematics, Natural Sciences and Information Technologies.

Science and research

In 2014, the COMPOSITE project – funded by an FP7 scheme for a period of four years – was successfully completed. The project was coordinated by Dr. Gabriele Jacobs of the Erasmus University in Rotterdam and FSpS was included as one of 15 partners from ten European countries. The project focused on a broad range of processes and changes occurring in police forces throughout Europe. The faculty likewise managed to successfully complete six ECOP projects. A project entitled Establishment of a Research Team Led by a Reintegrated Czech Scientist for the Purpose of Identification of Movement Activity Level by Chosen Age Groups of Men and Women in the Czech Republic was based on measurements obtained by the research team and resulted in a number of publications on the issue. The Innovation and Modernization of FSpS Fields of Study project contributed to the improvement and modernization of education and provided a framework for the participation of foreign lecturers. A project entitled Research and Pedagogical Competency Development by Means of Cooperation in Kinanthropology Research led to improved collaboration with other educational institutions and research centres in the Czech Republic and



abroad while also facilitating the production of 24 monographs. The Specialized Institutions Fighting Metabolic Syndrome project also achieved its objective, which was presented at a final conference in September 2014. The faculty acquired two postdoctoral employees in the field of biomechanics and physical activity diagnostics thanks to the ECOP project entitled Employment of Best Young Scientists for International Cooperation Empowerment. In addition, the FSpS also addressed 14 specific research projects. In autumn 2014, the faculty likewise organized the **Economics and Management scientific conference**.

Faculty development and collaboration with professional and regional partners

In 2014, the faculty welcomed Willy Pieter, an expert on improving research results in the doctoral studies of Kinanthropology. An additional 18 foreign experts from more than 10 countries also participated in placements at FSpS. Successful joint activities included collaborative projects carried out together with the **Technology Transfer Office and the South Moravian Innovation Centre**. A roundtable discussion entitled The Scientific View of Shoe Development was dedicated to continuing the successful cooperation previously established between the team of Assoc. Prof. Martin Zvonař and the **BOTY J Hanák R, s.r.o. footwear company**. Additional events included InfoDay where individual FSpS departments presented offers to potential commercial partners. The establishing meeting of the **Czech Association of Sports Economists and Managers**, composed of representatives of universities providing education in sports management in the Czech Republic, took place in February. Throughout 2014, the FSpS continued to actively develop relations with external partners in the Czech Republic as well as with various academic partners abroad. The offer of courses taught fully in English was expanded by 11 new courses divided into several thematic groups. FSpS negotiations with Coventry University led to the conclusion of an inter-institutional agreement with a very prestigious partner. The faculty also launched **cooperation with the University of Zagreb** and helped organize the 7th International Scientific Conference on Kinesiology which took place from 22 to 25 May in Opatija. In 2014, 51 outgoing FSpS students completed at least one semester of studies abroad while 29 foreign students participated in international programmes implemented by the faculty. During the year, one incoming and seven outgoing teacher took advantage of the Erasmus+ programme. In 2014, the FSpS assessed its potential with respect to participation in Erasmus+ projects.



12.10

Central European Institute of Technology

CEITEC MU, part of the CEITEC scientific centre of excellence, has been an independent Masaryk University institute for four years. During this period of time, the centre has made significant headway with respect to its mission to provide optimal conditions for primary as well as applied research in the life sciences, advanced materials and technologies. While the preceding period was characterized by efforts designed to assemble high-quality research teams and equip them with modern infrastructure, in 2014 a great deal of attention was devoted to combining disciplines in order to address interdisciplinary and intersectoral projects.

This objective was strongly supported by the completion of two new buildings (A35 and A26) at the University Campus Bohunice, which now houses most research teams, including the above mentioned infrastructure. Two additional shared laboratories were also opened, so that currently all eight shared CEITEC laboratories are in operation, though four of them only in part. A second major goal was the streamlining of institutional functionality so as to achieve long-term sustainability even after the termination of RDIOP project funding. All CEITEC project partners were subject to a **second scientific evaluation** in 2014, the conclusions of which will constitute an important indicator in the stabilization and further development of the scientific potential of CEITEC MU.

2014 in numbers

The production of prestigious publications is a key indicator of scientific excellence. In 2014, **273 articles were published in journals with IF**, including 230 (85 %) in journals above the field median 149 (55 %) in the first quartile (according to the Web of Science™, Thomson Reuters). In comparison with previous years, all parameters were improved. This positive trend is motivated by a so-called bonus assessment scheme and is thus expected to develop further, with CEITEC MU authors expected to appear in the first pontile or even decile of the relevant field-specific journals.

Important indicators of research level include the ability to acquire prestigious research grants and especially such grants where applicants are required to succeed in independent international competitions. In 2014, CEITEC **investigated one ERC grant** (Dr. Plevka) and another three were submitted, of which a project headed by Assoc. Prof. Štefl was selected for funding. The prestigious **ERA Chairs pilot grant** also constitutes a major success; thanks to this grant, CEITEC MU was able to invite renowned Irish scientist



Dr. Marry O'Connell, whose main aim is to develop a positive scientific culture at MU using best practices from prestigious research institutions. CEITEC MU was also very successful in obtaining Marie Skłodowska-Curie Actions grants, i.e. both MSCA-COFUND (SoMoPro) grants, of which 12 were investigated, and individual MSCA grants, of which 8 were investigated. CEITEC is also the recipient of four highly prestigious EMBO Installation Grants. A total of 52 project proposals for international grant schemes with funding requirements totalling 16.8 million EUR and 100 project proposals for national schemes with funding requirements amounting to 19.4 million EUR were submitted in 2014.

A great number of scientific events were organized and a variety of new activities was launched, including the first year of the **CEITEC PhD School** in the Life Sciences programme which aims to provide existing CEITEC employees with further knowledge of complex scientific issues. A large number of educational events included **international conferences** such as the 3rd International Congress on Epilepsy, Brain and Mind, Integrated Approaches to Structural Biology, EMBO Young Scientists Forum, the Annual Conference Brno 2014: Frontiers in Life and Material Sciences, Young Scientists: Balancing Career and Family. 19 CEITEC MU scientists were awarded various national and international prizes.



12.11

Institute of Computer Science

The ICS is responsible for network, computer and storage infrastructure as well as for economic, personal, geographic and other related information systems. The ICS is not only responsible for their operation, but also for their further development, including independent research, particularly in areas related to e-infrastructure and security services. A special role is reserved for **CERIT-SC**, part of the ICS listed in the national roadmap for large research infrastructures, which cooperates with scientific research teams of various disciplines in order to facilitate effective access to powerful computing and storage infrastructure.

In 2014, the ICS employed approximately 140 experts in five divisions: computing and storage infrastructure, communication infrastructure, information systems, customer care and human resources and economics. A total of 20 hold a degree of Ph.D. or higher and two ICS employees successfully completed their habilitation procedures at FI MU within the past year. Although the ICS offers no accredited degree programme of its own, nearly 30 of its employees also work as regular teaching staff at the Faculty of Informatics and at other MU faculties. Furthermore, the ICS also coordinated two ECOP projects focusing on teaching support: Information Literacy (SITMU) and Support for Pathology Teaching Using Digital Atlases.

The ICS is responsible for the entire information infrastructure of MU except agendas operated by the IS MU (see chapter 11.1). These responsibilities include the operation of the central MU website www.muni.cz (visited by nearly two million unique users in 2014), the University Computer Centre and operational support for the centralized management of more than 2,300 employee computers at several faculties as well as computers used in faculty computer rooms. Moreover, the ICS is also responsible for the bulk of access and security monitoring systems throughout the university; in 2014, its support activities were extended to include the BACnet protocol. The Institute also administers 36,000 verified digital identities of MU students and employees and serves as an Identity Provider for over 200 different services. In 2014, the Institute of Computer Science began to coordinate a unified technological and subsequently graphical platform for university web presentation; a unified system for monitoring access to MU and faculty websites was also introduced.

The ICS also provides expert consulting for large tenders associated with IT and AV technologies. Tenders for two large SGI UV2 servers, a data storage with a capacity of over 9 PB, and a new data centre, etc.,

were thus announced in close cooperation with the ICS. The Institute also operates the **MEYS Student Register** as well as developing **MeDiMeD**, a secure storage of medical data for several hospitals in the South Moravian region.

In 2014, a collaboration with the Police of the Czech Republic led to the securing of a Czech **cyber-attacker** who used an extensive international botnet network to extract information from a wide range of industrial and other institutions.

Computer security and the effective utilization of complex architecture and powerful IT infrastructures are the two key research directions pursued by the Institute. In both areas, research is supported by numerous national and international projects such as the Center for Cyber Security, Cyber Polygon, cloud base for geo-spatial information (SDI4Apps) predicting the performance of solar power plants and long-term storage and data curation. In the past year, the ICS investigated 30 research projects, including five RDIOP projects and three international projects. The ICS coordinated a total of eight of these projects. The research is highly interdisciplinary and focuses on cyber-security, particularly in cooperation with the National Security Authority and the Police of the Czech Republic, and on close collaboration with ESFRI and similar infrastructure projects (ELIXIR, BBMRI, ICOS, EGI) as well as with a number of research teams at MU and beyond (Virtual Human Brain).



Corinthian capital by architect Ferdinand Hrach (Faculty of Social Studies lobby detail)
Photograph by: Aleš Ležatka

List of abbreviations

UNIVERSITY

AIP	Association of Industrial Partners
BMS	Building Management System
CARLA	Centre for the Advancement of Research in the Liberal Arts
CEITEC	Central European Institute of Technology
CEPLANT	R&D Centre for Low-Cost Plasma and Nanotechnology Surface Modifications
CERIT	Centre for Education, Research and Innovation in ICT
CERIT-SC	CERIT Scientific Cloud
CESEB	Centre for Experimental, Systematic and Ecological Biology
CETOCOEN	Centre for the Study of Toxic Substances
CSIRT-MU	Computer Security Incident Response Team
CVIDOS	Centre for Research Institutes and Doctoral Degree Studies
EIS	economic information system
FA	Faculty of Arts
FEA	Faculty of Economics and Administration
FEdu	Faculty of Education
FI	Faculty of Informatics
FLaw	Faculty of Law
FMed	Faculty of Medicine
FSci	Faculty of Science
FSpS	Faculty of Sports Studies
FSS	Faculty of Social Studies
GAMU	Grant Agency of Masaryk University
ICS	Institute of Computer Science
ICTPI	International Conference on Technology Policy and Innovation
LC	Language Centre
MeDiMed	Metropolitan Digital Imaging System in Medicine
MU	Masaryk University
MUCB	Management of the University Campus Bohunice
MUDF	Masaryk University Development Fund
OIS	Office for International Studies
RECETOX	Research Centre for Toxic Compounds in the Environment
RMU	Masaryk University Rector's Office
SCSSN	Support Centre for Students with Special Needs
SYLICA	Synergies of Life and Material Sciences to Create a New Future
TTO	Technology Transfer Office
UCB	University Campus Bohunice
UCT	University Centre Telč

GENERAL

ACIU	Advanced Cell Immunotherapy Unit
ACTRIS	Aerosols, Clouds, and Trace gases Research Infrastructure Network
AMVIS	American Science Information Center
ASCR	Academy of Sciences of the Czech Republic
BACnet	Building Automation and Control Network
BBMRI	Biobanking and Biomolecular Resources Research Infrastructure
BioNMR	Biological Nuclear magnetic resonance infrastructures
BUT	Brno University of Technology
C	Combined studies
CASAJC	Czech and Slovak Association of Language Centres
CDE	Commission for Doctoral Education
CEEPUS	Central European Exchange Programme for University Studies
CHMI	Czech Hydrometeorological Institute
CIISB	Czech Infrastructure for Integrative Structural Biology
COFUND	Co-funding of Regional, National and International Programs
COST	European Cooperation in Science and Technology
CSF	Czech Science Foundation
CTO	Chief technology officer
CZECRIN	Czech Clinical Research Infrastructure
DOI	Digital Object Identifier
DS	Diploma Supplement
DUK	Donau Universität Krems
EAIE	European Association for International Education
EATRIS	European Infrastructure for Translational Medicine

ECOP	Education for Competitiveness Operational Programme
ECRIN	European Clinical Research Infrastructure
ECRIN-IA	European Clinical Research Infrastructures Network-Integrating Activity
ECTS	European Credit Transfer and Accumulation System
EGI	European Grid Infrastructure
ELIXIR	European Life-Sciences Infrastructure for Biological Information
EMAIL	Academic Mobility between EU and Israel
EPOS	European Plate Observing System
ERC	European Research Council
ESFRI	European Strategy Forum on Research Infrastructures
F	Full-time studies
FB	Facebook
FP7	Seventh Framework Programme
FRVŠ	Higher Education Development Fund
ICOS	Integrated Carbon Observation System
IMPACT	Innovation, Methodology and Quality of Language Education and Training in Foreign Languages in the Tertiary Sector in the Czech Republic
INSPIRE	International Science Promoting Innovation and entREpreneurship
INV	capital (investment) funds for the reproduction of fixed assets
IS MU	Masaryk University Information System
ISEP	International Student Exchange Program
ITAM	Institute of Theoretical and Applied Mechanics of ASCR
LLP	lifelong learning programme
LPT	Learning potential test
MC	Ministry of Culture
MEYS	Ministry of Education, Youth and Sports
MF	Ministry of Finance
MI	Ministry of Interior
NAFSA	Association of International Educators
NAKI	Applied Research and Development of National and Cultural Identity
NEI	non-investment funds
NSA	National Security Authority
OA	Open Access
R&D	Research and development
RDIOP	Research and Development for Innovation Operational Programme
RIV	Information Register of R&D Results
SGI	Silicon Graphics International
SoMoPro	South Moravian Programme for Distinguished Researchers
SP	strategic plan
SUDSOE	Characterization and Sustainable Use of Egyptian Degraded Soils
TACR	Technology Agency of the Czech Republic
U3A	University of the Third Age
UN	United Nations

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