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**Annual Activity Report**

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**MASARYK  
UNIVERSITY**



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UNIVERSITY**

**Annual Activity Report 2019**

# Contents

<b>Foreword</b> <b>5</b>	<b>Masaryk University's Mission, Values and Vision</b> <b>7</b>	<b>New Management of Masaryk University</b> <b>9</b>
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## 1

### **Degree Programme Diversification and Accessibility** **11–17**

- 1.1 Admission to the Bachelor's and Master's Degree Programmes
- 1.2 Activities for Applicants and Cooperation with Schools
- 1.3 Bachelor's and Master's Degree Programmes
- 1.4 Academic Counselling
- 1.5 Lifelong Learning

## 2

### **Quality in Education** **19–25**

- 2.1 Internal Quality Assurance and Assessment System
- 2.2 Cooperation in Building Internal Quality Assurance Systems
- 2.3 Surveys and Feedback
- 2.4 Support for Talented Students
- 2.5 Making Education more Attractive with new Technologies and Teaching Methods

## 3

### **Internationalization in Education** **27–33**

- 3.1 Implementation of Degree Programmes in Foreign Languages
- 3.2 Foreign Language Teaching and Activities of the Language Centre
- 3.3 Foreign Cooperation and Mobility Programmes
- 3.4 Summer Schools with International Participation
- 3.5 Teaching in Foreign Languages

## 4

### **Individualized Doctoral Programmes** **35–39**

- 4.1 University-wide Activities for Doctoral Students and Supervisors
- 4.2 Support Activities for Doctoral Students Implemented by Faculties
- 4.3 Awards for Talented Students and Graduates of Doctoral Studies

## 5

### **Research Excellence and Relevance** **41–45**

- 5.1 Masaryk University's Scientific Performance
- 5.2 International Research Support
- 5.3 Transfer of Knowledge and Research Results into Practice

## 6

### **Research Efficiency and a Stimulating Research Environment** **47–51**

- 6.1 University-wide Support Services for Creative Work
- 6.2 Support for Professional Development and Scientific Performance of Academic Staff



# 7

## **Organizational Culture Based on Shared Values**

**53–59**

- 7.1 Celebrations of the Centenary of the Founding of Masaryk University
- 7.2 Inspirational University Environment
- 7.3 Events for Students and Staff
- 7.4 Leisure Activities of University Associations
- 7.5 Internal Communication and Visual Identity
- 7.6 Services for Students and Staff
- 7.7 Ethics and Equal Opportunities

# 8

## **Inspiration and Social Responsibility**

**61–67**

- 8.1 Key University Projects Responding to Societal Challenges
- 8.2 Masaryk University in the Media
- 8.3 Scala University Cinema and Telč University Centre
- 8.4 Alumni Relations Development
- 8.5 Mendel Museum
- 8.6 Munipress (Masaryk University Press)
- 8.7 Library Services

# 9

## **Personnel Management and Employee Development**

**69–73**

- 9.1 Internal Regulations in Personnel Management
- 9.2 Skills Growth and Services for Foreign Employees
- 9.3 Employee Evaluation and Employee Benefits
- 9.4 Employee Training

# 10

## **Infrastructure and Institutional Management**

**75–83**

- 10.1 Support for Project Preparation and Implementation
- 10.2 University Infrastructure and Facilities
- 10.3 Accommodation Infrastructure and Catering Services
- 10.4 Efficiency of Building Management and Operation
- 10.5 Financial Balance Sheet for 2019
- 10.6 University Budgeting
- 10.7 Internal Inspection System
- 10.8 Masaryk University Archives
- 10.9 Providing Information

# 11

## **Information Systems and IT Support**

**85–89**

- 11.1 Development of Information Infrastructure and Information Systems
- 11.2 Masaryk University Information System

# 12

## **MU Faculties and University Institutes**

**91–113**

- 12.1 Faculty of Law
- 12.2 Faculty of Medicine
- 12.3 Faculty of Science
- 12.4 Faculty of Arts
- 12.5 Faculty of Education
- 12.6 Faculty of Economics and Administration
- 12.7 Faculty of Informatics
- 12.8 Faculty of Social Studies
- 12.9 Faculty of Sports Studies
- 12.10 Central European Institute of Technology
- 12.11 Institute of Computer Science



# Foreword

Masaryk University celebrated a unique anniversary in 2019: the centenary of the founding of the university on the basis of a charter dated 28/1/1919, with actual teaching beginning in November 1919. Such an anniversary is not merely to be commemorated, but also demands deeper reflection on where we are after a century as an educational and research institution. I am proud that MU has carved out a highly respected position as a university, and not just at home, and is focussing on higher quality in education, better results in science and research and creating conditions for greater international visibility. Among most important moments in the university's centenary celebrations were the awarding of gold medals and honorary doctorates to significant personalities, June's gathering of alumni and the *Festival MUNI 100* at the Brno Exhibition Centre.

There were two other key anniversaries in 2019: 80 years since November 1939 and 30 since November 1989, when students played a key role in opposing totalitarian regimes, and we commemorated them with a three-day cycle of lectures, debates and films in the Scala University Cinema and a gathering of the academic community at the Kounic halls of residence.

In April 2019 the MU academic senate elected me as our university's 34<sup>th</sup> rector, which was a personal honour for me as well a huge commitment. The main strategic vision which I presented to the academic community and academic senate was that our university should be ever more successful at home and become a truly significant player on the European and world stages. Every day since taking up the rector's office I have tried to work on this ambitious plan with my team. I am following on in this work from my predecessor, emeritus rector Mikuláš Bek, who deserves gratitude for all he did for the university in his two terms of office (2011–2019). The previous leadership had two particular successes: major investment in development (university campus, CEITEC and further faculties); we accounted for the highest share of EU structural funds among Czech universities; we gained institutional accreditation; student to teacher ratios have been reduced, thus improving teaching quality; and we now have the highest average salaries among Czech universities, despite the recession.

In 2019 work continued on improving education quality; special thanks go to the Board of Internal Evaluation for their meticulous work on study programmes. At the start of 2019 the MU Faculty of Science and CEITEC gained the *HR Award* and other faculties have become acquainted with the *HR Award* principles, thus being able to submit official applications by the year's end.

I see it as a significant achievement in internationalisation that together with five partners MU was successful in the European Commission's *European Universities* call. In 2019 the *European Digital UniverCity* (EDUC) consortium of universities was approved by the European Commission as one of the first 17 confirmed consortia.

The RECETOX research centre, part of the MU Faculty of Science, met with great success in 2019, being the first such organisation in Europe to succeed in all three calls of the Horizon 2020 aimed at disseminating excellence (Teaming, Twinning and ERA-Chair).

In autumn there was another meeting of the International Scientific Advisory Board at the university, and they recognised progress in the quality of scientific outputs while giving clear recommendations for ensuring the quality of doctoral study programmes. I take these very seriously and together with the programme guarantors will be seeking effective measures and solutions.

To conclude I would like to quote from my inaugural speech, given on 16/10/2019: "It is the universitas – as one of civilisation's great achievements – which makes it possible to ask bold questions and seek profound answers to these. And thus to discover, recognise and develop what is good, true and beautiful. This remains – as it should be – the university's mission in the 21<sup>st</sup> century. And this must be the mission of Masaryk University at the beginning of its second century. How are we to achieve this? By living and working sub specie aeternitatis as T. G. Masaryk, our university's spiritual father, used to say. That is from the perspective of eternity ..."

It is my desire that we might achieve this together at our university. And my sincere thanks go to the academic community, our employees and students for their work and commitment, making Masaryk University what it is.

**Martin Bareš**  
Rector



MASARYK UNIVERSITY'S MISSION IS TO CREATE AND DISSEMINATE KNOWLEDGE, THUS ENHANCING THE QUALITY OF LIFE AND FOSTERING CULTURAL GROWTH IN THE COMMUNITY. THIS MISSION STEMS FROM THE UNIVERSITY'S FOUNDING VALUES.



# Masaryk University's Mission, Values and Vision

## Our Values

Since its founding following the establishment of the Czechoslovak Republic, Masaryk University has always respected and professed values reflecting the republican and democratic ethos of that initial period. To this day, such values form the basis of its internal culture and are widely embraced by the academic community. These values are:

- **Freedom**, respected and defended as the governing principle of the inner workings of the university in terms of the academic freedom of teaching and research, freedoms such as a students' right to design their own curricula, freedom as the principle of institutional autonomy exercised by the university towards the state, and – last but not least – freedom as a social imperative.
- **Respect for rules** ensuring equal opportunities and transparency regarding the functioning of the institution, as manifested e.g. by internal administrative and economic settings, study-related regulations and the war on plagiarism.
- **Responsibility**, comprising of the university's public role, as exemplified by its function with respect to the creation of public opinion and active participation in public debate as well as its significance as a mediator of knowledge and technology transfer, and public service provider, and its position as a university which welcomes both disadvantaged students and members of various minorities. In terms of an inwardly-oriented approach, individual responsibility for the choice and structuring of one's own curriculum forms the basis for the functioning of an open and autonomous study environment.

## Our Vision

**By 2020, Masaryk University will be:**

- **a university with a better position among world universities**, measured using quality and performance indicators in world university rankings,
- **a respected research university** boasting of internationally renowned research teams, **clearly defined research priorities and interdisciplinary topics**,
- **a university offering a valuable higher education based on a stable and universal foundation** comprised of both social and natural sciences,
- **a university whose comprehensive offer of education reflects technological developments and changes**, a university which is thus perceived as a leader in Czech higher education,
- **a university which functions as a role model in both national and international contexts** with respect to facilitating access to educational opportunities for all applicants exhibiting the required learning potential regardless of disabilities and social or other impairments,
- **an employer providing all employees with a motivating work environment** which inherently stimulates **a responsible, efficient, creative and ethical** approach,
- **a strategic partner** for representatives of institutions at all levels of the educational system, research institutions, commercial and public subjects and medical and special-interest organizations, as well as an **active participant** in the development of cultural, artistic and sports activities in the region,
- **an inspiring community with a strong voice** in the development of national policies and strategies as well as society-wide and regional issues,
- **a strong and open-minded academic community with a comprehensive common internal culture** based on clearly defined values and a consensual approach.



# New Management of Masaryk University



## Neurologist Martin Bareš became the new rector of Masaryk University when Mikuláš Bek handed over the rector's position

On April 1, 2019, a **new Rector, Martin Bareš, until then dean of the Faculty of Medicine, was elected** head of Masaryk University by the majority of the Academic Senate. In the first round of the secret ballot, he received 36 votes from the 50-member Academic Senate.

He **took over the rector's sceptre from Mikuláš Bek**, whose second term ended in the summer of 2019, and according to the law he could no longer run for re-election. **Martin Bareš** took over the management of the university as the **34<sup>th</sup> Rector of Masaryk University on September 1, 2019.**

The Rector's inauguration ceremony took place in the auditorium of the Faculty of Law on October 16, 2019. In his inaugural lecture based on his own scientific field, Bareš spoke about the connections between neurology and the rector's office. He explained that as a neurologist, his research deals mainly with two key variables: movement and time, which are important for both the individual and the university.

Photo: Martin Bareš (right) is a neurologist by profession. From February 2018 to August 2019, he headed the Faculty of Medicine as dean, and also has experience in leading the university, 2011–2018 working first as Vice-rector for Development and then as Vice-rector for Academic Affairs. Since September 1, 2019, he has been the Rector of Masaryk University.





THE MJUNI PILOT YEAR FOR  
SECONDARY SCHOOL STUDENTS  
HAS FORTY SUCCESSFUL  
GRADUATES

In the academic year 2018/2019, secondary school students aged 15-17 could also graduate from the popular Masaryk jUniversity (MjUNI). Within MjUNI, secondary school students progressively attended all the faculties and CEITEC, where they could choose from 28 topics of lectures and workshops. During practical classes they tried for example a first aid lesson, creating a computer game, broadcasting on the radio or managerial planning. In June 2019, 44 successful graduates received the diploma from the first MjUNI for secondary school students.





STRATEGIC PRIORITY

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# Degree Programme Diversification and Accessibility

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<b>Admission to the Bachelor's and Master's Degree Programmes</b>	<b>1 . 1</b>
<b>    Activities for Applicants and Cooperation with Schools</b>	<b>1 . 2</b>
<b>    Bachelor's and Master's Degree Programmes</b>	<b>1 . 3</b>
<b>        Academic Counselling</b>	<b>1 . 4</b>
<b>        Lifelong Learning</b>	<b>1 . 5</b>

## 1 . 1

## Admission to the Bachelor's and Master's Degree Programmes

In the admissions procedure for the academic year 2019/2020, applicants **submitted** for the first time **only one application for the degree programme**, while the number of applications that they could submit to MU remained unlimited. Within the electronic application they could choose from up to **three variants of study plans and mark them with priorities**. These three variants of the study plan include **single-subject study, single-subject study with the chosen specialisation** or a combination of the main and secondary plan within so-called **combined study**. Before the start and during the admissions procedure, the applicants were intensively informed about the new possibilities offered, and a number of clear instructional videos were prepared, which the applicants conducted throughout the e-application process.

In 2019, the university followed up on the concept of the admissions procedure, which has proved its worth in previous years. In a number of cities in the Czech and Slovak Republics, on April 27 and 28, 2019, the Learning Potential Test (LPT) for admissions procedures to bachelor's and master's degrees. The test was administered **in 254 different terms for 13,061 applicants for study** at MU (out of 14,930 invited). Aside from Brno, candidates had the opportunity to take the test in Prague, Ostrava, České Budějovice, Jihlava, Zlín, Olomouc, Hradec Králové, as well as in Bratislava, Žilina, Banská Bystrica and Košice. Applicants could indicate in the application form three preferences for dates and places of the test. Approximately 60% of applicants expressed an interest in taking the LPT in Brno, or did not indicate a preference. Outside Brno, the highest interest was among applicants for the LPT in Prague, Ostrava, Olomouc and Zlín.

An e-learning course of LPT preparation, online test practice and public versions of all previous entrance exams are available free of charge on the university's website. The Learning Potential Test in 2019 consisted of **six subtests**, which contained 50 tasks in Czech and 10 in English. At **five faculties** - medicine, science, arts, education and sports studies, **subject tests** were also held. At FSci, FArts and FEdu, the administration of subject tests was connected with the administration of LPT, so candidates could complete all parts of the entrance exam or a substantial part of them in a single term. Compared to previous years, the **number of applicants holding both LPT and subject tests has increased significantly**. The FSS offers applicants the chance to choose from entrance exams organised by the Scio organisation or the LPT and various combinations of these, on top of which they must also take Scio's test on the basics of social science.

In 2019, new conditions for the admissions procedure to bachelor's degrees were set at the **FArts**. The entrance exam can newly be waived on the basis of secondary school achievement in selected subjects. Furthermore, the entrance exam is waived on the basis of participation in the subject olympiads, SSPA or for graduates of the conservatory with a secondary school diploma.

In 2019 the entrance examinations for bachelor's programmes at FSpS (with the exception of *Physiotherapy*) were unified. Applicants take a practical test of swimming, running for 60 metres, gymnastics, basketball, Jacik's motor test and a written test. *Physiotherapy* had an entrance exam from Jacik's test and a written test from biology, chemistry and physics.

The **FMed** continuously modifies its criteria for admissions, especially those for waiving the entrance exam or the points bonus for applicants for the degree programmes *General and Dental Medicine*. In the admissions procedure in 2019, language competences and placement in subject olympiads and SSPA were taken into account.

The individual departments of the **FEdu** also set conditions for waiving the examination - for example, participation in important professional events such as subject olympiads, the SSPA and other competitions. Some workplaces also waive subject examinations on the basis of submitted diplomas.

In accordance with the implementation of the long-term plan in 2019, the **preparation of the adaptive LPT** continued. MU has been using the Learning Potential Test since 2003. During that time, it has undergone gradual changes and has become a quality tool characterised by high accuracy, good predictive validity and a transparent evaluation process. The current form of LPT is based on classical test theory, which in addition to the positives also brings certain limitations, especially the need to organise the LPT only at one time for all candidates at once, which also places high requirements on simultaneous administration and security of the test. For these reasons, it was decided in 2018 to start preparing an **adaptive computer version of this test**, which should bring the necessary flexibility to the admissions process.

An adaptive computer-administered test based on **Item Response Theory (IRT)** gives applicants the flexibility in test dates, strengthens the security of test content and brings greater automation of the testing process. With regard to the requirement of content homogeneity of items in adaptive tests, the adaptive LPT will have a **simplified content structure divided into three independent areas**: numerical-analytical thinking, verbal-critical thinking and reasoning in English.

A live test of adaptive LPT in selected fields is planned within the admissions procedure for 2022/2023, with complete transition to adaptive LPT a year later.

## Activities for Applicants and Cooperation with Schools

In 2019, applicants were **presented with a revised study offer** related to institutional accreditation for Masaryk University. Students were now able to choose different study plans within one application, which was also the focus of promotional campaigns.

On September 2, 2019, Rector Martin Bareš presented commemorative cards to new students of the Brno Grammar School at Vídeňská. He met them at the Bohunice university campus as an alumnus of this school and its patron.

During 2019, numerous university-wide activities were prepared for applicants and secondary school students. The most important events included the special **Open Day 2019** and the meeting of the rector and the vice-deans with the **principals of cooperating secondary schools**.

The traditional meetings with future university students included participation in **five university fairs**. At the *Gaudeamus Brno* trade fair, the university presented itself through a redesigned stand and with the new *MU-Nichallenge* campaign. University-wide activities were complemented by visits to secondary schools by a team of university ambassadors and cooperation with the *plŠQworky* student competition. In order to sufficiently inform those interested about the possibilities of studying, promotional and information materials were prepared and distributed, including the magazine *Study at MUNI*.

The concept of the **Science Slam** project, which introduced the academic environment to secondary school students in a unique way, was also extended. During the year, the presenting experts visited 12 secondary schools in the Czech Republic and three schools in Slovakia. In 2019, for the first time, the project included an accompanying programme in the form of improvisational theatre and street artists, who created works of art on the spot that were then handed over to school representatives. Within the discussion part, a number of students showed interest in the presented fields, and study advisers were also available to students.

In June, the 5<sup>th</sup> year of **Masaryk jUniversity (MjUNI)** was successfully completed with the ceremonial graduation of **221 successful students**. During the seven teaching Saturdays, students could visit all 9 faculties, while the programme was made up of 101 workshops. A programme for their parents was prepared as well. The fifth year of *MjUNI* also included a **pilot year for secondary school students**. In 2019, 170 students aged 9–14 and 47 students aged 15–17 were registered with *MjUNI*.

Numerous programmes for secondary school students and applicants also operate at individual faculties. A very extensive set of activities, competitions or circles operates at the Faculty of Science. Enthusiasm for science research is supported by the **Bioskop** biological circle for primary school students and the **Science Academy** with a programme aimed at secondary school students. The Department of Physical Electronics at the Faculty of Science, offers a set of lectures with attractive and unusual experiments,

with which it performs under the title **Remarkable Silicon, Frosty Nitrogen** at secondary schools.

Individual departments of the Faculty of Science also organise leisure activities in the fields of mathematics, physics, chemistry, biology and geology. It is worth mentioning, for example, the **Brno Correspondence Seminar (BrKoS)**, the **Brno Logic Game (BrLoH)**, the **Interactive Biology Seminar (IBiS)**, the **Educational Course for Future Chemists (VIBuCh)** or the multidisciplinary **Wealth of Earth** competition in cooperation with the Faculty of Economics and Administration. The FEA also organises its own correspondence competition for its candidates called the **Seminar of Economic Brains**, while the three winners of this competition are exempted from the entrance exams to the faculty. Without entrance exams, those interested can get to the FEA thanks to the **Touch Econ** project, which introduces secondary school students to selected subjects with all the essentials, including lectures, seminars and successful completion.

Competition seminars and popular games are also organised by the Faculty of Informatics, such as the year-round **Correspondence Seminar in Informatics**, the **InterSoB** internet logic competition or **Robotics** - the largest robotics competition for teams from primary and secondary schools.

The Faculty of Arts continued to develop the **Open Faculty** project, within which it clearly presents all activities of the faculty to the applicants. Those interested could try out the LPT for free or sign up for educational mini-courses within **Humanities Wide Open**.

The Faculty of Medicine offered **e-learning preparatory courses in biology, physics and chemistry** for those interested in studying in the programme *General Medicine*, *Dentistry* or *Physiotherapy* in English.

Another **Multimedia Day** took place at the Faculty of Social Studies in November, which also included workshops for secondary and primary school pupils focused on, for example, the threats of the cyber world, working in Word-press or critical thinking. During the day, the winners in the categories of primary and secondary schools in the **School Magazine 2019** competition were also announced.

All seminars and competitions for secondary school students are clearly presented by the university on the new *prostredoskolaky.muni.cz*. Also included are **science projects and camps and summer schools**.

## 1.3

## Bachelor's and Master's Degree Programmes

Thanks to institutional accreditation, Masaryk University has the right to **create and approve degree programmes itself** and to structure the new offer of courses so that it is attractive in a competitive environment. After the turbulent year of 2018, when the school intensively prepared the admissions procedure for the new study structure and approved new accreditations for most of the existing programmes, a successful admissions procedure took place in 2019 within the framework of bachelor's, master's and doctoral programmes. In 2019, **diplomas** were prepared and **first issued to graduates** who completed their studies **in new programmes**.

In 2019, the Faculty of Science successfully accredited a completely new follow-up master's degree programme in **Biotechnology**. It is already the second programme that will award graduates the title of 'engineer' at the faculty and is also the third professionally focused programme of the faculty. Work has also begun on the preparation of the first English language follow-up master's programme in **Molecular and Cell Biology** and a bachelor's English language programme in **Biochemistry**.

The Faculty of Arts focused mainly on the area of follow-up master's studies and philological disciplines. The **Czech Language and Literature** programme accredited the **new specialisations** *Czech as a Foreign Language*, *Linguistic Czech Studies* and *Literary Czech Studies*. The *Slavic Studies* programme with specialisations in *South Slavic and Balkan Studies*, *Polish Studies* and *Ukrainian Studies* has been added. A new degree programme is **Translation of Romance and Germanic Languages** with a completely new specialisation of *Dutch Translation*, while the specialisation of *Translation of French, German and Spanish* already existed in the old programme of *Translation and Interpreting*. The specialisations *Russian with a Focus on Translation* and *Russian Philological and Cultural Studies* in the **Russian Studies** programme were newly accredited. The **Pedagogy** programme offered a **new specialisation**, *School Administration and Educational Policy*. The Faculty of Economics and Administration has newly offered two new follow-up master's programmes, **Regional Development** and **Finance and Law**.

In 2019, Masaryk University completed a **systematic revision of its degree programmes**. Thanks to the coordinated efforts of faculty and university bodies, in 2019 the main part of the transformation of the original degree programmes divided into fields of study was successfully completed in the spirit of the last major amendment to the Higher Education Act. **The Board of Internal Evaluation**, which at the university is the central body responsible for evaluating the quality of educational activities, systematically focused on the transformation of doctoral programmes after assessing most bachelor's and master's degree programmes in 2019. At the same time, **at its 11 meetings it approved 99 degree programmes of a new type**, the total number of all new degree programmes at Masaryk University reached 430 by the end of the year, of

which 129 were bachelor's, seven master's, 156 follow-up master's and 138 doctoral. With the exception of the doctoral degree, where approximately one-fifth of the original fields of study are expected to be converted into degree programmes, the revision of the range of courses is in principle completed.

The difference in the range of courses at the end of 2019 and the situation before 2016, when exclusively degree programmes divided into fields were implemented at the university, is striking, despite the seemingly high numbers of new degree programmes. Overall, the **number of degree programmes has decreased by more than a third** compared to the original fields of study, with the largest integration of the range of courses into wider units in accordance with the university strategy at bachelor's level. While the number of degree programmes should stabilise in the following year and new programmes should emerge only in very well justified cases, changes can be expected within bachelor's and follow-up master's degree programmes, which are likely to begin to be **extended by other study plans, especially in new specialisations**.

The experience with the use of new types of study plan for specialisations and combined studies, in which the first students were enrolled in 2019, is still relatively fresh and of varying intensity at different faculties. The university is gradually creating the conditions for students to be able to make more use of the possibility of a **deferred choice** of a specific field of study and to carry out their study trip to a greater extent in the form of joint studies at two different faculties of Masaryk University.

At some faculties (FSS, FEA, FSci and FMed) all students of the original study fields were transferred to the new degree programmes and the old programmes divided into fields could be formally cancelled, while at other faculties (FArts) it is assumed that for a time new degree programmes will be accepted exclusively for new students, while existing students will complete their studies in the original fields of study.

## 1 . 4

### Academic Counselling

In 2019, the Counselling Centre implemented a number of activities that help build a **comprehensive system of university-wide counselling** at Masaryk University. Counselling for students and applicants was further strengthened at the faculty level by a **network of faculty counsellors** who gradually covered the growing number of student inquiries. At the level of degree programmes, the **network of programme consultants** has been expanded, available to both students throughout their studies and to applicants during the application period. The Counselling Centre also presented itself at the university stand at the *Gaudeamus* trade fair.

As part of the support for information, motivation and clarification of the expectations of applicants for studies, new **descriptions of follow-up master's programmes** were created.

Even in 2019, the website [www.muni.cz/studenti](http://www.muni.cz/studenti) continued to function as a clear information base and regularly provided new content. The website also acts as a signpost for available forms of counselling and contacts for students. Furthermore, a new website was created, intended primarily for teachers across MU, providing comprehensive data and data on study failure, its possible causes and proposals for protective measures.

At the same time, during 2019, the campaign **We will advise you better!** took place in the form of a series of videos introducing the main causes and possible effects of study failure and then the campaign **Finish, it makes sense!**, motivating students to overcome obstacles in studying and its completion.

Together with faculty lecturers, the Counselling Centre collaborated in 2019 on the content concept of the information blocks of **Prvákoviny** - an event at the beginning of the first semester, which helps new students to orient themselves at their faculties and prepare for university studies.

**Psychological counselling** is also a part of the services offered by the Counselling Centre. In 2019, 450 students were counselled, and a total of **943** psychological **consultations** were provided.

In addition to the Counselling Centre, **peer mentoring** operates at the Faculty of Medicine, where authorised senior students advise younger colleagues on how to manage study plans and requirements.

The **Maths and Stats Support Centre** is also open to students of all Brno universities which is provided by the Department of Applied Mathematics and Informatics at FEA. Through trained tutors from among students and teachers, it offers those interested consultations on mathematical or statistical evaluation of data for diploma theses and other assistance in the study of mathematics and statistics. The centre's services are free for students.

## 1 . 5

### Lifelong Learning

Masaryk University places strong emphasis on the further **development of lifelong learning for all professional and age groups of the population**. In 2019, **903** lifelong learning **programmes** were implemented across the university, which were completed by **19,583** students during the year.

In 2019, educational activities in the field of social sciences, education and training, information and communication technologies and health and social care continued to develop. The offer consisted of programmes focused on vocational and leisure time education. The most typical participants were teachers, doctors, sports coaches or senior citizens at the University of the Third Age.

However, it is not just a matter of expanding the education of people of various professional orientations. The aim of the programmes implemented within the framework of lifelong learning is also an effort to popularise science and stimulate interest in it among children and young people. It is also intended to strengthen competences for lifelong learning and to promote intergenerational learning. Examples of these efforts are *MjUNI* or the *Bioskop* scientific training centre, where almost 400 participants were educated last year.

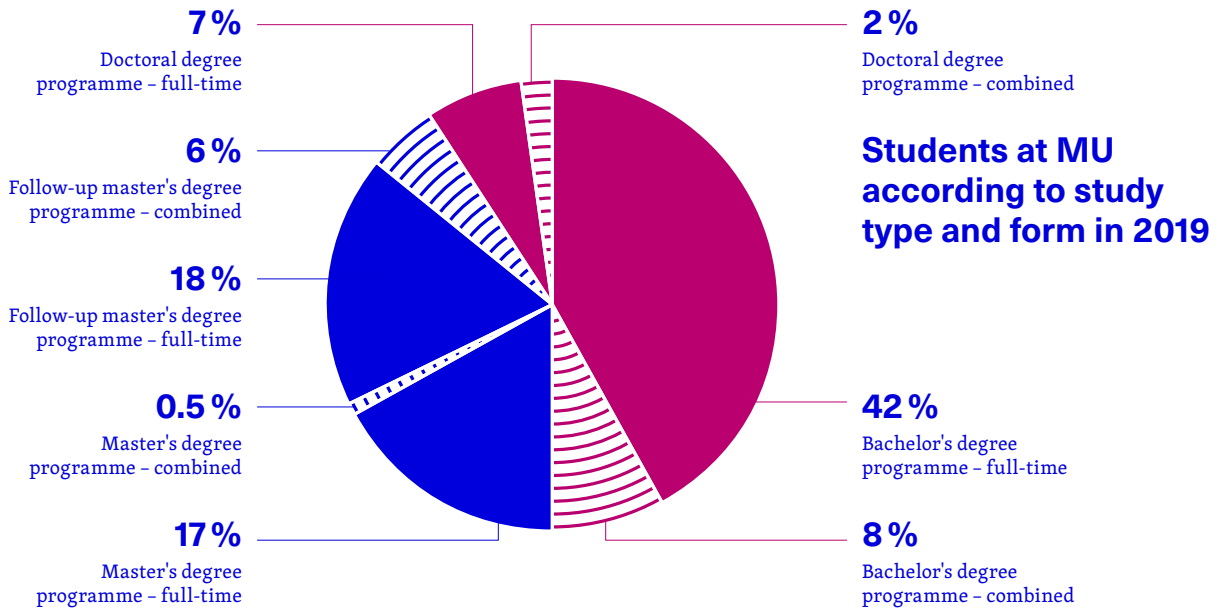
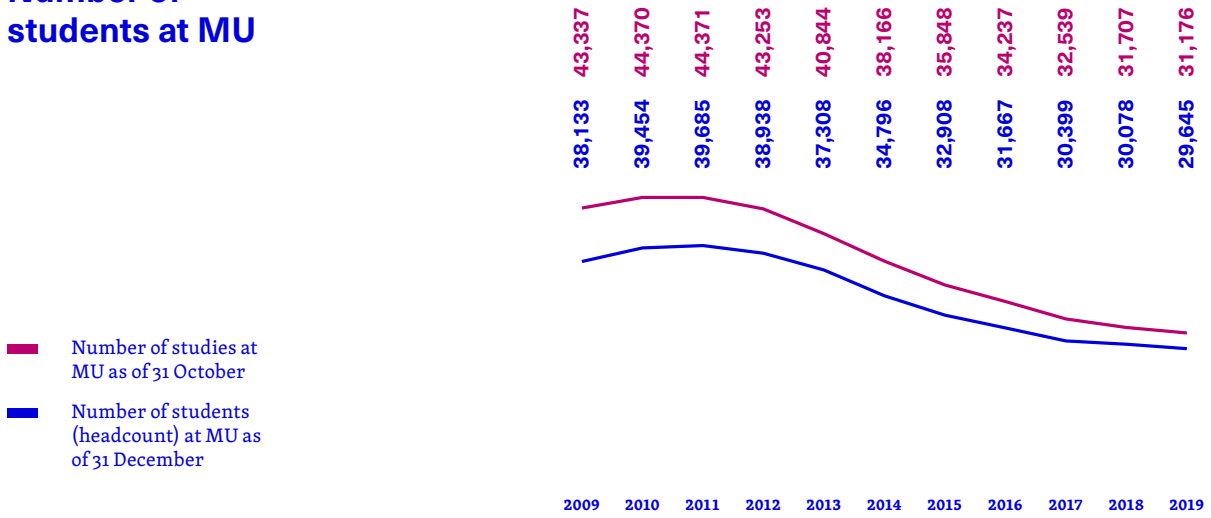
The **University of the Third Age** (U3A) has been part of lifelong learning since 1990, with the aim of supporting senior citizens in further education, helping to maintain appropriate physical and mental activities, and cultivating and enriching their lives. For those who are unable to attend classes for health reasons, **educational activities are held directly in care homes** in cooperation with the South Moravian Regional Office. In the course of 2019, ten educational courses were held in these facilities, which were attended by 148 senior citizens.

The education of senior citizens also takes place in cooperation with the Brno city districts. In 2019, a course on *Paris, its Districts, Stories and Legends* took place in the Brno-Medlánky district, in which 60 senior citizens took part. Thanks to this, lifelong learning activities at Masaryk University further expand the educational activities offered by city districts and support the quality of life of senior citizens.

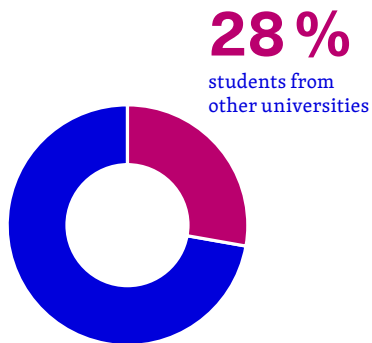
In the field of lifelong learning, MU also places considerable emphasis on expanding cooperation with **foreign partners**. Thanks to the cooperation of U3A MU and Danube University Krems (Austria), the *Lifelong Learning without Borders* project was created, within which a number of activities focused on sharing experiences in the field of lifelong learning and the implementation of educational programmes, fundraising, training of teachers and promotion took place at both universities.



## Number of students at MU



## Proportion of students from other universities in follow-up Master's programmes at MU



## MU study offer in 2019



The total number of degree programmes, or fields at MU, which are carried out in various forms and languages.

**463**  
Total number of degree programmes

# Admissions procedure for the Bachelor's and long-cycle Master's degree programmes for the 2019/2020 academic year

# 23,365

Number of applicants for study

## 64 %

Czech applicants from outside the South Moravian Region

## 37,758

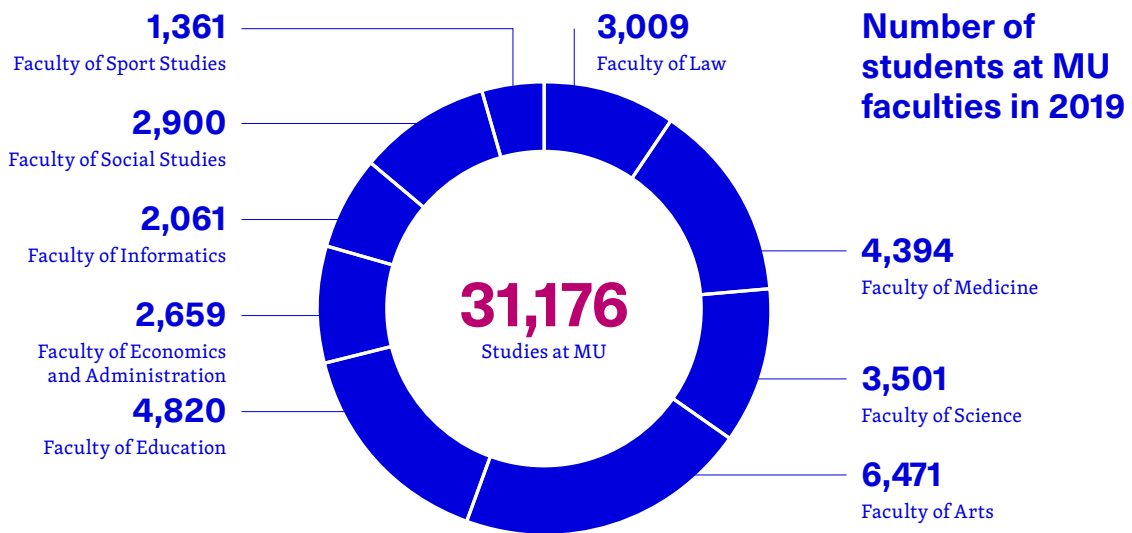
Number of applications submitted

## 14,366

Number of admissions

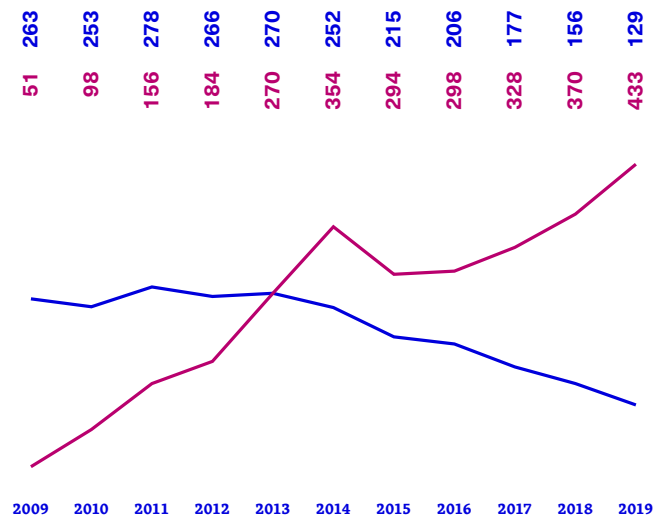
## 8,004

Number of enrollments



## Number of students with disabilities and learning difficulties at MU

- Students with limited mobility and hearing and visual impairments
- Students with learning disabilities, mental disorders, etc.

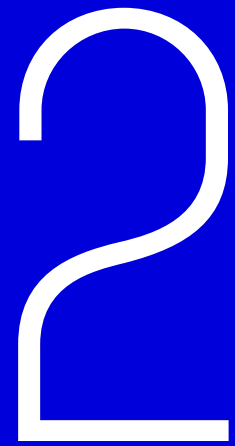




# THE CEREMONIAL MATRICULATION OF STUDENTS COMMEMORATED THE CENTENARY OF THE FIRST LECTURES

Teaching was begun at Masaryk University by the rector Karel Engliš, on 11 November 1919. Masaryk University celebrated the centenary of the first lecture with the ceremonial enrolment of students of the faculties of law and medicine in the authentic environment of the historical auditorium. The event took place in the building of the Institute of Forensic Medicine, which was one of the first original buildings built for Masaryk University. The deans of both century-old faculties, Martin Repko and Martin Škop, spoke to the new students. In their speeches, they called on students to be proud of the university's past successes, but also to accept future challenges.





STRATEGIC PRIORITY

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# Quality in Education

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Internal Quality Assurance and Assessment System	2 . 1
Cooperation in Building Internal Quality Assurance Systems	2 . 2
Surveys and Feedback	2 . 3
Support for Talented Students	2 . 4
Making Education more Attractive with new Technologies and Teaching Methods	2 . 5

## 2 . 1

### Internal Quality Assurance and Assessment System

Masaryk University holds **institutional accreditation**, which confirms the functionality of its internal quality assurance and assessment system and entitles it to independently create and implement **degree programmes in 23 areas of education**. In April 2019, the National Accreditation Office for Higher Education extended institutional accreditation to the university to cooperating with four other institutes of the Czech Academy of Sciences, namely: Institute of Archaeology of the CAS, Institute of Ethnology of the CAS, Institute of Philosophy of the CAS and Institute of State and Law of the CAS.

Care for the quality of educational, creative and related activities at Masaryk University is based on the cooperation of individual university bodies and faculties, unified by the fifteen-member **Board of Internal Evaluation (BIE)** as the highest university body in the field of quality assurance. In 2019, the BIE underwent the first significant change of its members, with regard to the end of the term of office of the rector and the chairman of the academic senate as obligatory members and also due to the termination of studies in the case of a student representative. The personnel-changed BIE builds on its current activities quite smoothly, also thanks to a systematic effort to codify precedent findings resulting from its decision-making practice.

One of the results of the ongoing reflection on the activities of the BIE and the entire quality assurance system of degree programmes, to which, based on their own experience and critical observations, individual faculties also made significant changes, was a **partial revision of internal regulations** governing processes related to degree programmes. In 2019, the university embarked on a partial revision of the internal regulation on the *Approval, Management and Evaluation of the Quality of MU Degree programmes*, aimed primarily at streamlining approval procedures for both degree programme applicants and the faculty and university bodies involved. In connection with the positive experience of the faculties, the amendment enshrined in this procedure the obligation to hold an evaluation meeting before submitting the draft programme of the BIE. The procedural conditions for approving a degree programme in a foreign language were also partially simplified where the content corresponds to one already approved in Czech. The amendment also affected the rules for changes in the guarantors of degree programmes and for the assessment of substantial and insignificant changes in degree programmes in general. The amended internal regulation was registered by the Ministry of Education, Youth and Sports in June 2019.

In 2019, a **new board for degree programmes** began to operate at Masaryk University, the existence of which was enshrined in internal regulations and which form a specific element of the internal system of quality assurance and assessment. **The programme boards act as an advisory body to the guarantor**, and in addition to academics, students, graduates and employers are also represented in them. Programme boards are a significant element in

ensuring the quality of new degree programmes, and their essence is, in particular, the provision of ongoing feedback and critical debate on the concept of the programme.

**The function of the programme boards** is to monitor the development of the degree programme and annually carry out evaluations, update the degree programme development plan, discuss changes in the degree programme and discuss the intention to expand and extend a programme.

In the case of related degree programmes, it is possible to create **joint programme boards**, which are usually for bachelor's and follow-up master's degree programmes, for language variations, or for other related degree programmes (i.e. in the same field of education). Joint programme boards make it possible to place the debate on a degree programme in the broader context of related degree programmes or faculties.

The university's priority for the period 2017–2019 was a significant **change in the range of courses**, so in 2019 the internal quality assurance and evaluation system dealt almost exclusively with activities directly related to the approval of new degree programmes. However, the *MU Internal Regulation Rules for the Quality Assurance and Internal Quality Assessment System* also presupposes the existence of other types of assessment, including **thematic assessment** across faculties, which would gradually cover key areas of the university's priority interest. In the spirit of this provision, in 2019 the university carried out **an extraordinary inspection of final theses** submitted for defence in the past two decades, the main goal of which was to evaluate the functioning of the existing mechanisms for the prevention of plagiarism. For 2020, the Board of Internal Evaluation announced **two full-fledged thematic evaluations**. The first of these consists of care for the final thesis at Masaryk University and immediately follows the findings of the above inspection. The second thematic evaluation is to focus on the elements of internationalisation in the Czech degree programmes of Masaryk University.

## 2 . 2

## Cooperation in Building Internal Quality Assurance Systems

In 2019, **long-term inter-university cooperation** developing topics related to building internal quality assurance systems for universities was completed. The project, coordinated by Masaryk University since 2016 and supported by the Ministry of Education, Youth and Sports through a centralised development programme, gradually brought together **seven domestic universities** (alongside Masaryk University also Charles University, Palacký University, University of Ostrava, University of Pardubice, University of South Bohemia in České Budějovice and Mendel University in Brno). The cooperation consisted mainly in the systematic mapping of different approaches to quality assurance and evaluation in individual institutions. Areas of cooperation covered a wide range of topics, from general parameters of internal quality assurance systems and their anchoring in internal regulations, through different approaches to the composition and functioning of internal evaluation boards, to different conceptual approaches to new degree programmes. In 2019, the main emphasis also shifted to the possibilities of assessing the **connection between educational activities and research** and to evaluating a diverse area of related activities.

In addition, six of the seven participating universities obtained institutional accreditation during the project. In the final phase of the project, therefore, a significant part of the attention was also paid to the **experience with the new authorisations** that result from institutional accreditation. In addition to the independent creation, approval and evaluation of degree programmes, it is, for example, the use of a new institute of **an extraordinary professor** or the **recognition of foreign education** for the purposes of the admissions procedures.

Thanks to the project cooperation, it was also possible to strengthen contacts with important domestic and foreign actors in the field of quality assurance and the evaluation of universities. In 2019, the **study visit to Irish universities** and other key institutions can be highlighted, thanks to which representatives of Czech universities received a number of stimuli for the further development of policies and tools in higher education quality.

Masaryk University, in cooperation with partner institutions, also organised the traditional **conference Quality Assessment of Higher Education Institutions**, which took place from 16 to 17 May 2019 in Brno. The unifying theme of the jubilee 20<sup>th</sup> year of the conference was the dialogue of universities with external actors.

## 2 . 3

## Surveys and Feedback

Institutional surveys form a stable pillar of strategic planning and quality assurance at Masaryk University. In 2019 five **regularly recurring surveys were conducted**.

Among the first, the survey **MU Applicants** was launched in January, which addressed applicants who submitted an e-application to study at MU for the academic year 2019/2020. The survey provided the university with the first feedback on the revised range of courses and the new system of degree programmes. The survey showed that most applicants are satisfied with them and feel sufficiently informed.

In January 2019, the year-round course of the graduation survey **Graduation from MU - Review and Perspective** was launched. Recent graduates of long and follow-up master's studies provided feedback to the university in the 23<sup>rd</sup> year of this survey, in which they also presented their job prospects, experience with the position on the labour market after graduation and evaluation of tools acquired at MU.

In March 2019, a survey of **Motivation and expectations of incoming Master's students from other universities** was conducted, which annually maps the reasons and motives leading graduates of other universities to follow-up studies at Masaryk University.

Furthermore, **two rounds of the Study Roadmap** longitudinal survey took place, in which the Strategy Office of the MU Rector's office cooperates with the Institute of Pedagogical Sciences from the FARTS and the Institute of Children, Youth and Family from the FSS. Students of bachelor's and long master's programmes who entered studies at MU in 2017 and responded in the first round of the survey are approached each semester to participate in the ongoing rounds of the survey. The survey maps their study background, links to the study community and general reflections on study, including the shift in attitudes over time.

For the seventh year, the causes and factors of unsuccessful studies were determined in the survey **Premature Termination of Studies at MU 2018-2019**. More than a fifth of the respondents representing all levels of study shared the reasons for study failure.

A long-running institutional survey is the **University-wide course opinion poll**, which in the academic year 2019/2020 continued the trend of increasing returns, and thus more relevant feedback on teaching and teachers.

In addition to institutional surveys, in 2019 Masaryk University also participated in several **international surveys**, which also addressed its students and graduates. This was the **Eurostudent VII** survey, mapping the socio-economic conditions of students in individual European countries, and a survey from the **Study in the Czech Republic** initiative on the experience of Slovak and foreign students at Czech universities.

## 2 . 4

## Support for Talented Students

Individual faculties try to support talented and gifted students in various ways, such as through scholarship programmes, special educational activities or prizes and competitions.

**The Faculty of Law** awards a one-off merit scholarship to students with excellent study results. In cooperation with the Faculty of Law, the Faculty of Social Studies and the Jan Hus Educational Foundation, the *IUS et SOCIETAS Prize* is awarded annually for essays with the most interesting suggestions and questions concerning the role of law and justice in society. The total prize money is CZK 100,000. The Faculty of Law also supports its students in participating in *moot courts*, which bring a unique opportunity to test their argumentation skills, knowledge and teamwork in simulated court proceedings.

**The Faculty of Medicine** has the unique *P-Pool* programme (an undergraduate programme for motivated medical students) for talented students in the Czech Republic. Following the example of foreign universities, the participants of the programme receive scientific training from the first years and combine the standard degree programme *General Medicine* with authentic experimental research and *transferable skills*. In 2019, the first 12 students from the first ever year completed the *P-Pool* programme.

Exceptionally gifted students at **the Faculty of Science** are nominated for the Faculty Dean's Award and for the Rector's Award of MU on the basis of their achievements and results in diploma and dissertation theses. Furthermore, talented students were also awarded prizes by individual directors of institutes.

At **the Faculty of Arts** in 2019 the student remuneration system was clarified and the activities supported by the faculty were clearly defined. The *Dean's Award for an excellent bachelor's, master's and dissertation thesis* serves as a significant support for students at the Faculty. The Dean's Award is given as part of the *Humanities Week* and includes a financial reward.

**The Faculty of Education** financially supports research and creative activities of students in bachelor's and master's degree programmes, which are implemented in the preparation of a bachelor's or master's thesis, or are linked to research or development projects. Through the scholarship programme, the faculty also supports the active participation of students in Czech and foreign professional events such as seminars, conferences or workshops, where students present their own research findings, artistic, educational and other professional activities.

**The Faculty of Economics and Administration** rewards the best students with a merit scholarship. At the end of their studies, they can then gain the Dean's Award for an excellent final thesis or for excellent study results, which is presented at the graduation ceremony. The faculty offers its students the *TopSeC* project or *Top Students Centre*, which represents a unique opportunity to meet experts from practice regularly at professional workshops, try out mock selection procedures, work on *soft skills* and gain interesting knowledge from practice.

**The Faculty of Informatics** provides excellent students with a merit scholarship graded according to their study results. At the same time, through a scholarship, it rewards excellent final theses and long-term study results. Prospective newly-admitted students of bachelor's programmes who graduated from mathematics with an 'A' or participated in the Olympics can draw a motivational scholarship of CZK 7,000. In 2019, 11% of freshmen received this scholarship.

**The Faculty of Social Studies** provides scholarship support to students completing study stays and work placements abroad, as well as domestic internships (e.g. *Masaryk's internship for gifted political scientists*). The faculty also supports talented new students who are disadvantaged by their social circumstances. It also awards the *Innocence Arnošt Bláha Scholarship*, through which it rewards the best bachelor's theses for students of all degree programmes. The award is associated with a presentation at a student conference held as part of *Faculty Day*. The Department of Media Studies and Journalism awards the *Arnošt Heinrich Prize* for the best creative bachelor's thesis on the occasion of the *Multimedia Day*, and a financial reward from the Syndicate of Journalists of South Moravia is a part of this award. The Department of International Relations and European Studies awarded scholarships to the three best students in the English-medium bachelor's programme *International Relations and European Politics*.

In addition to creative and merit scholarships, students of **the Faculty of Sports Studies** can also draw a scholarship for sports representation. The faculty also offers scholarships for students in difficult social situations designed to partially or fully cover the extra costs associated with studying at the faculty (for example, participation in compulsory sports courses).

## 2 . 5

## Making Education more Attractive with new Technologies and Teaching Methods

**Electronic Teaching Support** is part of the Masaryk University Information System (IS MU). In 2019, both new e-learning applications and the development of existing ones were developed. New tools include *Peer Review*, *E-learning Guide* or HASAW and FP training applications.

**The E-learning Guide** focuses on teachers who have not yet introduced e-learning materials into their subject. It is an interactive guide on how to work step by step with the individual tools of the IS MU for electronic teaching support.

**Mutual Assessment** was put into routine operation, and during 2019, thanks to cooperation and suggestions from teachers, new functions were added, for example for the intermediate storage of an ongoing assessment or an overview function.

A significant novelty is the automatic saving of file versions in the **File Manager**, which is useful to users both in the *Study Materials* and in the *Task Submissions*.

The responsive design of the **Discussion Forums** enabled their ease of use even on mobile devices. Information about new posts or the top navigation bar on the home page brought users a new clear display.

The teacher's work on preparing the content of the **interactive curriculum** in the **curriculum editor** has become more convenient, it is easier to upload the prepared content to the curriculum. The teacher then sees the content in the same form as it is available to students. Outline editing has been enriched with new features and a convenient connection with other applications, such as *Submissions*.

There was a new design for the **Revision Opinion Poll and Testing (ROPOT) in the admissions procedure** and the **Answers** application for the management of stored responses, creating new possibilities for data analysis of the responses. Work has begun on a new application to support **adaptive testing**, which will enable the dynamic generation of questions based on previous answers.

In 2019, the **9<sup>th</sup> year of the IS MU Open Space Conference on E-learning** took place at the Faculty of Informatics, thematically focused on the online generation of students. The conference was attended by 198 participants.

IS MU user support has contributed to the expansion of e-learning into teaching at individual faculties of Masaryk University and to the enrichment of the repertoire of **multimedia** and **interactive teaching aids**, many of which are displayed at <https://elportal.cz>.

The university's efforts to modernise and make education more attractive are also reflected in the internal grant scheme of the *Masaryk University Development Fund* (MUDF). In this competition, the supported thematic areas are, for example, strengthening the practical aspects of education by teaching subjects directly by experts from practice or strengthening project-oriented teaching. Examples of such projects are given below.

A new **Modular Course in the Life Cycle of Drugs** was created at the FMed, intended for undergraduate students of the Czech degree programme. Tutorials were created, including working materials for interactive exercises and a set of test questions with a key.

As part of the project of the FSci in **Identifying Precious Stones**, practical exercises and teaching e-learning materials were created with the help of presentations that deal with specific and practical examples from the field of gemology and work with precious stones.

From the FSS project **The EU in practice: Czech Farmers and Consumers in the EU**, a new practically focused course was implemented. Students worked on group tasks, where they used real examples to discover the benefits and problems of the common agricultural policy in the Czech environment.

As part of the FArts **Classical Archaeology: Non-Traditional Study Material** project, a knowledge, communication and combination board game was created with the possibility of compiling sets of questions of varying difficulty.

The aim of the FSpS **Winter Outdoor Activities** project was to create an electronic learning database that would reflect modern diagnostic methods used in fitness training, mainly in the field winter environment.

The aim of the FEA project **Supplementing the teaching materials of Microeconomics I with video recordings of difficult parts and omitted material** was to supplement study materials with video recordings covering difficult parts of the material according to the style of teaching Massive Open Online Courses.

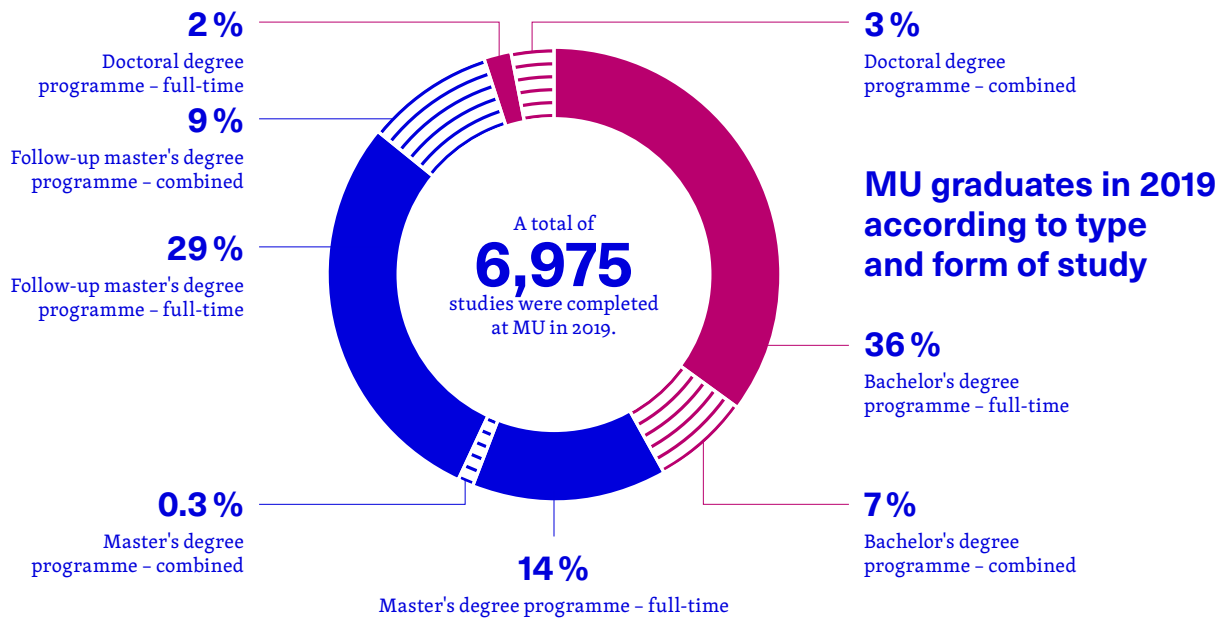
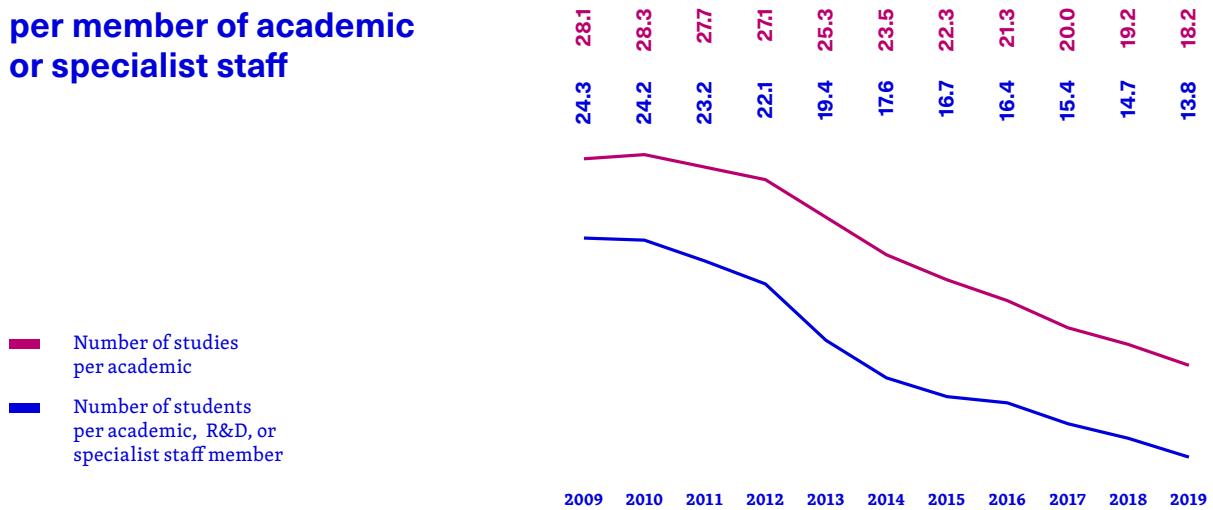
Within the FI project **Innovation of exercises of the subject IBooo Mathematical Foundations of Informatics**, several sets of ROPOTs were created in *is.muni.cz*, are used for brief compulsory testing of students of the first semester of bachelor's studies.

Thanks to the FEdu project **Creation of the subject Developing Intercultural Competences in a Multicultural World** with an emphasis on experiential teaching they managed to prepare and debug teaching for joint teaching blocks of Czech and foreign students.

Thanks to the LC project **Czech for Academics - Welcome to MU**, an online Czech language course was created for foreign academics working at Masaryk University. It provides basic acquaintance with Czech in various situations both in the academic environment and everyday life.



## Number of MU students per member of academic or specialist staff



## University-wide student surveys implemented at MU in 2019

### MU Applicants

Return rate: **17 %**,  
3,972 respondents

### Study Roadmap – 4<sup>th</sup> wave

Return rate: **34 %**,  
617 respondents

### Study Roadmap – 5<sup>th</sup> wave

Return rate: **34 %**,  
582 respondents

### Motivation and Expectations of Incoming Master's Students from Other Universities

Return rate: **34 %**,  
268 respondents

### Premature Termination of Studies at MU

Return rate: **21 %**,  
1,276 respondents

### Graduation from MU – Review and Perspective

Return rate: **44 %**,  
1,196 respondents

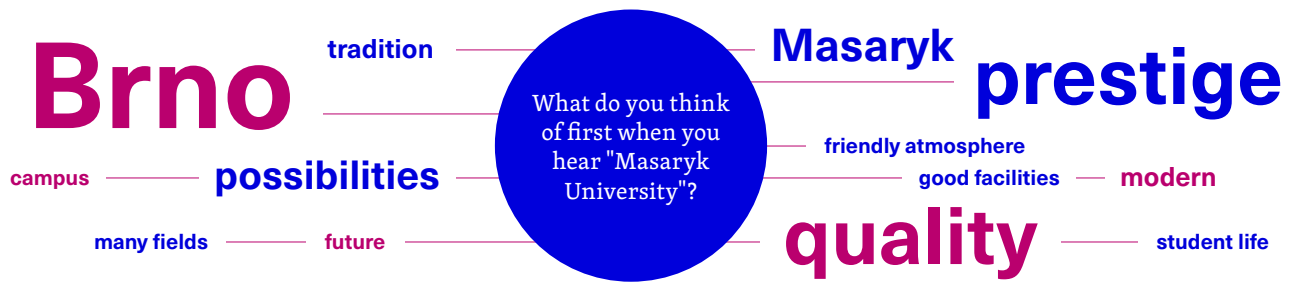
### University-wide Course Opinion Poll – spring term 2019

Return rate: **31 %**,  
7,898 respondents

### University-wide Course Opinion Poll – autumn term 2019

Return rate: **41 %**,  
11,702 respondents

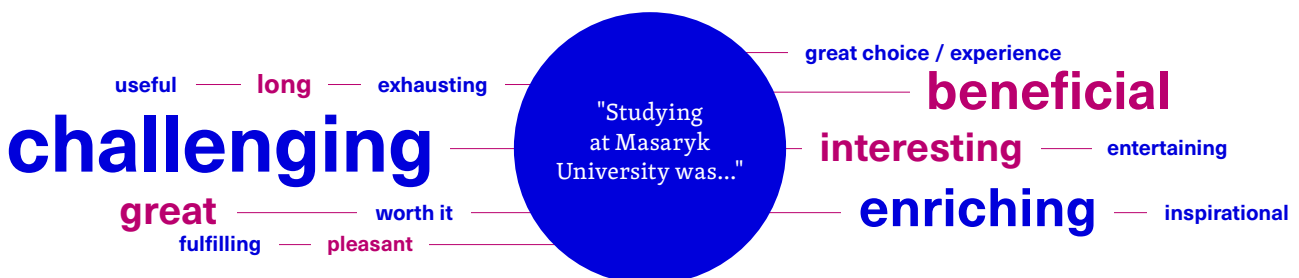
## Association with MU from the perspective of its applicants



## MU differences according to follow-up master's students coming from another university



## Studies at MU from the perspective of the Master's degree programme graduates





# MASARYK UNIVERSITY HAS JOINED FORCES WITH FIVE EUROPEAN UNIVERSITIES IN THE EUROPEAN DIGITAL UNIVERCITY CONSORTIUM

Students and teachers of Masaryk University can now benefit from close international cooperation between six European universities within the European Digital UniverCity (EDUC) consortium. The aim of the EDUC consortium is to cooperate intensively, especially in the field of teaching and exchange of students and teachers. To implement the joint plans, the schools received five million euros from the European Commission for a period of three years. Thanks to the consortium, Masaryk University cooperated with the Università degli Studi di Cagliari, Université Paris Nanterre, University of Pécs, Universität Potsdam and Université de Rennes,1.



Photo: Representatives of the universities signing the EDUC consortium agreement. Jan Pavlík, director of the Centre for International Cooperation, participated on behalf of Masaryk University.



# 3

STRATEGIC PRIORITY

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## Internationalization in Education

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Implementation of Degree Programmes in Foreign Languages	3 . 1
Foreign Language Teaching and Activities of the Language Centre	3 . 2
Foreign Cooperation and Mobility Programmes	3 . 3
Summer Schools with International Participation	3 . 4
Teaching in Foreign Languages	3 . 5

## 3 . 1

## Implementation of Degree Programmes in Foreign Languages

In addition to degree programmes in Czech, MU also offers **degree programmes in English** or other languages. A number of foreign language programmes at MU are carried out **in cooperation with foreign universities** in the form of joint degree programmes. In 2019, MU paid special attention to these programmes and especially to the process of their accreditation.

Most degree programmes **taught in English are offered by the FSS**, where it is possible to study one bachelor's degree programme (*International Relations and European Studies*) and nine follow-up master's programmes. A number of follow-up master's programmes are organised in cooperation with other European universities in the form of joint or double degree programmes (*European Governance, Cultural Sociology, Europe from the Visegrad Perspective*). In 2019, the process of **preparing new interdisciplinary bachelor's programmes in English** progressed significantly: *Global Challenges: Society, Politics, Environment ; Politics, Media, and Communication* and *Culture, Media and Performative Arts*, created in cooperation with the FSS and FA. The faculty also offers seven doctoral programmes in English.

**The FMed** has long had the largest number of undergraduate students studying in **English language degree programmes**. They teach one bachelor's programme in *Physiotherapy* and two long master's programmes in *General Medicine* and *Dentistry*. Students of these programmes were recruited from more than 30 countries around the world. The faculty also provides 14 doctoral programmes in English.

At **the FEA** it is possible to study four follow-up master's programmes (*Economics, Business Management, Finance, Public Finance and Economics*) and six doctoral programmes in English. The department also offers a doctoral programme *Finance* in German.

**The FArts** has an *English Language and Literature* programme taught as a bachelor's and master's degree. The English programme *North-American Culture Studies* was added to the follow-up programmes at the faculty in 2019. The FArts also offers five doctoral degree programmes in English.

**The FEdu** offers in English one bachelor's degree programme (*English Language for Education*), one follow-up master's programme (*Lower Secondary School English Language Teacher Training*) and five doctoral programmes.

**The FI** offers three follow-up master's programmes and one doctoral programme with two specialisations in English.

Other faculties only offer doctoral programmes in English: One at the FSpS, five at the FLaw and nine at the FSci.

## 3 . 2

## Foreign Language Teaching and Activities of the Language Centre

The Language Centre (LC) has long supported the internationalisation and development of language skills of students, MU employees and the public. From the position of the **largest workplace of its kind in the Czech Republic**, in 2019 the LC provided foreign language teaching for professional, academic and specific purposes for more than **17,000 students**. During 2019, **25 foreign lecturers** worked there.

In addition to language courses, students and university staff participated in academic writing seminars, professional presentations and *Employability Skills* courses, many participating in teaching based on the principles of autonomous learning. The LC has also opened new courses for translation and interpreting in the field of law and English for scientists with a pedagogical focus. The LC taught Czech as a foreign language in an intensive one-year course, and 68 students attended the so-called **Colourful Czech** seminars. The teaching of **Czech for Foreign MU Staff** has recently started at four language levels.

The interest of foreign students in becoming teaching assistants continued to grow; in 2019, 36 students took part. In 2019, the Ministry of Education, Youth and Sports awarded the **European Language Label Award** for the **Language Teacher Assistant** project, which integrates native student speakers into language courses. In a team with a LC lecturer, Russian teaching assistants also participated in the creation of an interactive online textbook *Business Russian*, which reflects current trends in the language. Seven LC projects, including the *English Writing Lab* for the professionalisation of written language, the *Basics of Nursing for International Students of General Medicine*, and the *Online Economic Language Course and Virtual Tandem in French*, were supported by the *MU Development Fund*.

MU employees are supported by the LC through **MUNI 4.0** projects, in which **270 academics** teaching special subjects in foreign languages were involved in 2019, and **HR4MU**, thanks to which **43 non-academic staff** were trained in English.

The LC is active in international professional organisations (Cercles, IATEFL and EULETA) and the informal Wulkow Group and Fiesole Group. By organising three successful international conferences, *Czech and Slovak as Foreign Languages at Medical Faculties*, *Teaching Economic Language at Universities* and *Teaching and Learning languages in the shadow of lingua franca*, LC managed to increase the quality of language education through **links with research results**. The Language Centre also hosted a **meeting of partners of the international CUDIMHA project** and presented the results of its activities at 24 conference presentations and in 24 outputs in professional publications.

## 3 . 3

## Foreign Cooperation and Mobility Programmes

MU's international activities in 2019 continued to be very wide. MU has achieved great success through the **EDUC** (*European Digital UniverCity*) **consortium**, whose members, together with Masaryk University, include five other European universities. The consortium became part of the prestigious **network of European universities**. The goal of the EDUC alliance, which received a grant of five million euros for three years, is to cooperate intensively, especially in the field of teaching, the introduction of modern teaching methods and strengthening the international exchange of students and teachers.

In 2019, MU's participation in many international exchange programmes continued to be a key part of foreign cooperation. In 2019, **MU sent 1,913 students abroad**. Most often, students travelled through the European Union's Erasmus+ programme. 1,308 students travelled through Erasmus+, and another 22 students travelled through the global Erasmus+ ICM programme. Thanks to Erasmus, 269 students (including 53 graduates) also went on work placements. Students most often went to Germany, Spain, Great Britain, Austria and France.

In addition to the Erasmus+ programme, MU supports stays abroad through a grant from the Ministry of Education, within which 553 students received scholarships. Thanks to the scholarship fund, **120 MU students** studied at foreign universities through university-wide partnership agreements and the ISEP programme, most often in Japan (32), the USA (18) and Mexico (12). The scholarship fund also supported 167 students leaving under interfaculty agreements and 133 students leaving outside any interuniversity agreements (so-called *freemovers*). 108 students received a scholarship for a maximum of one month short stays, who, thanks to the scholarship, went on an internship or summer school abroad for at least two weeks. Outgoing students could complete language and intercultural training at MU before going abroad.

In 2019, the Centre for International Cooperation also promoted the possibilities of studying and internships abroad through the website **dosveta.muni.cz** and by distributing four thousand information packages on enrolment. In the autumn of 2019, individual MU faculties organised lectures on stays abroad. In December 2019, CIC also posted information on the unified deadline for applications for stays abroad as part of the notice board application of the IS MU. The report was read by almost 21,000 students. Thanks to these activities, the **number of applications for stays abroad increased in 2019**, including applications from first-year students.

**In 2019, 1,331 exchange students from abroad came to Masaryk University**, most through the "European" Erasmus+ programme. Through Erasmus+, 661 students came to MU, mostly from Spain, France, Poland, Italy and Portugal. Within the Erasmus+ ICM programme, 80 students visited MU, most often from Jordan, Serbia and Israel. Through university-wide contracts and the ISEP programme, 185 students studied at MU, mainly from Japan, the USA and Mexico.

Before the beginning of the semester, the CIC and the student association ESN MUNI Brno organise the so-called **Orientation Week**, which helps new foreign students to adapt to MU. In 2019, over **750 foreign students** took part.

As part of the centenary celebrations of Masaryk University, the CIC organised the **Homecoming** event on June 14, 2019, and a meeting of former exchange students at Masaryk University. 150 graduates from 28 countries came to the event (incl. Australia, Philippines, USA or Brazil). A programme was prepared for them in the outdoor areas of the Open Garden in Brno.

In 2019, thanks to the *MU Internationalisation Support* project, 216 staff from abroad lectured at MU. In 2019, another year of **MUST Week** (*Masaryk University Staff Training Week*) was held, at which 126 non-academic foreign staff trained in librarianship, international relations, careers counselling, quality control and support for students with special needs.

In 2019, Masaryk University concluded 52 new contracts under the Erasmus+ Europe programme, 28 new partnerships within the Erasmus+ ICM programme and signed six new university-wide contracts outside the Erasmus programme. In total, MU has over **1,600 partnership agreements** with universities around the world.

During the year, Masaryk University concluded **17 strategic partnerships with European universities**, including partnership in the Erasmus+ project called **Erasmus-Jobs**, which is coordinated by the Erasmus Student Network AISBL in Belgium. In 2019, **MU also continued its cooperation with Israeli universities** on the *William* project.

A complete revision of the promotional services used by external agencies was also carried out. The information was revised on the *StudyPortals.com* promotional portals, and MU foreign language programmes are now also presented on the *CzechUniversities.com* portal.

In 2019, MU presented its **range of studies in foreign language degree programmes** at trade fairs in Mexico, China, Kazakhstan, the Philippines, Thailand, the Dominican Republic and also in the USA and Canada. MU also participated in the APAIE, NAFSA and EAIE conferences for higher education institutions.

## 3 . 4

## Summer Schools with International Participation

The most important workplaces organising **summer or winter schools** at Masaryk University include the Centre for International Cooperation (CIC) and the Language Centre (LC).

In 2019, the **Centre for International Cooperation** organised **nine summer schools and one winter school** for foreign students from all over the world. 148 students came to Brno for summer schools organised by the CIC, including a blind student from Kenyatta University in Kenya.

In the summer of 2019, the CIC traditionally organised in cooperation with the University of Toronto two summer schools: *Making and Re-Making Central Europe: Imperial Pasts, Imperial Aspirations, Wars and Revolution* for 18 students and a summer school *Business in Europe: Strategy in the European Context* for 28 students. Thirty students from Australia attended the *International Law and Human Rights Winter School*.

The CIC also organised the *Global Perspectives* summer schools: *Media, Communication, Culture* (6 participants), *World in Transition and Central European Transformation* (9 participants), *Waves and Ebbs of Democracy: Lessons learned from Central European 'There and Back Again'* (20 students), *International Relations and Threats to Global Security* (22 participants) and *Balkan Academy* (14 students). Students from Australia, Hong Kong, the USA, Cambodia, Ethiopia and Georgia came to these summer schools. Three students came for university internships to university laboratories through the **Summer Lab Research Internships** at MU programme.

In addition to the educational programme, the CIC also diversified the stay of the foreign students with cultural events and trips to Prague, Vienna and Budapest.

During the year, the **Language Centre** organised **six summer schools**, which were attended by 113 students from eight countries and 41 academics from Masaryk University. In July, lecturers from MU and abroad started summer education with the programme *Speaking and Writing in English for University Studies* for students from the AIEN Institute, Shanghai Ocean University. LC supported the participants of the summer school in communication skills in English, the development of spoken expression and the elimination of fear in conversations and discussions in a foreign language. *The Summer School of English for University Studies* focused on the use of language skills in the academic environment and the strengthening of the required language level among university students. Summer schools organised by LC were attended by people from South Korea, Turkey, Japan and Finland. As is traditional, two summer schools were held focusing on the development of academic staff within the project *MUNI 4.0 English Language Focus* and *Academic English* dedicated to strengthening basic knowledge and *English as a Medium of Instruction*.

Many summer schools were also **organised by MU faculties and institutes**. In 2019, the Department of International Relations and European Studies of the **FSS**, organised the eighth year of the *Summer School of Energy Security* in Telč. Also held in Telč was the international interdisciplinary seminar of the *European Graduate School for the Social Sciences* for doctoral students.

Six summer schools with international participation took place at the **FArts**. Most students came to the traditional *Summer School of Slavic (Bohemian) Studies*, an event attended by 135 students. The high interest of 68 participants was also in the *European Educational Research Summer School*. The faculty also organised the Summer Schools *Jaroměř - Josef III* and *Central Europe: Birthplace of Modernity*.

The **FLaw** in cooperation with the European Academy of Legal Theory, the University of Vienna and The John Marshall Law School organised the 8<sup>th</sup> *Autumn School of Legal Writing and Related Global Legal Skills*.

The **FMed**, respectively the Institute of Biostatistics and Analyses operating at the faculty, organised the 15<sup>th</sup> *Summer School of Mathematical Biology*. The event was organised as part of the TELSON project (Erasmus+).

A traditional summer school is also the *Icarus summer school*, which is provided by the Centre for Research on Toxic Substances in the Environment (RECETOX) at the **FSci**. In 2019, 35 participants from all over Europe and other countries graduated from the school.

The **FEdu** continued its activities in the field of applied behavioural analysis and organised a *Summer School of Behavioural Interventions*. The *Summer School Outdoors in Czechia* focused on health-promoting physical activities was intended for future teachers.

The **FEA** organises two summer schools for foreign students: *Business Projects with PRINCE2* and *Project Management Boot Camp*.

## 3 . 5

### Teaching in Foreign Languages

The *Masaryk University Development Fund (MUDF)* aims to support activities aimed at strengthening teaching in foreign languages and the language competencies of academic staff. The projects are mainly focused on the preparation of study materials or hosting foreign experts directly in teaching. Many of these projects are implemented by the **Language Centre**. An example is the *Virtual Tandem project for teaching (not only) French*, thanks to which it was possible to create a tandem teaching programme that can be transferred to various LC courses.

Other projects are implemented by individual faculties, as illustrated by selected examples below.

As part of the **FArts** project *Extending materials for teaching the field of English Language Translation*, an online interface was created, making available a wide range of teaching materials also suitable for self-study. The materials are accessible not only to students, but also to those interested in studying and the general public.

Thanks to the **FEdu** project *Methodical online portal for German teachers with a focus on cultural competencies in teaching*, a portal for teaching through authentic texts was created, which contains both theoretical texts on the topic and practical examples of didactics of authentic texts, such as slogans, adverts, posters, traffic signs and also photographs.

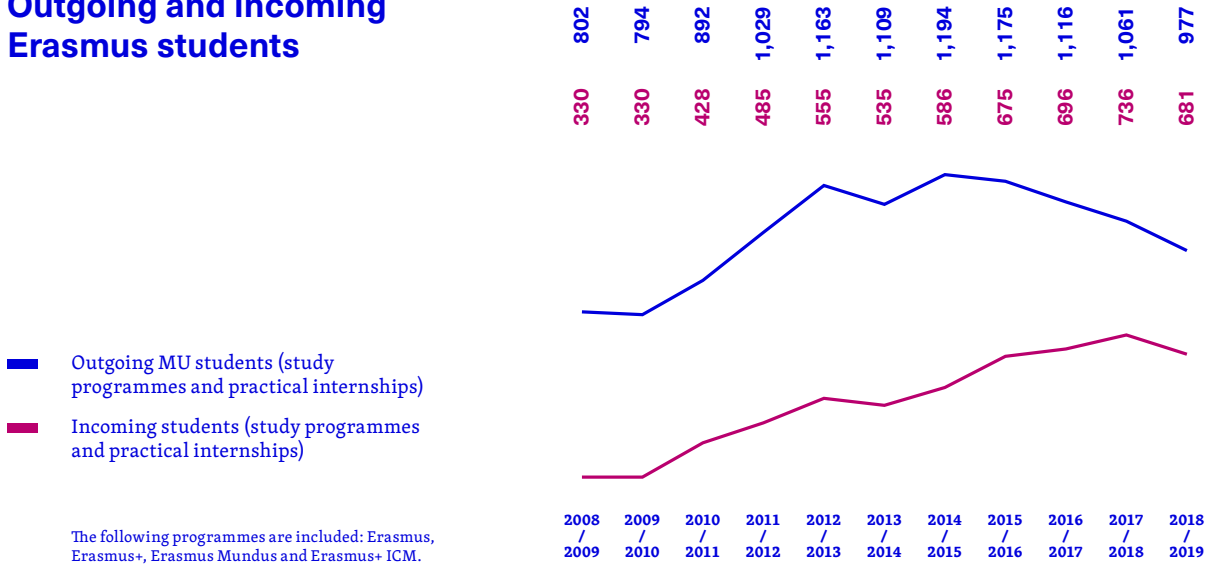
Thanks to the **FSci** project *Creation of electronic study material for the subject International Commercial Arbitration and strengthening of practical teaching of this subject*, study materials were created in English and thus became the basis for quality continuation of teaching in the following years.

As part of the **FMed** project *Preparation of an e-learning course on anatomical autopsy of the upper limb*, an e-learning course was prepared containing five instructional videos showing the individual steps of anatomical autopsy within the individual days of the course. At the same time, test questions were prepared which the student must meet as a prerequisite for participation in the autopsy exercise.

Within the **FEA** project *Introduction of a course with the issue of path-dependence into the teaching of Public Economics and Administration*, a cycle of 13 lectures took place and an excursion to France was held, where students also participated in the form of a workshop and there were contributions from doctoral students.

Topics of the **FSpS** project *Introduction of a new subject in English: Philosophy of Sport* was based on both the Czech form of the subject and the currently solved problems in the international environment within the philosophy of sport. Printed textbooks and e-learning aids were created.

## Outgoing and incoming Erasmus students



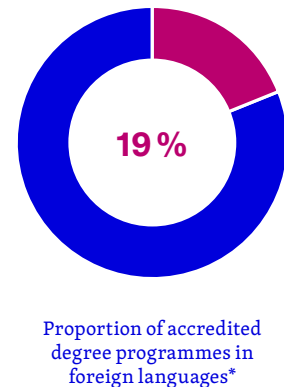
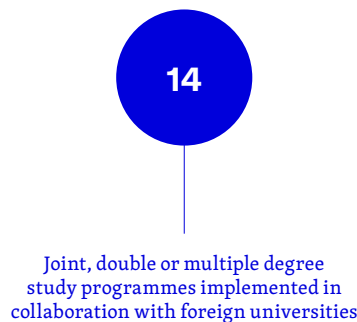
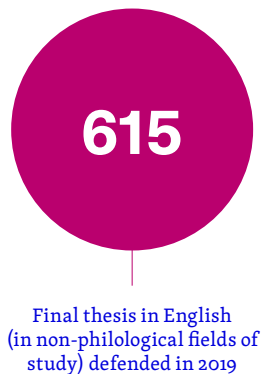
### 10 most requested countries for study stays and internships of outgoing students from MU

- Germany
- Spain
- United Kingdom
- Austria
- France
- Portugal
- Italy
- Belgium
- Slovenia
- Poland

### 10 most common countries of origin of students incoming for exchange stay at MU

- Spain
- France
- Italy
- Poland
- Portugal
- Germany
- Australia
- China
- USA
- Japan

## The international dimension of studying at MU

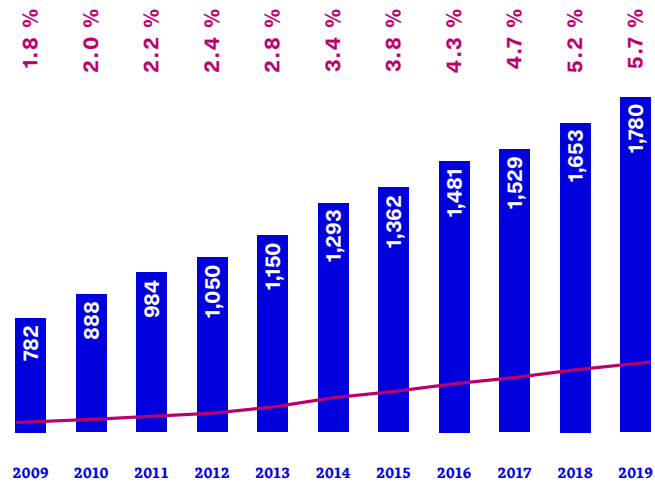


\* Only degree programmes accredited after 2016 (i.e. after revision)



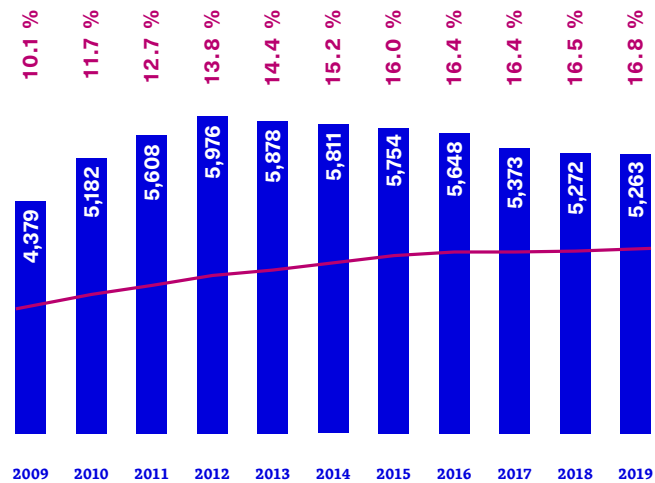
## Number of international students in accredited degree programmes (without the citizens of Slovakia)

■ Number of enrolled international students  
■ Proportion of international students in all enrolled students



## Number of students from Slovakia in accredited degree programmes

■ Number of students from Slovakia  
■ Proportion of students from Slovakia in all enrolled students



## Offer of foreign language courses for students of non-philological disciplines

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 English

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 Spanish

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 German

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 French

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 Russian

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 Arabic

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 Chinese

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 Swahili

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 Latin

MASARYKOVA UNIVERZITA

EXPERIMENTAL ECONOMIST  
WRITES HIS DISSERTATION  
IN BRNO AND SYDNEY AT  
THE SAME TIME, AND HIS  
STUDIES BRING HIM TWO  
TITLES

Doctoral student Michal Ďurínk is the first graduate of the cotutelle programme at the Faculty of Economics and Administration. He completed a major part of his dissertation in the field of economic experiments at Macquarie University in Sydney, Australia. As part of the experiment, he tested the behaviour of volunteers in Australia regarding the filling of managerial positions. He defended his final work at the same time in Australia and at Masaryk University - his successful studies at both institutions brought him two titles. For his work in 2019, he also received the Rector's Award for extraordinary research results.

Photo: Michal Ďurínk, a successful graduate of doctoral studies.



# 4

STRATEGIC PRIORITY

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## Individualized Doctoral Programmes

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<b>University-wide Activities for Doctoral Students and Supervisors</b>	<b>4 . 1</b>
<b>Support Activities for Doctoral Students Implemented by Faculties</b>	<b>4 . 2</b>
<b>Awards for Talented Students and Graduates of Doctoral Studies</b>	<b>4 . 3</b>

## 4 . 1

## University-wide Activities for Doctoral Students and Supervisors

Masaryk University currently offers studies in approximately **80 Czech doctoral degree programmes** and in roughly the same number of doctoral degree programmes in foreign languages (with a predominance of English). At present, **fewer than 2,800 doctoral students** study there, of which more than 16% are students from Slovakia and 10% from other countries.

The main topic of 2019 was the **transformation of the original doctoral degree programmes and fields into newly-accredited programmes**, which was launched at the end of 2018 after obtaining institutional accreditation.

In 2019, **the university expanded its cooperation** in the implementation of doctoral degree programmes to several new institutes of the **Czech Academy of Sciences**. In addition to the Faculty of Science and the Faculty of Arts, the Faculty of Medicine and the Faculty of Law will also cooperate with the Academy of Sciences.

Within the framework of newly-accredited doctoral degree programmes, faculties are introducing the obligation for their students of at least one month's internship abroad, and some faculties will send doctoral students abroad for the whole semester. International cooperation is also being developed within the *Marie Skłodowska-Curie Actions: Innovative Training Networks*, one of which will be coordinated by Masaryk University from 2020.

The **number of MU doctoral students**, whose studies are carried out **under double supervision** (so-called *cotutelle*), has long been increasing. Continuation of this trend can be expected in coming years, as well as **increasing interest in obtaining the so-called European doctorate** or other types of foreign cooperation in dissertation research.

Across the entire university tools for the development of doctoral studies have been created. In the spring semester there was a **course for doctoral students called PREFEKT**. Doctoral students from individual MU faculties acquired both theoretical foundations and practical skills in project management and research financing. The acquired knowledge and skills could be applied to examples of international grant applications (H2020, the International Visegrad Fund and the like). In 2019, based on experience, the *PREFEKT* concept was expanded in content and from 2020 it will be taught as the **FRESHERS course**. It will be supplemented by workshops for those interested in a more detailed and practical insight into the lectured areas.

In August 2019, the **Summer School for Doctoral Students** was held for the third time at the Telč University Centre, which aimed to develop so-called *soft skills*, specifically the improvement of pedagogical competencies and presentation and communication skills. During the year, a new concept of the summer school was being prepared, which should now work in two parallel sections - in Czech and in English.

In November 2019, the event **Industry ShowCase: Career in Life Science** was held for the third time to support the employment of students after completing doctoral studies outside the academic sphere.

A key activity supporting interdisciplinarity within the university is the year-round series of lectures by foreign experts of the **MUNI Seminar Series**, divided into lectures in the fields of natural sciences, social sciences and humanities, and in mathematics, physics and computer science. In 2019, **25 experts** lectured. A special part of the *MUNI Seminar Series* were the **Mendel Lectures**, in which **Nobel Prize winners** give lectures at Masaryk University.

Students of doctoral degree programmes are involved in the solution of research projects. Since 2010, the creative activity of students, especially doctoral students, has been supported by the **Competition for the Support of Student Projects**. The total subsidy for this competition in 2019 amounted to more than 136 mil. CZK, from which specific university research projects and student scientific conferences were paid. Last year, 192 projects were supported from funds earmarked for this competition, of which **14 were student scientific conferences**.

An important part of the PhD programmes at Masaryk University is the **CEITEC PhD school**. Within it, doctoral students have access to the most modern research infrastructure and to education in English in the interdisciplinary scientific community. The PhD school is based on the so-called *Principles for Innovative Doctoral Training* issued by the European Union in order to unify the quality of European doctoral studies. These principles include excellent science, an attractive institutional environment, opportunities for interdisciplinary research, cooperation with industry, the acquisition of international experience or the development of transferable and soft skills. Since 2019, the CEITEC PhD school has expanded with a third direction – the **specialisation Molecular Medicine**, created within the *Biomedical Science* programme newly-accredited at the Faculty of Medicine.

The number of people interested in the CEITEC PhD school is constantly growing, more than tenfold in the last five years. In 2019, more than **465 applicants from dozens of countries around the world** showed interest in studying. Nineteen new students were admitted in a two-round admissions procedure, two thirds of them from abroad.

## 4 . 2

## Support Activities for Doctoral Students Implemented by Faculties

The faculties try to support their doctoral students with a number of **support programmes, scholarships or support for student conferences**.

Students of **the FMed**, can draw funds from a new scholarship programme to support postgraduate studies in English. In 2019, the faculty organised the first year of *PhD Day*, which was attended by 45 students. Doctoral students also compete annually for the *Student Scientific Conference*.

**The FSci** supports research activities and activities of doctoral students, including foreign internships in the form of motivational scholarships, with almost 27 mil. CZK. The faculty also organised a *PhD Day* in cooperation with CEITEC and the FSpS.

The *COFOLA International Conference for Young Scientists and Doctoral Students* is regularly held at **the FLaw**. The faculty also offers numerous scholarship programmes.

**The FArts** continued to distribute scholarships to support excellent doctoral students, with year-round support going to the top 15 PhD students. Furthermore, the faculty paid mobility scholarships to 134 doctoral students in the amount of CZK 1,647,551.

At **the FEdu**, talented full-time doctoral students are rewarded with a merit scholarship, which they can draw on throughout the doctoral study, depending on their study results.

**The FEA** provided four types of motivational scholarship and in 2019 the faculty focused on supporting students of foreign language doctoral programmes who can apply for a waiver of the tuition fees. The activities of the faculty also include regular *Masaryk University Economic Seminars (MUES)* and the *Young Economists' Meeting in Brno*, which in 2019 were attended by representatives of more than 30 universities.

In 2019, **the FSpS** twice announced a scholarship programme to support talented PhD students. Nine doctoral students from 13 applicants received a scholarship for a period of six months.

Doctoral students of **the FSS** can draw support from several scholarship programmes, e.g. to reward publishing activities or to support outstanding professional achievements. With a special scholarship programme, the faculty supports compulsory trips abroad. The faculty organises a regular *EUSOC interdisciplinary seminar* at the Telč University Centre for postgraduate students and also awards the *EDIS* postdoctoral publication grant.

There is a motivational system of financing doctoral studies at **the FI**, consisting of an increase in scholarships for all students with quality publishing activities and special doctoral scholarships (CZK 10,000 per month) for the best students. The FI broadly supports short-term mobility of doctoral students and in 2019 a new scholarship programme was approved for the financing of doctoral internships.

## 4 . 3

## Awards for Talented Students and Graduates of Doctoral Studies

Every year, Masaryk University rewards the performance of its doctoral students, for example as part of the announcement of the *Rector's Awards*. This prize is awarded, among other things, in the category of the **Best Dissertation**, which was won in 2019 by Michal Balážia from the Faculty of Informatics. **The Rector's Award for outstanding students of doctoral degree programmes** was awarded to Jan Petrov from the Faculty of Law, Ondřej Schmidt from the Faculty of Arts and Martina Šmahelová from the Faculty of Social Studies. The Rector also appreciates the **extraordinary research results of young scientists under the age of 35**. The winners in 2019 were Michal Ďuriník for economics and informatics, Pavlína Janovská for natural sciences and medicine and Martin Lang for social sciences and humanities.

MU doctoral students also find recognition outside their home university both within the Czech Republic and abroad. In 2019 **the prize of the Ministry of Education, Youth and Sports** in the doctoral degree programme was awarded to Jana Havlová from the Faculty of Law.

Doctoral students also received awards from competitions organised by the **French Embassy in the Czech Republic**. Vojtěch Kaše from the Faculty of Arts won the first place in the competition for **the Jacques Derrida Award** for the humanities and social sciences, Tereza Nečasová from the Faculty of Informatics won **the Joseph Fourier Award for research work in computer science and informatics** in 2019, and **the Jean-Marie Lehn Award for Chemistry** went to Václav Němec from the Faculty of Science and **the Albert Schweitzer Award for Medicine** to Jan Novák from the Faculty of Medicine.

Lucie Sovová, a student of environmental studies, won **the Storm-van der Chijs Award** at the University of Wageningen, which is awarded every two years to talented female doctoral students on the basis of nominations from their supervisors.

For the eleventh year in a row, doctoral students from Brno universities have been supported within the programme **Brno PhD Talent**. In 2019, 25 doctoral students were supported, of which **15 work at Masaryk University**. Thanks to the award, they will receive a **scholarship of 300,000 crowns** for three years to support their scientific work. MU scholarship holders are for example studying brain tumours, nerve cell differentiation, plasma physics and bacteriophages.

## Seminar Series in 2019

### Lecturers in Life Sciences

**Rishi Bhalerao**, Umea Plant Science Centre, Sweden

**Martin Turner**, Babraham Institute, United Kingdom

**Eliška Rolfová**, Ministry of the Environment of the Czech Republic

**Markus Aebi**, Institute of Microbiology, ETH Zurich, Switzerland

**Alexander Stark**, Research Institute of Molecular Pathology, Austria

**Glenn King**, University of Queensland, Australia

**Radislav Sedláček**, Institute of Molecular Genetics of the ASCR, v. v. i., Czech Republic

**Angela Gronenborn**, University of Pittsburgh, USA

**Hisham Bazzi**, University of Cologne, Germany

**Vojtěch Novotný**, University of South Bohemia in České Budějovice, Czech Republic

**Mark Blaxter**, University of Edinburgh, United Kingdom

**Michael Jantsch**, Medical University of Vienna, Austria

**Michael Bruford**, Cardiff University, United Kingdom

**Nikolaos Sgourakis**, University of California, Santa Cruz, USA

**Yimon Aye**, École polytechnique fédérale de Lausanne, France

### Lecturers in Mathematics, Physics & Computer Science

**Dana S. Scott**, UC Berkeley, USA, Carnegie Mellon University, USA

**Martin Grohe**, RWTH Aachen University, Germany

**Noga Alon**, Princeton University, USA, Tel Aviv University, Israel

### Lecturers in Social Sciences & Humanities

**Fernando Casal Bértoa**, University of Nottingham, UK

**Eyal Winter**, Lancaster University, UK, Hebrew University, Israel

**Bernt Bratsberg**, Frichs Centre Oslo, Norway

**John Bullock**, Northwestern University, USA

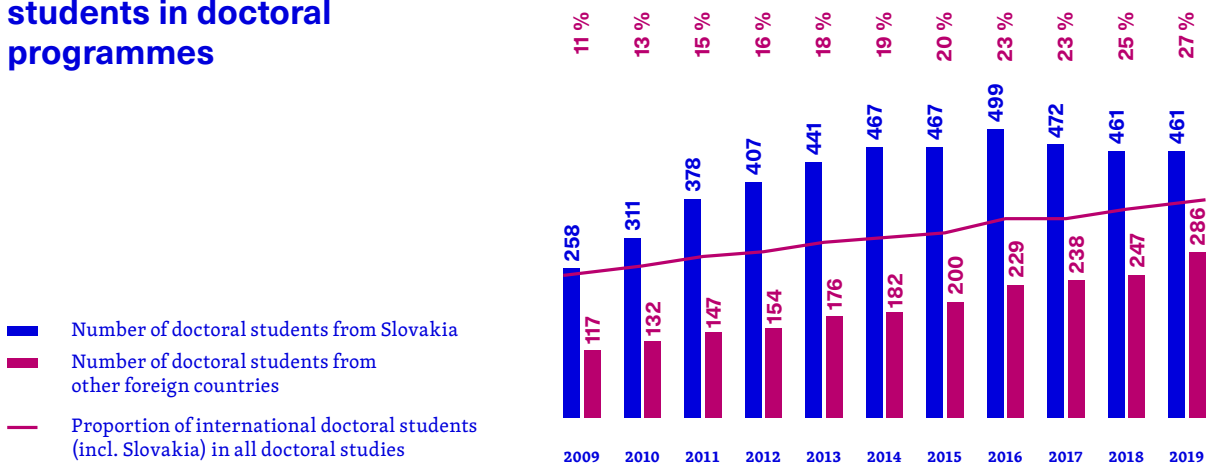
**Marie Claire Villeval**, Centre national de la recherche scientifique, University of Lyon, France

**Matthias Kaiser**, Bergen University, Norway

**Lothar Höbelt**, Institut für Geschichte, Universität Wien, Austria



## Number of international students in doctoral programmes



## Awarded MU students in Brno PhD Talent 2019

**Tomáš Brom, Mgr.**, Faculty of Science MU

**Barbora Burýšková, Mgr.**, Faculty of Science MU

**Alžbeta Dikunová, Mgr.**,  
Faculty of Science MU / CEITEC MU

**Veronika Fedorová, Mgr.**, Faculty of Medicine MU

**Domagoj Gajski**, Faculty of Science MU

**Tomáš Gybel, Mgr.**, Faculty of Science MU

**Josef Lavický, Mgr.**, Faculty of Medicine MU

**Laura Ondrišová, Mgr.**, Faculty of Medicine MU

**Tereza Souralová, Mgr.**, Faculty of Medicine MU

**Sandra Thalerová, Mgr.**, Faculty of Science MU

**Kristýna Tučková, Ing. Mgr.**,  
Faculty of Science MU / CEITEC MU

**Lucie Valentová, Ing.**,  
Faculty of Science MU / CEITEC MU

**Michal Vašina, Mgr.**, Faculty of Science MU

**Július Vida, Mgr.**, Faculty of Science MU

**Kristýna Závacká, Mgr.**, Faculty of Medicine MU

## Number of students in doctoral programmes at MU





# RECETOX IS TRANSFORMING BRNO INTO A EUROPEAN CENTRE FOR RESEARCH INTO FACTORS INFLUENCING HUMAN HEALTH

The RECETOX research centre achieved great success in 2019. It was the first research institution in Europe to succeed in all three calls of the Horizon 2020 programme for the dissemination of excellence (Teaming, Twinning and ERA-Chair). The most significant support for the centre came from success in the Teaming call. From the CETOCOEN Excellence project it gained a grant from European and national sources totalling three quarters of a billion crowns. In Brno, thanks to the creation of the unique living lab, focused on studying the factors behind the rising occurrence of chronic diseases and disorders. The main aim of the project is to evaluate the complex impacts of the environment in which we live, lifestyles and socio-economic status on people's health. Thanks to this project there will be further development of interdisciplinary cooperation across the university and with the foremost European research institutions, such as University College London and ETH Zurich as well as the BBMRI network of European biobanks.

Photo: Jana Klánová, director of the Centre for Research into Toxic Substances in the Environment of the Faculty of Science – RECETOX.

# 5

STRATEGIC PRIORITY

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## Research Excellence and Relevance

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<b>Masaryk University's Scientific Performance</b>	<b>5 . 1</b>
<b>International Research Support</b>	<b>5 . 2</b>
<b>Transfer of Knowledge and Research Results into Practice</b>	<b>5 . 3</b>

## 5 . 1

Masaryk University's  
Scientific Performance

In 2019, **2,010 scientific papers** such as Articles, Proceedings Papers and Reviews were published with an affiliation to Masaryk University and indexed on the Web of Science (WoS). Year-on-year the number of publications has grown steadily.

**The increasing share of works published by MU authors in prestigious journals** is very positive. For evaluation, the presence of the journal in the group of the first 25% of the best journals in the Journal Citation Reports industry ranking is monitored according to the impact factor (first quartile). In 2017, 30% of publications were published in these prestigious journals, in 2018 it was 33% and **in 2019 38%**.

Among the prestigious journals in which authors from MU published in 2019 are the journals of the group *Science*, *Nature*, *Leukemia*, *Proceedings of the National Academy of Sciences of the United States of America*, *Angewandte Chemie*, *Science of the Total Environment*, etc.

Another significant success is the **inclusion of 16 publications from 2019 among the 1% most cited on WoS** (Highly Cited indicator). The branch stratification of publication results according to the Web of Science database follows the trend from previous years. The environmental sciences have traditionally come first, followed by biochemistry and molecular biology, oncology, neuroscience and chemistry. In the social sciences and humanities, economics is most often represented.

The share of scientific publications affiliated to Masaryk University created in cooperation with foreign institutes has long remained at around 50%. Most publications were created in collaboration with institutions in Germany (13%), the USA (12%), the United Kingdom (10%), Italy (7%), Austria (6.8%) and Slovakia (6.8%). Important foreign institutes with which authors from MU traditionally cooperate include, for example, the largest French governmental research organisation, the **Center National de la Recherche Scientifique**, the **Max Planck Society**, **Harvard University** and the **University of Toronto**. Also the prestigious **University of California System** in the USA. Within the Czech Republic, the authors of MU cooperated mainly with the institutes of the Czech Academy of Sciences (19.5%), Charles University (13%) and the Hospital at St. Anne - ICRC (10.2%).

In addition to the publications listed in the Web of Science database, a number of professional monographs and chapters in books in world and domestic publishers have also been published.

**Significant Scientific Discoveries in 2019****Virologists have shattered old notions of viruses penetrating cells**

Researchers from the research group of Pavel Plevka and Robert Vácha from CEITEC MU have refuted the decades-long idea of how cells are infected by enteroviruses. They described a new mechanism in which the viral envelope is opened wide and parts of it torn off, allowing the entire genome to be released rapidly. The discovery was published in *Nature Communications*. Virologists have also successfully described the structure of phage P68, which destroys *Staphylococcus aureus* bacteria. They were among the first to do so, and the results of their work have been published by *Science Advances*.

**Cyber security experts have uncovered vulnerabilities in chips**

A team of experts around Petr Švenda from the Faculty of Informatics discovered a weak point in chip security, especially concerning electronic signatures. Two basic asymmetric cryptography algorithms are used to secure electronic operations – RSA and ECC. Already in 2017, informatics experts pointed out an error in the implementation of the RSA algorithm, and now the error also appeared in the implementation of the ECC algorithm. The discoverers have also released a tool that allows the presence of vulnerabilities to be tested.

**A long-term study by psychologists focused on motherhood and child care**

A team from the Institute for Research on Children, Youth and the Family - a specialist department of the Faculty of Social Studies - has completed extensive post-revolutionary research on parenthood in the Czech Republic. In questionnaires sent out from the third trimester of pregnancy to the child's age of three, psychologists identified various aspects of motherhood and parenthood. In the first wave, almost 1,200 responded and a number of personal interviews and surveys were conducted. Several years of work produced the publication *How Mums Have It. Psychological Research into Motherhood*.

**Chemists have invented a more environmentally-friendly way of producing the key compound graphene**

Researchers led by Pavel Pazdera from the Department of Chemistry, Faculty of Science, are able to produce graphene, a substance with unique properties interesting for industry, more efficiently than usual. Scientists have succeeded in devising and optimising two new processes for the production of an ultra-thin layer of carbon, the only waste products being water and possibly sodium chloride. One of the procedures has been patented. The second, improved procedure, is conducted in the mode of classified know-how.



## 5 . 2

## International Research Support

In 2019, Masaryk University built on its previous successes and increased the number of projects acquired in international programmes to support Horizon 2020 research - it became the **most successful Czech institution in H2020 calls so far** both in terms of funding and the number of successful project proposals. The total number of approved H2020 projects, with MU as the beneficiary, reached 80. Their total budget exceeded **810 million crowns**.

In 2019, the implementation of 32 new H2020 projects was started, of which ten projects were under Pillar I - Excellent Science, three projects under Pillar II - European industry leadership, 14 projects under Pillar III - Societal challenges and five projects were in associated initiatives. The **RECETOX** research centre has achieved great success - **as the first such organisation in Europe to succeed in all three Horizon 2020 calls** for excellence (Teaming, Twinning and ERA-Chair). Art historian Matthew Rampley transferred the already running **ERC Advanced** project from the University of Birmingham to the FArts.

In November 2019, the **fourth meeting** of the *International Scientific Advisory Board* (ISAB MU) took place. Thanks to the regular annual meetings and ongoing information that foreign board members receive, they can provide the university with continuous advice, and not only in activities with an international dimension.

At the beginning, the members of the council **visited the Bioskop science teaching centre**, which focuses on the education of children aged six and over. They appreciated his contribution and the involvement of students in teaching and disseminating science to the general public, as well as the increasing interest of schoolchildren in science. The guests also visited CEITEC MU, where they highlighted advanced technologies that scientists have the opportunity to work with and that help them increase their competitiveness.

The next meeting of the ISAB with the new management of the university was focused on the presentation of new strategic goals and visions, which include, among other things, strengthening internationalisation, improving personnel policy and revising university funding.

The most accentuated topic was doctoral studies, which have been a priority since the first visit of ISAB members in 2016. The main recommendation is to reduce the high drop-out rate for doctoral students, to facilitate students' communication in wider fields and to offer them further education.

## 5 . 3

## Transfer of Knowledge and Research Results into Practice

For the Technology Transfer Office (TTO), 2019 was a very successful year. The British biotechnology **company Artios Pharma** followed up on earlier cooperation with Masaryk University and concluded a **second license agreement** for the development of compounds active in the inhibition of specific nucleases.

Another significant success was the signing of an agreement between the university, the Masaryk Institute of Oncology and Biovendor. The agreement covers the **licensing of a method for the diagnosis of colorectal cancer**. This was developed by the team of Ondřej Slabý from CEITEC.

Cooperation with partners from the application sphere has further developed under the brand **Tested in Antarctica**. Interest has grown and in 2019 the mark was awarded to six other domestic products based on consumer tests performed by scientists at the University Polar Station in Antarctica.

The TTO also continued the commercialisation of MU's intellectual property, MU received CZK 1,023,765 in revenues from licensing and co-ownership agreements for the use of intellectual property, and revenues from internships and consultations amounted to CZK 211,880. As part of the two-week summer internships, 24 interns from seven workplaces from various cities in the country took turns at the TTO. At the national level, TTO continues to be seen as a leader in its field.

In 2019, the first comprehensive support for the *Proof of Concept* phases was recapitulated. In four years, 26 sub-projects were gradually implemented from the **TA CR GAMA project**, which ended in 2019. The project led to the verification or development of many university technologies. At the same time, it contributed to raising awareness of *Proof of Concept* projects and expanding the portfolio of possibilities for applying research in practice and developing further cooperation between researchers and application partners.

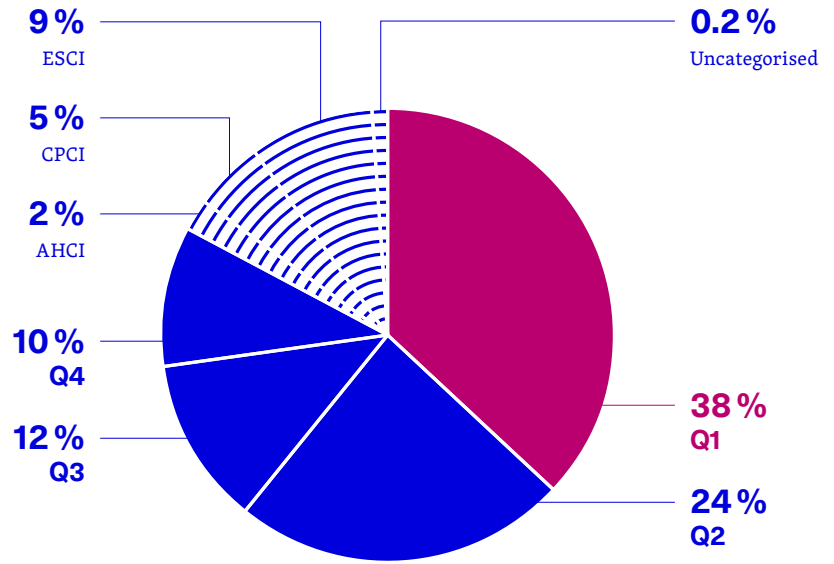
In 2019, the third year of the **Business Research Forum**, the largest trade fair presenting the results of science and research at Masaryk University, took place. On the occasion of the centenary of the founding of MU, the TTO participated in the extraordinary awarding of **commemorative medals to 99 university partners**.

Attendance at the annual **TT Day**, which acquaints visitors with the work and achievements of MU and the environment of technology transfer, exceeded expectations. MU technologies were also presented to investors at several foreign trade fairs and conferences. The TTO publishes the **INTERFACE newsletter** twice a year and is still an active member of the national *Transfera.cz* platform. TTO Director Eva Janoušková was re-elected chair of this platform for another four-year term.

### Proportion of 2019 publications in journals according to their impact factor by quartile

Publications according to the Web of Science database (articles, reviews and proceedings papers)

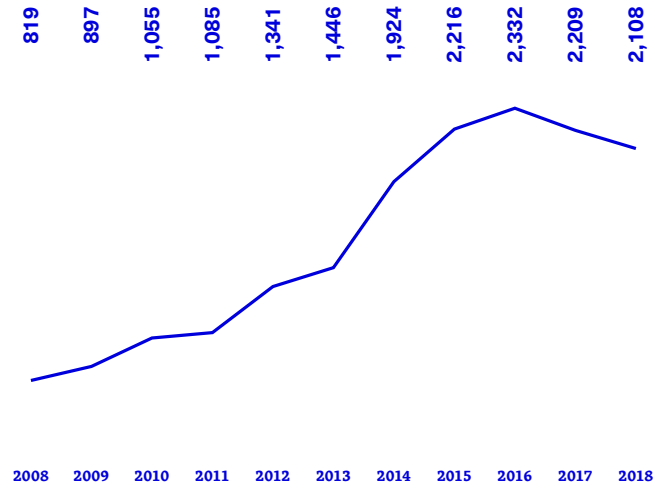
Note: Data for 2019 are not complete due to Web of Science indexing delay.



### Number of MU publications in the Web of Science database

Number of publications (articles, reviews and proceedings papers) issued in the given years

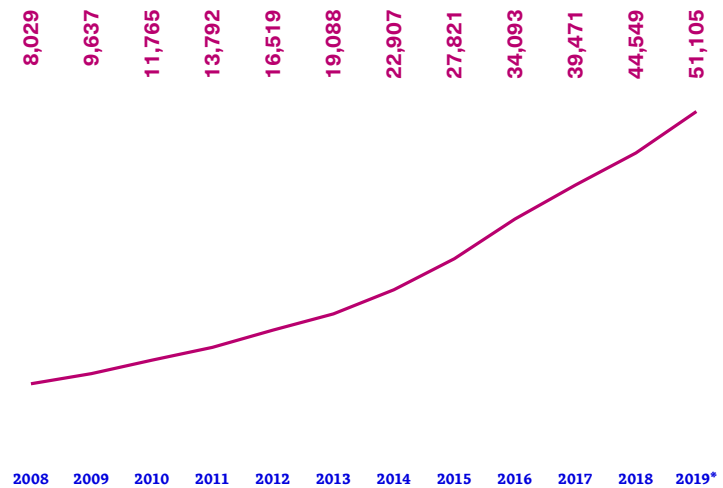
Note: Data for 2019 are not presented due to Web of Science indexing delay and the incompleteness of this data.



### Number of MU publication citations according to the Web of Science database

Number of citations in the given year (published articles, reviews and proceedings papers)

\* Data for 2019 are not complete due to Web of Science indexing delay.

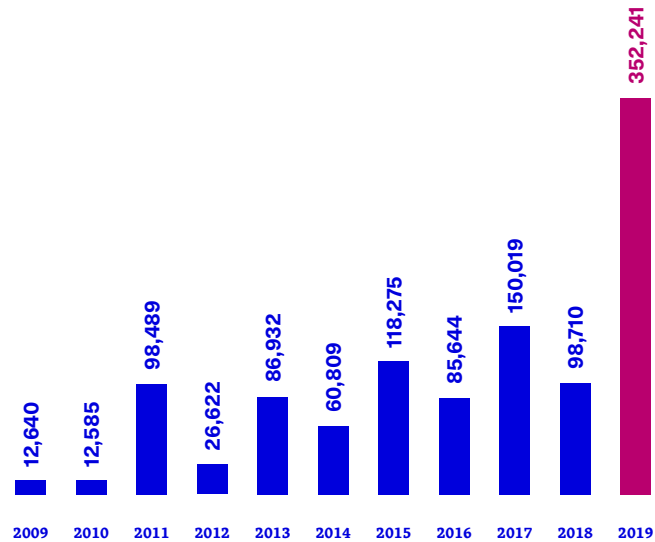


### Top 10 foreign institutions involved in joint publications with MU authors in 2008–2019 according to most cited results

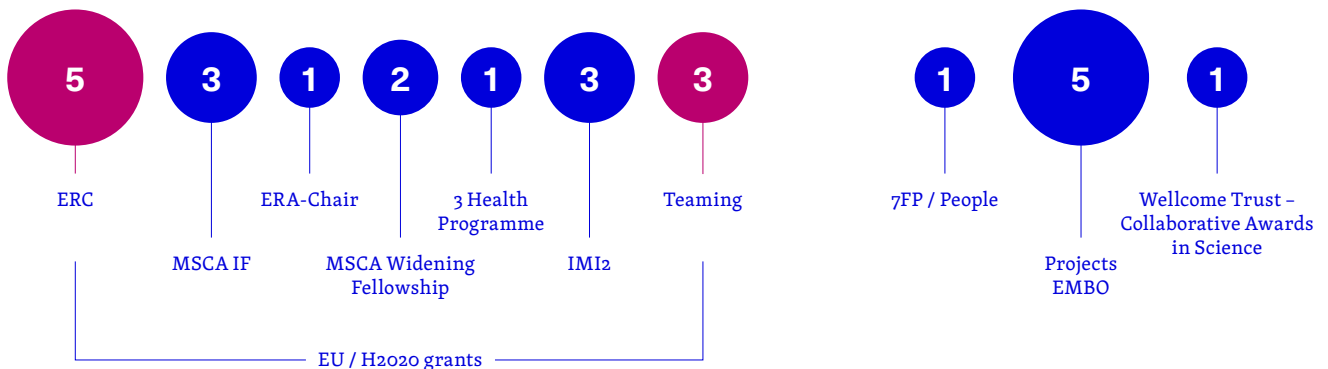
University of California System	Centre National de la Recherche Scientifique
Harvard University	Ruprecht Karls University Heidelberg
University of Toronto	Max Planck Society
Assistance Publique Hopitaux Paris	Helmholtz Association
University of Texas System	University of Barcelona

### Non-investment revenue from EU framework programmes

Non-investment revenue from EU framework programmes in thousands CZK



### Prestigious grants awarded to MU researchers (investigation launched 2015–2019)





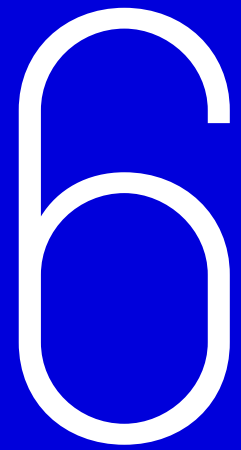
A portrait of Matthew Rampley, a man with short grey hair and glasses, wearing a dark suit jacket over a patterned shirt. He is smiling slightly and looking towards the camera. The background is a blurred bookshelf filled with books. The entire image has a blue color cast.

## THE BRITISH HISTORIAN, AN ERC GRANT HOLDER, WENT TO MASARYK UNIVERSITY THANKS TO THE MUNI AWARD

The second year of the MUNI Award in Science and Humanities brought the British historian Matthew Rampley to Masaryk University. He came to the Faculty of Arts together with his team from the University of Birmingham and brought with him a prestigious European Research Council grant (ERC grant). The subject of his interest will be interwar art and architecture in Central Europe, seeking answers to the questions of how the political and social events of the time affected art and architecture.

Photo: Second MUNI Award winner Matthew Rampley





STRATEGIC PRIORITY

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# Research Efficiency and a Stimulating Research Environment

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University-wide Support Services for Creative Work	6 . 1
Support for Professional Development and Scientific Performance of Academic Staff	6 . 2

## 6 . 1

University-wide Support  
Services for Creative Work

For the ninth year in a row, Masaryk University has been supporting excellence in research through internal projects of the **MU Grant Agency** (GA MU). In 2019, two calls in category E were announced to support the improvement of the quality of excellent results. Eleven applications were supported with a total amount of CZK 2,436,967. There was also a programme of support for the preparation of international grants intended for applicants for prestigious international grants (category F). 11 applications were supported and the total amount exceeded CZK 440,000. Under the specific scheme to support ERC grants, the preparation of four ERC project proposals was supported under this GA MU category.

In 2019, the eighth year of the **competition for interdisciplinary research projects** (category G) also took place. Another four projects were selected for financial support totalling almost CZK 20 million.

For the second time MU also awarded an exceptional grant in the Czech context called the **MUNI Award in Science and Humanities** (category I). For the next five years, it will be carried out by Matthew Rampley, a British expert in art history, who deals with the history of art and architecture in Central Europe in the interwar period.

For newly-hired foreign researchers in the mobility OP RDE project relocation and integration support was provided by the **International Staff Office** to facilitate their orientation in the domestic scientific environment. At the same time, several seminars were organised for these workers.

During 2019, the RMU Research Department organised a large number of **seminars, presentations, training sessions and individual consultations** with the aim of increasing the success of MU in national and international grant competitions. Thanks to the acquisition of the **IMPROVE** project from the INTER-EXCELLENCE (INTER-INFORM) programme, the department has been significantly staffed and the services provided are at a high professional level. During 2019, the staff of the department actively participated in the activities of the *Research Management Task Force* within the Utrecht Network and gained the position of Task Force Chair.

Masaryk University systematically supports the academic environment in the field of scientific publishing, including support for open access and ethics. The **Centre for Scientometric Support** (CSS; [scientometrics.muni.cz](http://scientometrics.muni.cz)) within the Research Department has been an established workplace covering this topic centrally for several years now. Its agenda includes methodological support of faculties in the field of bibliographic databases, communication with the national RIV database, organisation of national and institutional evaluation and bibliometry. The centre is actively involved in international communities in the field of research evaluation (for example, the COST event EN-RESSH) and develops its own publishing activities within the framework of international cooperation.

The Centre for Scientometric Support processes bibliometric analyses for all levels of the MU organizational structure as a university-wide service. Systematically performed analyses include bibliometric monitoring of faculty performance for annual evaluations with the MU management. A regular service provided to the scientific community is also the preparation of analyses of publications of individuals for the needs of habilitation and professorship procedures. The services of the Centre for Scientometric Support are thus used by applicants across all disciplines, although the analysis is aimed mainly at disciplines with traditionally intensive citations. In 2019, **eight analyses were prepared for habilitation or professorship proceedings**.

The Centre for Scientometric Support also presented its expertise at the **InCites Forum**, organised by Clarivate Analytics in Warsaw for clients from Central and Eastern Europe and the Baltics, as well as at several invited lectures in the Czech Republic, including lectures for institutes of the Czech Academy of Sciences.

Following the national methodology for research evaluation, the Centre for Scientometric Support also focused on **educational activities in this area**. In 2019, it was involved in the nationwide conference *Vševěd*, for CEITEC BUT and at quarterly intervals also for doctoral students of the CAS. Together with Charles University and Palacký University in Olomouc, CSS staff participated in a project to verify the possibilities of data collection for the newly prepared evaluation according to the Methodology 2017+.

The effort to promote high quality of universities and their greater competitiveness at European and world levels has led the leadership of five Czech universities to create a new **Association of Research Universities of the Czech Republic**. Aside from Masaryk University the members are Charles University, Palacký University Olomouc, the Czech Technical University in Prague and the University of Chemistry and Technology, Prague. The rectors of these universities confirmed a new form of cooperation on July 2, 2019. These universities share a vision of increasing quality and international competitiveness in teaching and research. Together they want to work on organizational, legislative and budgetary measures that will place them among the best European universities in the coming years.

## 6 . 2

### Support for Professional Development and Scientific Performance of Academic Staff

The goal of **faculty internal programmes** is to support the scientific performance and quality of publication outputs of its academic staff. It is mainly the use of institutional support funds, but also other faculty funds, which are aimed at **supporting the building of scientific teams, habilitation or professorship procedures** in various stages of preparation, **publishing scientific journals** or **internationalisation of publishing activities**. Specifically, young researchers or researchers returning from parental leave are often supported. Selected examples are given below.

The basic motivational stimulus at the **FArts** is the **budget methodology**, which reflects the specific paths of career growth for various groups of researchers and academics and the possibilities of humanities and social sciences as a whole to apply for competitions announced by research investors. Other schemes for research support since 2019 are the *HR Award* agenda, responding to the specific needs of various groups of researchers, as well as the **system of internal grants** (Grant of the Dean of the Faculty of Arts) making it possible, together with the university's systems of research support, for researchers to navigate more complicated phases in the development of their careers (return from parental leave, preparation for a larger grant task, etc.).

The **FSci**, within the prestigious *HR Award* certification, creates and implements a whole complex of strategic measures in the field of human resources in the scientific environment, i.e. HRS4R (Human Resources Strategy for Researchers). The faculty has adopted a **synergistic strategy to strengthen international prestige**, where a concrete example is the possibility of start-up grants for top new professionals, such as participants in the prestigious *MUNI Award in Science and Humanities*. Specific rules are also implemented at individual institutes, which motivate them to publish in the best international journals (Top 1%, 10% and Q1 ISI Web of Knowledge) in the form of targeted graduated rewards.

The **FMed** regularly strives to support successful authors in order to strengthen excellent publishing activity by publishing original results in foreign periodicals (Q1 and Q2 according to WoS). Supported publications went to prestigious and world-renowned magazines. In 2019, 15 publications were supported in this way, mostly Open Access in Q1. Support for researchers in the early stages of their careers is provided by the **Junior Researcher** programme. The allocation of funds among individual researchers took place in 2019 in the form of an internal competition. According to the set criteria, 21 young researchers from 12 workplaces were selected for support at the Faculty of Medicine.

At the **FSpS**, there is targeted financial support for *Open Access* for publications published on WoS (Q1–Q4) and Scopus (Q1 and Q2). To set up a transparent and motivating environment for FSpS employees, motivational incentives were proposed, applying the publication outputs evaluated in modules one and two according to the M17+ methodology. In 2019, a **system of incentive benefits** was implemented **for the preparation and submission of research and development projects** of an interdisciplinary, non-university and international nature (unfunded but evaluated project applications), which will be replaced by a unified incentive system from 2020.

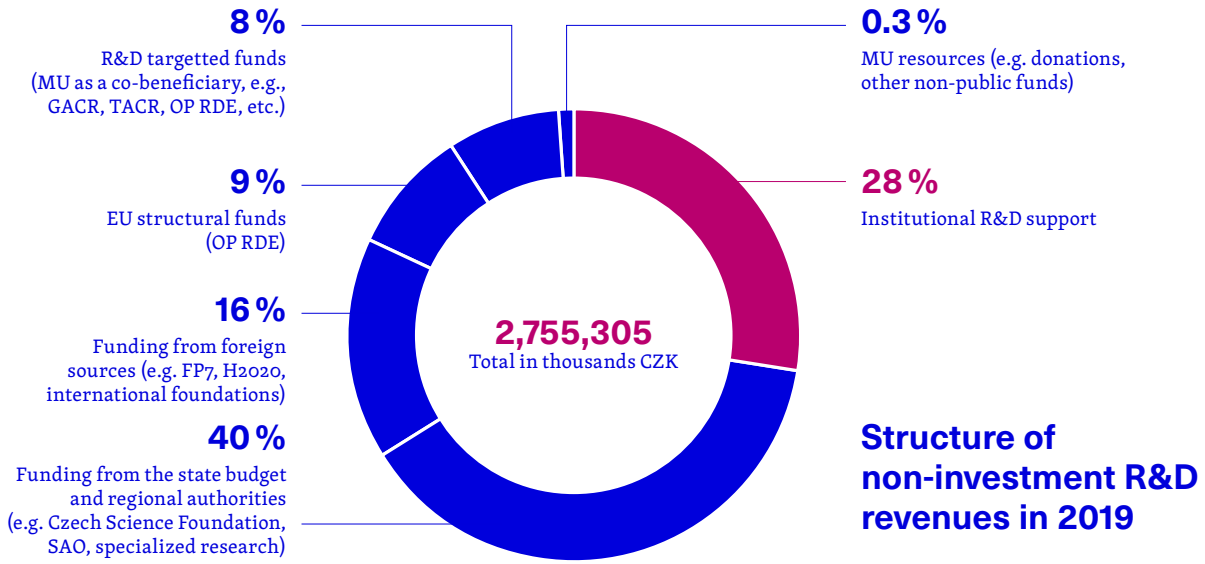
In 2019, there were five **programmes to support publishing** at the **FEdu**: support for publishing in renowned international journals registered in WoS or Scopus databases, support for publishing proceedings from conferences sent to WoS or Scopus databases, support for publishing extremely demanding and high-quality professional books and support for publication with high social relevance. Another support measure is a **programme to support the establishment or deepening of international cooperation in research**.

The **FEA** annually announces the **Programme for the Support of Career Growth** for academics who want to habilitate or apply for a professorship. The programme allows them to be reimbursed for the costs associated with meeting the conditions for initiating proceedings. At the same time, all academics, researchers and doctoral students have the opportunity to draw funds from the programme to support the publication of professional books and articles in scientific journals. In 2019, the faculty announced a new **internal competition** for drawing funds allocated to events with **partners from the application sphere**.

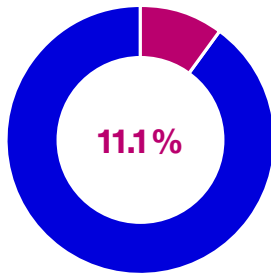
The **FSS** has a **Department for Research and Project Support**, which brings clear know-how in the field of project support for research grant calls and at the same time a list of current calls. The faculty also updated the methodological instruction for taking creative leave for academic and research staff.

In the form of rewards, the **FLaw** supports the active participation of its employees in foreign conferences, as well as in the development of international scientific networks, involvement in teaching in programmes at foreign universities (outside Erasmus), **internationalisation of publications** or project submission to grant schemes.

The **FI** focuses on selected research topics and projects that draw on cooperation with **industrial partners of the faculty**.

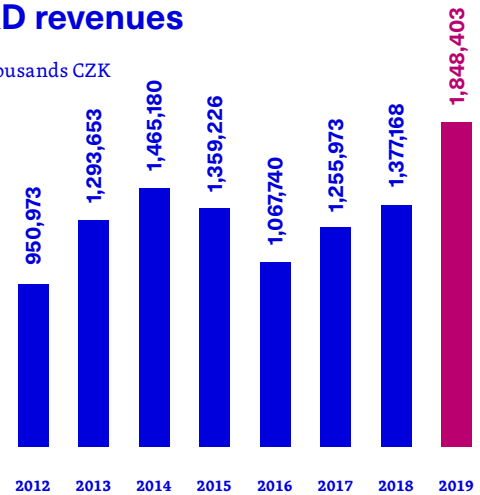


### MU's share in acquired institutional R&D aid in the Czech Republic in 2019

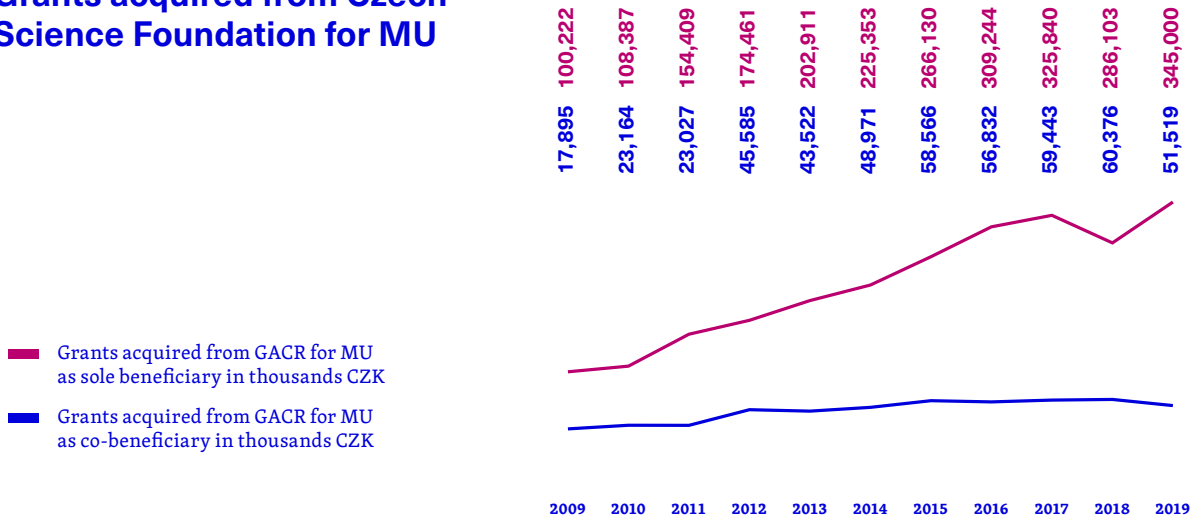


### Total amount of acquired non-investment R&D revenues

in thousands CZK



### Grants acquired from Czech Science Foundation for MU





## Grant categories announced by the MU Grant Agency (GAMU)

### Student grants

#### Specific university research

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- A Student Research Projects
- B Student Scientific Conferences

#### The Rector's programme

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- C Excellent Master Thesis
- D Student Magazines

### Scientist grants

#### Research support programme

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- E Excellent Results
- F International Grants Arrangement
- G Interdisciplinary Research Projects
- H Individual High Risk/High Gain Projects
- I MUNI Award in Science and Humanities

## Interdisciplinary research projects supported by the MU Grant Agency in 2019

### Lumír Krejčí, doc. Mgr. Ph.D.

Faculty of Science MU / Faculty of Medicine MU / CEITEC MU

**RecQ4 – a protein hub required for proper replication and recombination and its implications in Rothmund-Thomson Syndrome**

### Mojmír Šob, prof. RNDr. DrSc.

Faculty of Science MU / Institute of Computer Science MU  
**Development of algorithms for application of quantum computers in electronic-structure calculations in solid-state physics and chemistry**

### Barbora Padrtová, Mgr. Ph.D.

Faculty of Social Studies MU / Faculty of Science MU / Faculty of Law MU

**ARCTIC Centre for Human-to-Environment Oriented Studies: Impact of Climate Change and Human Activities in the Arctic**

### Ladislav Plánka, prof. MUDr. Ph.D.

Faculty of Medicine MU / Faculty of Informatics MU  
**Improving Treatments in Cerebral-Palsy Children using Artificial Intelligence**

## Mendel Lecturers in 2019

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**Richard J. Davidson**, Center for Healthy Minds, University of Wisconsin–Madison, USA

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**Emmanuelle Charpentier**, Max Planck Institute for Infection Biology, Berlin, Germany

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**Manolis Kellis**, Computer Science & Artificial Intelligence Lab and the Broad Institute of MIT and Harvard, USA

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**Fraser Stoddart**, Department of Chemistry, Northwestern University, Evanston, USA

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**Andrew G. Myers**, Department of Chemistry and Chemical Biology, Harvard University, Cambridge, USA

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**Roel Nusse**, Howard Hughes Medical Institute / Department of Developmental Biology, Stanford University, USA

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**Stefan Knapp**, SGC Frankfurt, Germany

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**Andrés Aguilera**, Department of Molecular Biology, University of Sevilla, Spain

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**Caroline Dean**, John Innes Centre Norwich, UK

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**Gerald P. Schatten**, McGowan Institute for Regenerative Medicine, University of Pittsburgh, UPMC, USA

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## THE UNIVERSITY CELEBRATED THE CENTENARY OF ITS FOUNDING

2019 was a year of spectacular celebrations at Masaryk University. This key anniversary for the whole university was marked at a wide variety of gatherings, festivals, cultural performances, sporting events and debates, and those invited included not just students and staff but also alumni and the public. The celebrations of the centenary began on 28 January 2019 in an academic ceremony with the awarding of four gold medals to significant personalities. The next day the Masaryk University Grand Gold Medal was awarded to the then Slovak president Andrej Kiska. The celebrations culminated in the Festival MUNI 100 at the Brno Exhibition Centre, visited by 12 000 people and where there was a major gathering of alumni, from among whom a hundred who had been nominated received a bronze medal. On the occasion of the jubilee, Masaryk University also collaborated on the documentary *Open Fortress* and published the annual publications *Masaryk University Calendar 1919–2019* and *Myths and Traditions of Central European University Culture*.

Photo: Andrej Kiska received the Masaryk University Grand Gold Medal from Rector Mikuláš Bek at the opening of the celebrations of the university's centenary.

# 7

STRATEGIC PRIORITY

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## Organizational Culture Based on Shared Values

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<b>Celebrations of the Centenary of the Founding of Masaryk University</b>	<b>7 . 1</b>
<b>Inspirational University Environment</b>	<b>7 . 2</b>
<b>Events for Students and Staff</b>	<b>7 . 3</b>
<b>Leisure Activities of University Associations</b>	<b>7 . 4</b>
<b>Internal Communication and Visual Identity</b>	<b>7 . 5</b>
<b>Services for Students and Staff</b>	<b>7 . 6</b>
<b>Ethics and Equal Opportunities</b>	<b>7 . 7</b>



## 7.1

## Celebrations of the Centenary of the Founding of Masaryk University

2019 was mainly the **year of the centenary of the founding of Masaryk University**. The significance of the anniversary was reflected in the **MUNI 100 project**, which throughout 2019 offered a number of attractive activities reflecting the mission, importance and role of Masaryk University in society. The celebrations and events were aimed at employees, students and graduates of the university, as well as at shaping and strengthening the relations of Masaryk University with the general public.

The **MUNI 100** project included the main line of celebrations in five imaginary blocks. The first block was connected to the **date of January 28, when Masaryk University was founded 100 years ago**. On this day, a ceremony was held to mark the centenary of the founding of the university, during which four **Gold Medals of Masaryk University** were awarded. Karol Mičieta (rector of Comenius University in Bratislava), Ivo Medek (former rector of the Janáček Academy of Music and Performing Arts), Václav Račanský (one of the founders of the Faculty of Informatics and for many years director of the Institute of Computer Science) and Petr Fiala (emeritus rector of Masaryk University who headed the institution for seven years at the start of the millenium) were the recipients. A day later, the **Grand Gold Medal** was presented to the President of the Slovak Republic **Andrej Kiska**. In January 2019, there was also a pre-premiere of a documentary film about Masaryk University, **Open Fortress**, by director Ivo Bystřičan, and a ceremonial performance of *The Cunning Little Vixen* at the reopened Janáček Theatre.

The core of the second block of celebrations was **Masaryk Week**, which in March included activities dedicated to the student community. The jubilee **10th year of the Science Slam** took place, which was organised as a duel of century-old universities between Masaryk University and Mendel University. This was followed by two gala **concerts of the Symphony Orchestra and the Choir of Masaryk University**, followed by the ceremony of awarding **Gold and Silver Medals** as an expression of appreciation for extraordinary merits for the development of Masaryk University.

The third block of celebrations was organised around the traditional university holiday **Dies academicus**. Part of the ceremony was the **Rector's Awards of Masaryk University**. The **MUNI 100 exhibition** also took place in the Governor's Palace of the Moravian Gallery, which offered an untraditional view of the history and present day reality of Masaryk University. This was followed by the **MUNIFESTO film festival**, for which the programme consisted of works connected with the university.

The fourth block took place in June 2019 and closed the main part of the celebrations. First there was a **Garden Party** with partners of Masaryk University, then the celebrations culminated in the **Alumni Day** and the **MUNI 100 Festival**, where all target groups came together. Approximately **3,000 people** attended the **Alumni Day** at the faculties, and more than **12,000 people** took part in the **MUNI 100 Festival** at the Brno Exhibition Centre.

At the end of the year, the fifth block of celebrations once again focused on the student community. A hockey match with Mendel University took place as a joint celebration. On the occasion of the November anniversaries, the **Holy Mass on the occasion of 100 years of teaching at Masaryk University** and the **Reverential Assembly of the Academic Community of Masaryk University** commemorating 80 years since the closure of Czech universities (by the Nazis) were also included among the centenary celebrations. The jubilee year 2019 ended with the Festival **30 Years of Freedom**, which took place at the Scala cinema and prepared for the Brno public a thematic cycle commemorating 30 years since the Velvet Revolution. The festival included discussions with key personalities and experts and film screenings, with a specially edited documentary, *Brno November*.

The intention of the **MUNI 100** project was to present Masaryk University as an important institution bringing relevant knowledge to society and to present it as a strategic partner and initiator of many development projects in the city of Brno and the wider region. This intention was fulfilled mainly by the **year-round communication campaign THANKS TO MUNI**. Through the concept of **100 years – 100 stories**, the university presented socially relevant discoveries, important personalities and projects connected with the university. The comprehensive interactive presentation of the university was also successful thanks to the **EXPO MUNI exhibition**.

The centenary of the establishment was also seen as a **unique opportunity to strengthen the sense of belonging**. An example was the activity of students of the Faculty of Medicine **100 litres of blood THANKS TO MUNI**, when donors from among students, employees and the public were coordinated with the collection points of Brno hospitals. Under the name of Masaryk University, **273 litres of blood** were donated, almost three times the expected amount.

Masaryk University also established closer cooperation with the **HC Kometa Brno hockey club**. The signing of a joint memorandum was followed by an extra-league match with HC Olomouc in specially modified jerseys with the MUNI university logo.



Masaryk University recognised many exceptional achievements in 2019. In the competition for the **Rector's Awards of Masaryk University, 22 employees, students and graduates** in 11 categories were given awards for their excellent scientific, pedagogical or creative work and exemplary representation of the university.

In connection with the centenary celebrations, a number of university awards were also presented. In January, the **MU Grand Gold Medal** was awarded to the President of the Slovak Republic, Andrej Kiska. During 2019, Masaryk University subsequently awarded **five honorary doctorates**, in the field of historical sciences to Andrej B. Zubov, in the field of biological sciences to Josef Jiříčný, in the field of art history to Hans Belting, in the field of medical sciences to David P. Lane and in the field of environmental sciences to John P. Giesym.

At the suggestion of rector Mikuláš Bek, Václav Račan-ský, Karol Mičieta, Ivo Medek and Petr Fiala were awarded the **MU Gold Medal**. Another nine exceptional personalities received the *MU Gold Medal* on the nomination of the faculty deans.

The *MU Silver Medal* was awarded at the suggestion of the faculties to **22 personalities** who significantly contributed to the prosperity of the university, another **four MU Silver Medals** were awarded at the suggestion of the rector.

In June and July 2019, at the proposal of the faculties, **100 MU small bronze medals were awarded** to important graduates of the university.

Students and employees of Masaryk University also received the award outside the university grounds. Among the first university teachers **awarded by the Minister of Education** was Zdeněk Bochníček, who works at the Institute of Physical Electronics (at the FSci). Jaroslava Ježková and Ravi José Tristao Ramos (both from the FSci) and Jana Havlová from the FLaw received an award for outstanding students.

Ivan Foletti from the FArts and Jaroslav Vaculík from the FEdu won the **South Moravian Region Award**. Pavel Krejčí from the FMed was awarded the **Prize of the Ministry of Health** for outstanding results in applied medical research.

Stanislav Kadečka from the FLaw received a **plaque from the Minister of Justice Bene Meritus**. Dean of the FEdu received the **Medal for Services to the Development of Education**, awarded by the Czech School Inspectorate. Romanist Růžena Ostrá from the FArts received the **French Knighthood of Palmes académiques**. Ladislav Vojáček from the FLaw received the **Legal History Book of the Year award** from the European Society for Legal History.

The Pavel Plevka research team from CEITEC won the **Werner von Siemens Award 2019** for the most important result of basic research. Marek Mráz from CEITEC received an **award from the Chair of the Czech Science Foundation**.

In the centenary of the founding of Masaryk University, a large number of events took place for students, employees and the public. The **Brno Seventeenth** event has a long tradition, during which students from all Brno universities come together. In 2019, they remembered 30 years since the Velvet Revolution and 80 years since the Nazi closure of universities.

In September, the traditional event of European dimensions, **Researchers' Night**, took place. The theme of 2019 was environmental friendliness. The event was attended by **7,300 visitors**, which ensured Masaryk University the highest attendance of the *European Researchers' night 2019* in the Czech Republic.

In 2019, two major **Science Slams** for the public and one student **Science Slam MINI** were also held. The first Science Slam was part of the celebrations of the centenary of the founding of Masaryk University and Mendel University. The winner – the theoretical physicist Tomáš Tyc – then further represented Masaryk University and the Czech Republic at the European finals in Vienna. In June, six students across disciplines and faculties presented their research at the *MINI Science Slam*. The next *Science slam* bore the subtitle  $1 + 1 = 11$  and was a special format for the competition of pairs of scientists.

The student theatre group **PROFI Theatre** gave four performances of *The Full Monty*, an adaptation of the play by Terrence McNally. FI students have also prepared the **19<sup>th</sup> film festival**, which this time was included in the programme of the annual **MUNIFESTO festival** at the Scala University Cinema.

The second **Campus Day** - a sports and cultural day for employees and students of campus faculties and workplaces (FSci, FMed, FSpS and CEITEC) took place on the Bohunice University Campus in May as part of the *Dies academicus* academic celebrations. In September the second year of the **Dean's Grill** was held, an informal meeting of students and staff with the management of campus faculties in the outdoor campus.

The FSS organised an entertaining **Night in the Library** event for the children of its employees. The FEdu organised a meeting of the academic community with a lecture and informal sitting on the occasion of **Teachers' Day**.

In connection with the 30th anniversary of the Velvet Revolution, the Faculty of Arts prepared a series of thematic film screenings and discussions with creators and witnesses entitled **The Cinema of Truth and Love**.

From the sports activities of the faculties, the traditional event **Legal Vysočina** took place, **Valentine's table tennis tournament** (FSpS), **Badminton Tournament** (FEA), **Pre-Christmas Table Tennis Tournament** (FArts), **Sports Day** for Children of Employees, Students and the Public (FEdu) or the **Football Cup** (FSS).

## 7 . 4

## Leisure Activities of University Associations

The activities of dozens of student associations at both faculty and university levels contribute to the common spirit of the university community. In 2019, the university intensified its cooperation with the Student Chamber of the MU Academic Senate and the Masaryk Student Union (MUNIE), which are coordinated and covered by individual student associations.

Student associations were given a space to present at *the MUNI 100 Festival*, which was used by 17 of them. Student affiliation was also deepened through sports activities and competition in the hockey match MUNI vs. MENDELU, the duel of octopuses and dragon boats and social activities, which include the annual **Masaryk University Student Ball**. The seventh year of the ball with the subtitle *Night Circus* took place on December 5, 2019 in the Brno Bobycentrum under the baton of MUNIE.

The students also took part in the jubilee celebrations of the anniversaries of November 17, 1989 and 1939, especially by participating in a lantern parade passing from the city centre to the Kounic Halls of Residence, organised annually by the **Faculty of Arts Endowment Fund**.

One of the other associations that contribute to the cultural life of the university is the **Student Union of the Faculty of Informatics** and the **Association of Medics**. Students of these associations organised student ballroom dances or playful afternoons. The **Association of Friends of Nordic Wildlife** is also active at the Faculty of Informatics, which covers many activities and competitions aimed at secondary school students, secondary school graduates and applicants.

The **Open Brno Association** is based at the Faculty of Education, associating mainly students, but also graduates and those interested in education. The association organises lectures, discussions, workshops and other events mainly with educational content. In March 2019, the nationwide event *Night of Education* took place, which is backed by branches of the Open Association at other Czech pedagogical faculties

Sports tournaments at the Faculty of Sports Studies are organised by the **FUKS** association - **a faculty group of creative students**, which also took part in the popular *Dean's Grill* event on the university campus.

The **Faculty Theatre Association** contributes to the cultural events at the Faculty of Law, whose activities are the result of academic interest in alternative directions of teaching law and the theoretical and legal direction of *Law and Literature*.

Associations at the Faculty of Social Studies operate as student information platforms. There are the student television studios **Studex.tv** and **MUNI TV**, and the university-wide **Radio R**, which broadcasts online from a modern studio in the faculty building, also has facilities.

## 7 . 5

## Internal Communication and Visual Identity

In accordance with the strategy of internal communication at the university, a **total of eleven electronic newsletters for Czech-speaking employees** were successfully sent out in 2019, to 5,600 e-mail addresses. On average, 45 to 50% of recipients opened the newsletter. In 2019, newsletters with the names of candidates for the new MU rector, with a list of new members of the MU Scientific Board or with an overview of newly appointed associate professors were the most read.

In 2019, a **newsletter for foreign employees in English** was also sent out. The first was sent out in April 2019 and informed foreign employees about the election of a new rector. The English newsletter was opened on average by over 60% of the roughly 400 recipients to whom it is sent every month. To support the internationalisation of internal communication, a **discussion group was also set up in the Yammer communication network for foreign employees**.

Tailor-made for **newly-arrived foreign students**, a **newcomers'** section was established in 2019 in *M Magazine*. At the same time, before the beginning of the academic year, they were sent a so-called *welcome newsletter*, which was opened by about 75% of the exchange students and 45% of self-payers.

In 2019, preparations continued for the content of the **Employee Portal** - another tool of internal communication. At the same time, testing and modification of the portal structure took place. Proposals for new applications were created (Pinned News and News, Absence of Colleagues at the Workplace, Notifications and E-mail Notifications, Implementation of the Schedule in the Calendar, etc.) and work was also done on the integration of faculty sections.

The **implementation of the unified visual style** continued, the foundations of which were set by the Najbrt studio at the end of 2017. Gradually, elements of a new visual style were applied to a wide range of materials and applications. These are logos of departments and institutes, study and academic materials, printed matter, merchandising, social networks, websites, promotional materials, publications, cultural and sports events or marking of buildings in interiors or exteriors.

The visual identity is also supported by the **Munishop** university e-shop, which has **doubled its sales** in the centenary of the university's founding. In 2019, an **e-shop branch** was opened in the **Telč University Centre** with the aim of promoting the centre's activities and spreading the MUNI brand in the Vysočina region as well.

An important part of the services at Masaryk University is the **service for people with disabilities**, both students and employees, provided by the **Teiresiás Centre**. The centre has **its own publishing house of tactile literature**, including tactile graphics and maps, and a recording video studio of documents in Czech sign language. 80 places in public classrooms and study rooms with non-stop operation are available to people with special needs.

In 2019, **17 people with physical disabilities** were registered among the university's teachers and professionals: Four blind and severely visually impaired people, ten deaf and severely hearing impaired people and three wheelchair users. In 2019, **562 students with disabilities** studied at MU, including 36 visually impaired, 42 hearing impaired, 51 physically impaired, 245 with specific learning disabilities and 188 people with autism spectrum disorder or other mental disorders and chronic somatic diseases.

Four disabled students travelled for a semester-long study stay abroad, 11 foreign students with disabilities arrived at MU in 2019 as part of exchange programmes.

**The total number of people with disabilities at MU increased slightly year-on-year.** Out of the total number of students with disabilities, 506 people fulfilled the conditions under which the Ministry of Education provides universities with a contribution to pay for the services provided.

MU's public library collections include **1,745 library items in Braille** and the total number of adapted titles accessible electronically is 7,691, including titles available in the hybrid book format developed by Masaryk University.

Services for students and employees are also offered by the **MU Careers Centre**, the aim of which is to increase the employability of MU graduates and help students prepare for the labour market. The MU Careers Centre offers development courses, a CV Clinic and various events with employers.

The development of professional competencies was ensured by the subject *Career Start* for 81 students. Its output is the setting of an action plan, preparation of documents for the selection procedure and for an interview. **The JobCheckIN career portal** with 8,798 registered students and recent graduates was used by 264 employers with 950 advertised positions.

In the spring of 2019, the **first year of the fair of state administration and non-profit organisations MUNI job-NEST** took place, which offered the opportunity to meet 22 different representatives. The traditional activities of the Careers Centre include the **JobChallenge trade fair**, which was attended by over 2,700 students, and **Prvákoviny** for more than 1,500 first-year students.

The basic ethical requirements for the conduct of Masaryk University employees are summarised in the *Code of Ethics for Academic and Professional Staff at Masaryk University*. The **Panel for Equal Opportunities of Masaryk University**, which supervises the application and observance of the principles of non-discrimination and equality at MU, acts as a permanent advisory body to the Rector of Masaryk University. During 2019, the panel did not receive any suggestions for discussion.

In 2019, the **MU Ethics Committee (EC MU) dealt with three internal and two anonymous complaints** at its five meetings.

The first internal complaint in question concerned a suspicion of an infringement of Article three (4) and (5), Article 9 (2) (d) and paragraph three of the Code of Ethics. The resolution of the EC MU of 2/4/2019 found that Article three (4) and (5) of Code of Ethics had been infringed, while Article 9 (2) (d) and paragraph three it had not.

In the second case, the EC MU dealt with the suspicion of a violation of Article 9 (4) of the Code of Ethics, the EC MU resolution of 10/6/2019 states that the Code of Ethics had not been infringed in these terms.

The EC MU at its meeting on 4/12/2019 adopted a resolution in the case of suspicion of the submitter's own mistake in the citation standards in his diploma theses. The EC MU evaluated the seriousness of the mistake as low, especially due to the high degree of self-reflection of the author.

The first of the anonymous submissions concerned the suspicion of a violation of Article 7, paragraphs one and two of the Code of Ethics, but the resolution of the EC MU of 2/4/2019 stated that the Code of Ethics had not been violated.

A second anonymous submission pointed to a possible violation of the Code of Ethics due to plagiarism and incorrect reporting of publications, the resolution of the EC MU of 4/12/2019 stated that the Code of Ethics within the meaning of Article 7 (2) had not been breached, while there was a very serious breach of the Code of Ethics within the meaning of Article 7 (1) and (4).

One complaint from an internal entity was submitted by the EC MU to the affected part of MU for settlement.

**The MU Ethics Committee for Research (ECR)** oversees the observance of ethical standards in research with human subjects at the university, including work with biological material of human origin. Research at the FMed is assessed independently by the FMed Ethics Committee.

In 2019, the ECR dealt with **153 projects**. As part of the methodological support, a new ECR website was created with information on announced calls and sample documents. At the international level, ECR members actively participated in the activities of the ENERI network of ethics committees, and cooperation continued within the Alliance4Life H2020 initiative in the field of *Research Ethics and Integrity*.

### Rector's Award for Outstanding Creative Activity

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**Kamil Paruch, doc. Mgr. Ph.D.**  
Faculty of Science MU

### Rector's Award for an Outstanding Doctoral Thesis

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**Michal Balážia, RNDr. Ph.D.**  
Faculty of Informatics MU

### Rector's Award for Outstanding Doctoral Candidates

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**Jan Petrov, Mgr. Bc. LL.M.**  
Faculty of Law MU  
**Ondřej Schmidt, Mgr.**  
Faculty of Arts MU  
**Martina Šmahelová, Mgr.**  
Faculty of Social Studies MU

### Rector's Award for Outstanding Students in Master's Programmes

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**David Dufek**  
Faculty of Medicine MU  
**Dominik Porvažník, Bc.**  
Faculty of Social Studies MU  
**Petra Vojáčková, Mgr.**  
Faculty of Science MU

### Rector's Award for an Outstanding Sports Performance

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**Michal Krčmář, Bc.**  
Faculty of Sports Studies MU

### Rector's Award for Outstanding Artistic Activity

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**Petr Hala, doc. Mgr. Ph.D. et Ph.D.**  
Faculty of Education MU

### Rector's Award for Long-term Excellence in Research

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**Václav Blažek, prof. RNDr. CSc.**  
Faculty of Arts MU  
**Václav Přenosil, prof. Ing. CSc.**  
Faculty of Informatics MU  
**Ivan Rektor, prof. MUDr. CSc.**  
Faculty of Medicine MU / CEITEC MU

### Rector's Award for Outstanding Research Results Achieved by Young Scientists under 35 years

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**Michal Ďuriník, Ing. Bc.**  
Faculty of Economics and Administration MU  
**Pavčina Janovská, Mgr. Ph.D.**  
Faculty of Science MU  
**Martin Lang, Mgr. Ph.D.**  
Faculty of Arts MU

### Rector's Award for Extraordinary International Grant Competition Results

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**Marek Mráz, doc. MUDr. Mgr. Ph.D.**  
CEITEC MU

### Rector's Award for the Active Development of Civil Society

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**Martin Janků**  
Faculty of Medicine MU  
**Lubica Joppeková**  
Faculty of Medicine MU

### Rector's Award for Outstanding Teachers

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**Martin Čuta, Mgr. Ph.D.**  
Faculty of Science MU  
**Jan Šerek, Mgr. et Mgr. Ph.D.**  
Faculty of Social Studies MU  
**Valdemar Švábenský, RNDr.**  
Faculty of Informatics MU



## Satisfaction and identification with the university based on student surveys

### Survey MU Applicants Spring 2019

Applicants for study at Masaryk University most often expect that studying at MU will be demanding, but at the same time of high quality, interesting and beneficial in various fields. The most important factors that led the applicant to apply to Masaryk University are the quality and content of the study and other characteristics of the degree programme. The new structure of the study offer at MU satisfies 94% of respondents, and the same percentage evaluates positively the clarity and intuitiveness of the e-application. Three quarters of applicants think that they will manage the study well, 93% of the respondents want to gain specific practice in the field while studying.

### Survey Study Roadmap – 4<sup>th</sup> wave of survey Spring 2019

Students of bachelor's and long master's programmes included in the longitudinal survey express satisfaction with their lives and gradually feel a growing sense of adulthood. Three quarters of the respondents perceive their studies at MU as demanding, 85% are satisfied with the study results. Only half of the students trust in an accurate assessment of their abilities. 8 out of 10 respondents declare regular help from parents, almost the same share states that the given level of support from parents is sufficient for them.

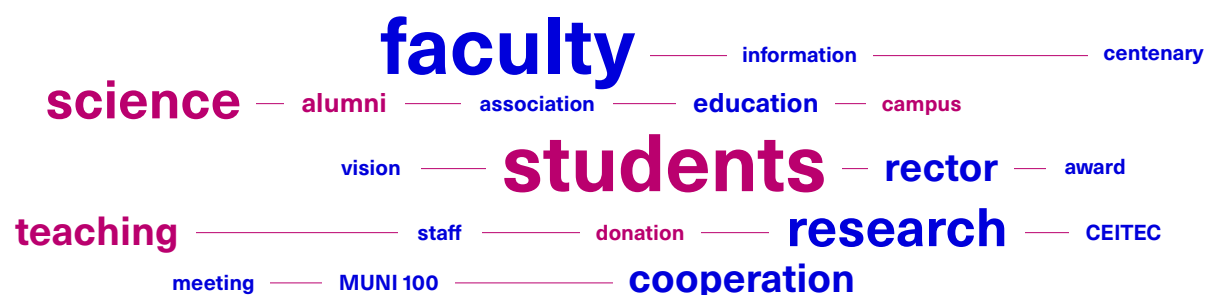
### Survey Study Roadmap – 5<sup>th</sup> wave of survey Autumn 2019

Six out of every 10 interviewed students in bachelor's and master's programmes participated in extracurricular activities related to the university. With the end of their studies approaching, respondents are more likely to consider further studies, both at MU (31%) and outside MU (11%). The highest satisfaction is expressed by respondents in the long term with the professional quality of teachers (97% satisfied), teachers' approach to students and material background of studies (equally satisfied 88%). 39% of respondents feel they are part of the academic community. Students perceive their studies as a challenge, are proud of it and consider it very meaningful and effective.

### Survey Graduation from MU – Review and Perspective January – November 2019

Almost two thirds of recent graduates are already working or know where they will go soon after graduating from MU. 86% of employed graduates have a job in the field of study. 9 out of 10 interviewed graduates are satisfied with what the university has brought to their life. The strongest rated aspect of MU has long been the prestige and offer of study fields, the location of the school within the Czech Republic is also rated very well in terms of transport accessibility, library facilities and professional quality of teachers. In the case of repeated choice of study path, 83% of respondents would re-elect Masaryk University.

## Most frequently used words in the university's M Magazine in 2019

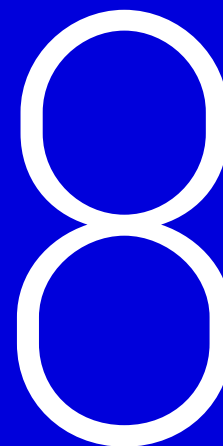




PEOPLE DONATED 273 LITRES  
OF BLOOD TO HOSPITALS  
IN THE NAME OF MASARYK  
UNIVERSITY

An example of a unique sense of belonging was shown by students of the Faculty of Medicine led by Natália Antalová, Chair of the Student Chamber of the Academic Senate of the Medical Faculty of MU, when they announced the call for 100 years - 100 litres of blood THANKS TO MUNI. People from students, staff and the public were motivated to join blood donors for Brno hospitals. The Transfusion and Tissue Department of the University Hospital Brno and the Blood Bank of the University Hospital at St. Anne's finally managed to donate 273 litres of blood, i.e. almost three times the expected amount.

Photo: Event coordinator of 100 litres of blood THANKS TO MUNI Natália Antalová, a student of the follow-up Intensive Care programme.



STRATEGIC PRIORITY

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# Inspiration and Social Responsibility

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<b>Key University Projects Responding to Societal Challenges</b>	<b>8 . 1</b>
<b>Masaryk University in the Media</b>	<b>8 . 2</b>
<b>Scala University Cinema and Telč University Centre</b>	<b>8 . 3</b>
<b>Alumni Relations Development</b>	<b>8 . 4</b>
<b>Mendel Museum</b>	<b>8 . 5</b>
<b>Munipress (Masaryk University Press)</b>	<b>8 . 6</b>
<b>Library Services</b>	<b>8 . 7</b>

## 8 . 1

## Key University Projects Responding to Societal Challenges

In the 100th year of its operation, Masaryk University emphasised the importance of the university's social role and, through numerous activities, proved that it focuses not only on education but also on cooperation with partners and institutions, which strengthens civil society and the cultural environment.

The FEdu continued in 2019 in the project **Open University**. Its aim is to build an open environment at Masaryk University and to create a **system of support measures for ethnic minorities** (specifically for the studies of Roma students). In March, the second year of the **Night of Education** took place at the faculty, which included an evening full of topics in education. The **Kafinet Café**, staffed by the mentally ill, was also opened at the Faculty of Education, in 2019.

In the summer of 2019, the joint housing of young adults leaving children's homes and students of Masaryk University began as part of the **Symbios** project, initiated by the FSS. This is a pilot project that has no parallel in the Czech Republic and its evaluation will show whether it is a functional tool that could be used in other cities.

During the year, the student project **Fakescape**, supported by the Department of Political Science at the FSS, was fully launched. Faculty students started driving to primary and secondary schools and youth organisations with an innovative interactive game developing competencies in the field of media literacy. Since its inception, the game has been played by more than 13,000 pupils and students from two hundred schools and more than a dozen countries.

The Department of Social Policy and Social Work of the Faculty of Social Sciences, has been cooperating with the non-profit organisation Tripitaka for a long time on the **Colours of the Brno Bronx** project.

**The Institute of Public Administration** at the FEA, together with the Association of Local Authorities of the Czech Republic, organised seminars for mayors of Czech cities and acted as methodological support for numerous questionnaire surveys for the needs of Czech town halls. The faculty also undertook a project of cooperation with partners from Austria and Germany, in the *Financial Literacy International Programme*, which concerns the creation of online study materials for teaching financial literacy to people from localities affected by social exclusion.

In a joint effort of experts from the Faculty of Law, Frank Bold and Nugis Finem, the educational website **Citizens' Rights and the Functioning of the Municipality** was created, where it is possible to take a free online course on the rights of citizens and participants in administrative proceedings.

In the position of coordinator, the Faculty of Sports Studies carried out nationwide testing of the fitness of Czech school youth. Students and employees of the FSpS regularly participate in arranging events for disabled athletes or act as lecturers of extracurricular activities. These events included the **Winter Games of Special Olympics**, the workshop **Modern Gymnastics of People with Mental Disabilities**, figure skating of athletes with mental disabilities within the **Special Olympics**, **Onko Weekend in Telč** or the **Self-Defence Course for the Visually Impaired and the Blind**.

In 2019, students and staff of the university were the initiators of many **charitable events**. The cooperation of Masaryk University with the **Kometa Brno hockey team** raised **160,000 CZK** through an auction of special jerseys with the MUNI logo. The money will be used in the Centre for Applied Behavioural Analysis, which is dedicated to helping people with autism spectrum disorders.

The annual **Charity Week** was organised by the foreign medics of the association in the **MIMSA** association. In 2019 fundraising events raised money for the organisation SMÁci.cz – a local Brno association that supports children with spinal muscular atrophy. The collection managed to raise over CZK 70,000. The Institute of Medical Ethics at MU and the **Úsměvy** association organised the 2<sup>nd</sup> year of **Ethics on the Run** at the university campus. The run among the sculptural works on the campus raised CZK 32,000 for the benefit of people with Down's syndrome.

**The Centre for Non-Profit Sector Research** at FEA initiated participation in the worldwide **Giving Tuesday** event. During the charity buffet, almost 19,000 CZK was raised, which were donated to selected non-profit organisations: Domov pro mne, z.s., Na počátku o.p.s. and Vodící pes, z.s.

The FEdu held the traditional **Christmas Fundraiser**, through which in 2019 it supported the Bwindi orphans organisation, which focuses on supporting the poorest children in small villages in Uganda.

In 2019, MU faculties (FEA and FEdu) were recruited to the register of bone marrow donors.

The Association of Alumni and Friends of Masaryk University, through the **TGM Grant to Support the Development of Civil Society**, supported four projects out of 18 applications in the amount of CZK 35,000. Supported projects are **Thursdays without Barriers**, **Fakescape**, **Seminart** and the **Students for Understanding** platform.



The media analysis in 2019 focused on **15 selected key media** with higher viewing figures, which are intended for the general public and at the same time are regularly devoted to universities. Analysis showed that the image and publicity of Masaryk University in the monitored media corresponds to the fact that it is the second most important university in the Czech Republic with a wide range of developed fields.

MU has long led in publicity over Palacký University, but lags behind Charles University in the number of articles in the national media, which is more strongly represented in the category of expert commentaries, mainly due to easier cooperation with central newsrooms based in Prague.

However, Masaryk University manages to **promote** itself more significantly **with its own positive topics in the media**, while in the image of Charles University in 2019 there were a number of negative mentions. At MU, 2019 was, not only in terms of media, the year of **celebrations of the centenary of the founding of the university**, but also the year of the election of the rector and the subsequent presentation of the **newly-elected rector Martin Bareš**. Both events received a lot of attention in the regional and national media. The activities of Masaryk University in Antarctica have also long been significantly publicised. We also managed to draw media attention to the topics of dropping out and celebrating the anniversary of the Velvet Revolution.

The ranking of the most cited experts in the media has long been dominated by experts from the humanities, with political scientists and experts in international relations being the most strongly represented. The overall favourable media image of MU is underlined by the fact that in 2019 the media did not report the university in a negative context. Even in 2019, when the media dealt with, for example, plagiarism cases, MU was presented as an institution that is transparent and open.

The **Scala University Cinema** has once again been the most visited single-screen cinema in the Czech Republic. At the same time, for the first time since its reopening in 2013, the annual attendance was reduced by 100,000 film viewers. At the 1,093 film screenings in the past year there were **102,439 spectators**. Tens of thousands more visitors visited the cinema in connection with professional and popular lectures, conferences, theatre performances, *MjUNI* graduations, public discussions and other non-film events.

During 17–19 May the cinema was the venue of the **MUNIFESTO film festival**, which was organised for the centenary of Masaryk University. The festival was based on screenings of 19 films and documentaries. Each of the screenings was enriched by a discussion, and over 30 guests from the ranks of directors, actors, scientists and witnesses appeared at the festival. The festival was visited by over 2,000 people.

Another important event of Masaryk University was the **Festival of 30 Years of Freedom**, which took place on 16–18 November 2019. The thematic cycle was divided into three days with three themes. Every day there was a debate with guests such as Zdena Mašínová, Karel Schwarzenberg, Milan Uhde and Eliška Wagnerová.

**The University Centre Telč (UCT)** provides study and educational opportunities of Masaryk University in the Vysočina Region, offers lifelong learning programmes and responds to the educational needs of the region.

Since 2011, the centre has been housed in the renovated premises of the former Jesuit dormitories. In 2019, **123 events** took place in Telč and **1,627 people were accommodated** there, which is the most since the reconstruction. Following the trend from 2018, there was not only a significant increase in the number of events, but also a significant expansion of the centre's activities.

The main theme of 2019 was celebrations. In addition to the fifteenth anniversary of the UCT, the centre also participated in a number of events to commemorate the centenary of the founding of Masaryk University. In May, a **concert of film melodies** performed by the MU Symphony Orchestra and the MU Mixed Choir took place on Telč Square. **A film screening of Conversations with TGM** took place in the historic UCT hall. The **Student Festival** (30 years of freedom) took place there in November. In addition, a large number of theatrical performances, exhibitions and lectures for the public were held in the UCT premises, organised in cooperation with MU student associations and local partners of the National Heritage Institute, the Museum of Vysočina Jihlava and Telč Primary Art School. In January UCT became a meeting place for representatives of the **Association of Universities of the Third Age of the Czech Republic**.

## 8 . 4

## Alumni Relations Development

The **MUNI 100 project** played a key role in the development of relations with graduates in 2019. Part of the university's centenary celebrations was aimed at establishing and strengthening relationships with its graduates. As part of the annual project, therefore, two main events focused directly on graduates were prepared – *Alumni Day* and the *MUNI 100 Festival*, which took place on 15 June 2019.

As part of the **Graduate Day**, the doors of all nine faculties were opened to MU graduates and their families. As part of the programme prepared at individual faculties, graduates were able to meet their classmates and former teachers, get acquainted with current developments at their faculty, changes since their studies and the future vision of the faculties. Thanks to this event, **3,000 graduates** visited their alma mater and Masaryk University re-established contact with hundreds of its former students. As part of the celebrations of the centenary of Masaryk University, the second **meeting of foreign graduates of the Faculty of Medicine** took place at the International Hotel.

Meetings of graduates were also made possible on the same day by the multi-genre **Festival MUNI 100**, which took place in a magnificent spirit at the Brno Exhibition Centre. The festival offered in one place a presentation of the university in its entirety – from associations to faculty and university workplaces. During this event, the rector praised graduates who, with their work, help to build a positive perception of Masaryk University among the general public. **One hundred graduates received the small bronze medal of Masaryk University and the MUNI 100 Commemorative Medal**, nominated by their faculties for their contribution to education, science, social relevance and university representation.

The Faculty of Informatics is building **cooperation with industrial partners** in relations with graduates. In 2019, it created the *Stories of Successful Graduates* gallery on its website.

**Representative balls of faculties** also contribute to the development of relations with graduates, and they have a long tradition, especially at the Faculty of Law and the Faculty of Arts. The Faculty of Medicine opened its ball to graduates for the first time in 2019, and the ball was also the culmination of the faculty's annual celebrations.

Symbolically, the **Community application**, i.e. an innovated graduate network, was launched in the centenary year. The original graduate network was enriched with community programmes that bring together IS MU users and MU graduates on a professional basis.

## 8 . 5

## Mendel Museum

The Mendel Museum has traditionally been engaged in a wide range of activities, including caring for the legacy of the important Brno personality Gregor Johann Mendel, as well as managing the collections of Masaryk University.

In 2019, the Mendel Museum participated in the celebrations of the anniversary of the founding of Masaryk University through a **university-wide exhibition in the Governor's Palace**, created in cooperation with the Moravian Gallery. The exhibition was visited by **more than 6,000 people**. The development of the university are also mapped by two follow-up publications presenting not only historical stages, but especially important personalities from the ranks of teachers and students.

The Mendel Museum is an active member of the **European UNIVERSEUM network**, which deals with academic heritage in the broadest sense, tangible and intangible. In 2019, the museum became the organiser of this prestigious conference, which took place on June in the premises of the Mendel Museum. Almost a hundred representatives of European universities came to discuss the main topic of the *Network of University Museums and Collections to Understand the World: We Are Forming Educational Stories from History, the Present and the Future*. As part of the programme, guests visited the Masaryk University collections. The partner of the conference was Charles University, which welcomed the participants on the last conference day.

The Mendel Museum has been no less successful in its educational role thanks to the **expansion of the new educational interactive programme *From Mendel to the Cell***, which it offers to kindergartens and primary schools. The programmes are in line with the curricula of individual levels of primary schools and are gaining more and more popularity among Brno schools.

The Mendel Museum welcomed a number of top scientists to its premises, not only as part of the traditional **Mendel lectures**, but also as visitors. Gregor Mendel's name is increasingly associated with the city of Brno abroad, which is evident in the increase in total attendance, which in 2019 amounted to more than 14,000 people. This number does not include attendance at the annual **Mendel Festival**, which in 2019 introduced Mendel as a beekeeper. The hobby, which he devoted himself to with love, is gaining popularity with the general public, as was confirmed by the high attendance and interest in the programme, which the museum has created with a number of important institutions and companies such as the Mendel Society for Beekeeping Research and the Forage Research Institute of Troubsko.

Popular events also include the *Museum Night* and the *Researchers' Night*, in which the museum introduced children and adults to topics related to Mendel, genetics and ecology.

## 8 . 6

## Munipress (Masaryk University Press)

In the jubilee year, the publishing house published **341 book titles in printed and electronic form and 57 scientific and professional journals**.

Particular attention was paid to the publications ***Calendar of Masaryk University 1919–2019***, written by a team of historians led by M. Vlha and J. Šaur, and ***Myths and Traditions of Central European University Culture*** in Czech and later in English by leading experts L. Fasora and J. Hanuš. Both books were presented by the university management to the academic community on January 28 at the beginning of the centenary. In the *Celebrate the Anniversary with Us* programme block, Munipress presented itself together with books on the history of the Faculty of Arts and Law at festive events, international book fairs in London, Frankfurt am Main, Bratislava and Prague, and in the trade press. Book exhibitions were accompanied by discussions with the authors of jubilee books and autograph signings.

In a significant year, the publishing house devoted itself to the evaluation of university publishing activities. In the book ***Freedom of Word in the Mirror of University History***, it elaborated on the history of publishing activities at Masaryk University. Internationally, the **conference of the European Association of University Publishers (Re) Shaping University Presses and Institutional Publishing** took up the topic. *Profiles - Challenges - Benefits* on 12-14 June hosted by Munipress in Brno. Participants from 13 countries adopted a declaration setting out goals, intentions and new recommendations regarding the importance of editorial work, training editors, editors and other professionals in the process of academic publishing, the new funding model, Open Science and other areas. The conference very much welcomed the publishing house's proposal for the creation of a new international field of study in editing.

In the field of scientific publishing, Munipress has introduced **new CrossRef (Cited-by) services and altimetric tools**. The popularisation series was enriched by the publication of two volumes. *Is it worth it?* by H. Lipovská and *DNA as an identity card* by P. Lízal in the *Munice* edition. A translation of S. Mukherjee's world-famous book *The Gene: An Intimate History* was published in the *First Time in Czech* edition. The series *Moravika* was expanded with the title *Moravian Karst: A Guide to the Josefovský and Křtinský valleys*, prepared by R. Musil and a collective of authors.

In 2019, **11,277 books and magazines** published on behalf of Masaryk University were sold on the book market. This was a 56% increase compared to 2018. Through its year-round activity, Munipress thus contributed to draw the attention of the general public to the Masaryk University and its scientific-research and pedagogical activities.

## 8 . 7

## Library Services

In 2019, MU libraries as is traditional provided a wide range of library and information services for university users and the public. The library network of Masaryk University – coordinated by the Library and Information Centre at the Department of Computer Science – consists of the central faculty libraries and specialised libraries of the University Centre Telč and the Teiresiás Centre supporting students with special needs. Last year, **35,872 registered users** used the library services, making 591,181 loans of literature. 1.6 million volumes are deposited in the MU library collections.

**Electronic information resources (EIR)** and remote access to them are becoming increasingly important for research and teaching at MU. In 2019, the seven-year period of implementation and sustainability of the RDI OP projects for equipping libraries with electronic information sources was successfully completed. Thanks to these projects, 32 top information sources from the field of natural sciences and medicine were provided for users, for which MU received financial support in the total amount of almost CZK 140 million during the mentioned period. Since 2018, Masaryk University has been cooperating with the national centre CzechELib in securing and financing EIR. Last year, joining new consortia was also negotiated. **The CzechELib Centre** has become a platform that provides most of the required EIR at MU. Among 120 member institutions, **Masaryk University is the second largest partner** in terms of the number of information sources and its share in drawing European subsidies to secure them. In 2019, support for MU amounted to 18 mil. CZK, which represents 8% of the total support of the CzechELib centre.

In 2019, the Library Information Centre developed and put into operation a **new user interface for the MU library system** based on the open-source tool VuFind, available to users at [katalog.muni.cz](http://katalog.muni.cz). It offers more efficient options for searching for and discovering information. The EIR-MU Portal ([ezdroje.muni.cz](http://ezdroje.muni.cz)) was reconstructed, which provides detailed data in Czech and English on all 144 packages of information sources that MU currently has available. In 2019, the procedure for **remote connection to EIR** from devices outside the university computer network was also significantly simplified for users.

The libraries prepared a three-year project to revitalise **Open Access at MU** and create a university Open Science strategy. The project will start in 2020. Among the already established events was the **library MUST Week**, which was organised by the Central Library of the Faculty of Arts, on the topic of *Design of Services in Academic Libraries*. Thirteen librarians from seven European countries took part.

# Publications and libraries in 2019

**970**  
publications in total available in the Munispace online reading room

**265**  
scientific publications issued by the Munipress publishing house

**1,745**  
library units in Braille

**57**  
issues of professional journals published by MU in 2019

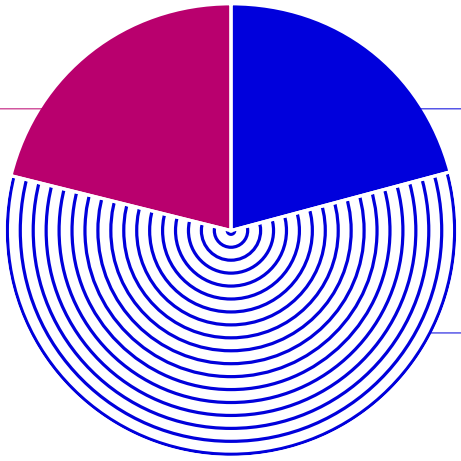
**41,831**  
visits to the online reading room Munispace

**1,583,258**  
of publications available in the MU library fund

**35,872**  
registered users actively utilising MU libraries

## Media image of MU in 2019 according to the type of article

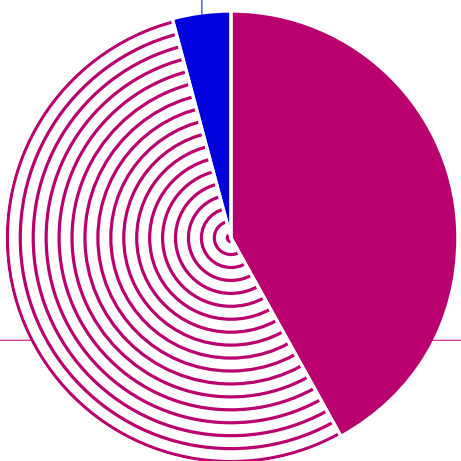
**15 %**  
MU expert commentary



**23 %**  
Article focusing on the university

**62 %**  
Mention of the university

**4 %**  
Journal or specialized print



## MU publicity in 2019 according to the type of media

**54 %**  
Regional media

**42 %**  
National media



## Top 10 most visited MU events in 2019

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**MUNI 100 Festival**

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**Alumni Day**

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**Researchers' Night**

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**Campus Day**

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**MUNIFESTO Festival**

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**30 Years of Freedom Festival**

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**Masaryk University Students' Ball**

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**Faculty of Informatics Film Festival**

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**ProFI Theatre performance**

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**Multimedia Day**

## Top 10 themes related to Masaryk University in the media

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**Election of the rector and election of Martin Bareš**

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**Activities in Antarctica**

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**Celebrations of the centenary of the founding of the university**

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**Celebrations of the Velvet Revolution**

---

**RECETOX research**

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**Focus of the university on research of the changing Czech population demographics**

---

**Mass audit of final theses**

---

**The Graduate Campaign focused on the prevention of academic failure**

---

**Research on bans on mobiles for schoolchildren**

---

**MUNI Award for Matthew Rampley**

## Top 10 MU experts appearing in the media

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**Stanislav Balík**, politology

---

**Martin Bareš**, Rector

---

**Marek Bičan**, international relations

---

**Miloš Gregor**, politology

---

**Vít Hloušek**, international relations

---

**Lubomír Kopeček**, politology

---

**Daniel Nývlt**, geography

---


**Miroslav Mareš**, security studies

---

**Michal Pink**, politology

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**Radim Polčák**, law

A man with a beard and short hair, wearing a dark suit, white shirt, and patterned tie, stands in the center of the frame. He is holding a large bouquet of white flowers wrapped in white paper. The background is a wall covered with various posters and documents, some of which feature a lion logo and the letters 'AT'. The entire image has a blue color overlay.

ZDENĚK BOCHNÍČEK FROM THE  
FACULTY OF SCIENCE WAS  
AWARDED BY THE MINISTER  
OF EDUCATION FOR HIS  
EXCELLENT PEDAGOGICAL  
WORK

The popular teacher Zdeněk Bochníček, who works at the Department of Physical Electronics, Faculty of Science, was among the first to receive the Award of the Minister of Education for outstanding educational activities at the university. This is a completely new award, intended to draw attention to the importance of quality educational activities, to appreciate the excellent work of university teachers and to highlight good practice and innovation in this area. Zdeněk Bochníček is behind the popularisation of physics and successful programmes for secondary school students and teachers, and he has already won two Rector's Awards for outstanding teachers.

Photo: Holder of the Minister of Education's Award for the best university teachers, Zdeněk Bochníček.

# 9

STRATEGIC PRIORITY

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## Personnel Management and Employee Development

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Internal Regulations in Personnel Management	9 . 1
Skills Growth and Services for Foreign Employees	9 . 2
Employee Evaluation and Employee Benefits	9 . 3
Employee Training	9 . 4

## 9 . 1

## Internal Regulations in Personnel Management

A fundamental activity in the field of personnel management in 2019 was the applications of individual faculties of Masaryk University to fulfil the principles of the **European Charter for Researchers** and the *Code of Conduct for the Recruitment of Researchers*. The aim of all parts of MU is **to obtain the HR Award** and thus move work with people to a comparable European level.

The Faculty of Science and CEITEC MU had already received *HR Award* at the beginning of 2019 and devoted the entire year to the first implementation of the connected *Action Plan*. During the year, other faculties became acquainted with the principles of the *HR Award* and at the end of 2019 they had **submitted an official application**, i.e. subscription to the principles. The application was preceded by a series of information visits to *HR Award* holders abroad.

Working groups were centrally organised at MU and round tables were organised with the aim of sharing good practice and making qualified decisions on the participation of other faculties and institutes. Awareness-raising workshops on working with people were also an important activity. The topics of the workshops were, for example, *Research Environment, Intellectual Property, Working and Wage Conditions, Employee Evaluation, Professional Development and Continuing Education*.

Among the more important regulations concerning personnel management, **the Rules of Procedure and the Programme for the Support of Personnel Policy**, supporting the recruitment of quality and especially foreign academics, **have been amended**. 2019 was also devoted mainly to the further implementation of the *Internal Wage Regulation*, including the *Catalogue of Job Positions*. The individual faculties prepared their implementing regulations in order to set up a system linking personal evaluation with long-term performance assessment, the use of rewards to support performance and extraordinary rewards to reward extraordinary activities.

Faculty implementation regulations were also prepared and put into practice in the implementation of the *Selection Procedure Rules*. All faculties advertise senior academic positions in English on the MU website and also on industry-relevant international servers. The possibility of advertising on **THE unijobs** of the **Times Higher Education** website is ensured **throughout the university**, and all offers of vacant academic positions are automatically transferred there. HR professionals, as the custodians of the whole process, are trained in the methods of building the employer's brand and also in the methods of organising and conducting recruitment procedures and interviews.

## 9 . 2

## Skills Growth and Services for Foreign Employees

In 2019, **50 habilitation procedures were completed** at Masaryk University, culminating in an appointment. In 39 cases they were employees of Masaryk University, while in other cases they were external applicants. From a gender perspective, 68% of men and 32% of women were named. The average age of the appointed associate professors was 42. In 2019, five university employees outside MU successfully completed their habilitation proceedings.

In 2019, the Scientific Board of Masaryk University approved **20 proposals for the appointment of professors**, which were forwarded to the Minister of Education, Youth and Sports. With one exception they were employees of Masaryk University. In 2019, on the proposal of the Scientific Board of Masaryk University, the Czech President appointed 16 new professors, one of them a woman, with an average age of 49.9 (13 of whom were MU employees). In 2019, two other employees of the university were also appointed professors, who completed their qualification procedure at another institution.

The habilitation procedure and the procedure for appointment as a professor at Masaryk University are governed by the *Rules of the Habilitation Procedure and the Procedure for Appointment as a Professor at Masaryk University*. There were no fundamental changes in the related legislation during 2019.

During the year, the **International Staff Office (ISO)** provided **1,420 consultations to foreign employees** and family members. The office processed the agenda of both newcomers and especially existing foreigners at MU.

Following the arrival of foreign employees, four introductory seminars were held during the year. During the seminars, the new employees were acquainted with the general integration procedures as well as the specific actions that await them after starting a new job, especially registration and reporting obligations. Subsequent discussions with current foreign colleagues at MU are focused on practical aspects of life at MU and in the Czech Republic.

Updates were continuously sent to foreign employees in connection with the stay of foreigners in the Czech Republic, and an informative newsletter was sent to them quarterly, especially on social events and leisure activities. Accompanying and interpreting at offices continued to be provided.

The information channels were strengthened by the establishment of the **MU International Staff discussion group** on Yammer's internal communication network and on Facebook.

Two historical and geographical excursions with professional guides in the Moravian Karst and in Olomouc were newly organised for foreign colleagues, which met with a positive response.



## 9 . 3

## Employee Evaluation and Employee Benefits

At Masaryk University, a tool called **EVAK** (Academic Evaluation) for the evaluation of academic staff is already being developed and used. In 2019, initiatives were supported that contributed to its simplification and greater adaptation to the needs of faculties, managers and individual staff.

In the course of 2019, preparations began for **electronic support for the evaluation of non-academic employees**. It has been implemented in virtually all faculties, institutes and parts of the university.

Activities continued to popularise the results of the evaluation, especially in the areas of development and training of employees. In addition to the usual vocational education and training, in 2019 we also worked on pilot courses and training in the field of soft skills, especially managerial and personal skills. Based on the positive experience, the university plans to focus in the coming years mainly on the target group of **new academics and staff in senior positions**.

In 2019, Masaryk University provided a standard range of **employee benefits** as in previous years. In addition to subsidising meals for employees in MU's own catering operations or in the form of meal vouchers or meal voucher cards (41.5 mil. CZK), MU spends significant amounts mainly on contributions to supplementary pension insurance and supplementary pension savings (19.2 mil. CZK), occupational preventive care, including preventive vaccination (1.1 mil. CZK) and remuneration for life and work anniversaries (4.33 mil. CZK).

In the area of employee benefits, MU also strives to expand opportunities to **reconcile family and work life**, which is one of the goals of personnel policy. Where the content of the work allows it, flexible working hours, part-time work or the possibility of *home office*, are allowed. Non-academic staff are provided with regular **leave in excess of the legal framework**, i.e. **30 days** per calendar year. At some faculties, children's groups have been set up for employees with young children.

## 9 . 4

## Employee Training

The University **Centre for the Development of Pedagogical Competences** (CERPEK) continued to develop the pedagogical skills of employees and to systematically increase the quality of teaching.

In 2019, CERPEK expanded its offer of educational courses with shorter, **narrowly thematically-focused courses** for academic staff within the project *Workshops for the Development of Pedagogical Competences of University Teachers* financed by the *Masaryk University Development Fund* (MUDF). **Ten narrowly-focused workshops** were offered during 2019, which were attended by **156 academics and doctoral students** from all MU faculties. The topics of the workshops included, among others, voice training, student activation, planning and evaluation of teaching, effective consultations of diploma theses and professional seniority.

Another extension of CERPEK's activities was the **launch of a new educational programme for MU doctoral students - Fundamentals of university pedagogy for doctoral students**. The Student Chamber of the MU Academic Senate also took part in the creation of this one-semester educational programme, the first run of which was attended by **11 students from six faculties**. CERPEK has also started the preparation of further workshops and one educational programme within the *ZIP MUNI* (OP RDE) and *IMPACT* (Erasmus+) projects, which it will offer in 2020.

All employees at the faculties are offered **language courses** provided centrally, with the participation of the **Language School of the Faculty of Arts**. Employees can also participate in specialised training or workshops focused on soft skills, IT knowledge and professional development. In cooperation with the faculties, the Rector's Office and the ICS, courses in support of the Administrative Procedure Code, the Office 365 system and MS Excel were implemented.

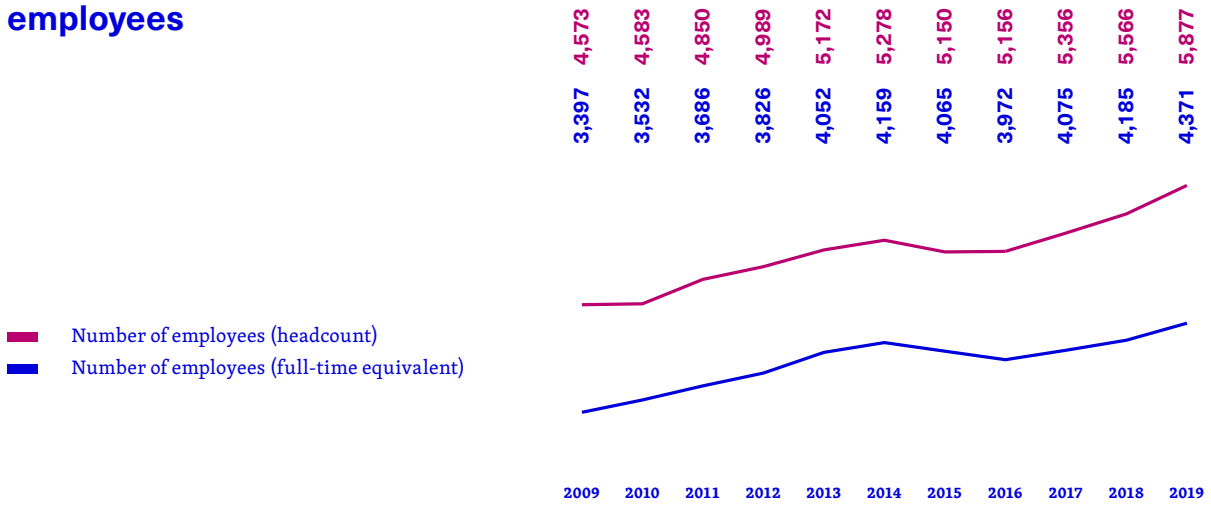
In 2019, the FSS Library organised **training for faculty staff on the Zotero citation software**.

The Faculty of Economics and Administration offers employees and doctoral students **courses from ACREA**, which mainly provide statistical, analytical and data mining courses.

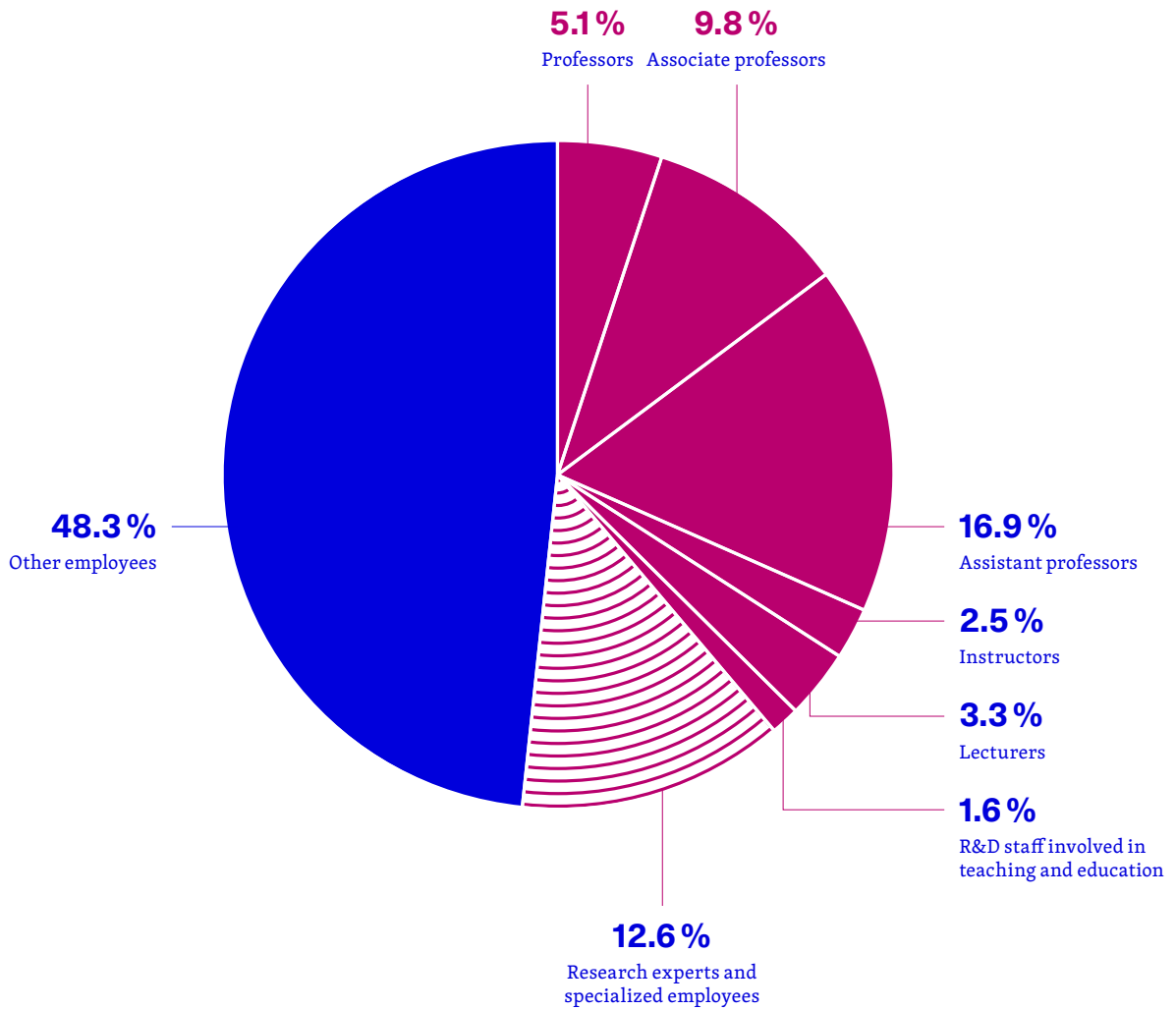
Four academic staff of the Faculty of Medicine completed a six-month **educational programme of the Centre for Evidence-Based Healthcare a Knowledge Translation** within the Erasmus+ project.

The annual **Teachers' Week** is intended for teachers at the Faculty of Arts, and is a series of workshops, lectures and discussions with teachers from practice as well as experts from pedagogical research.

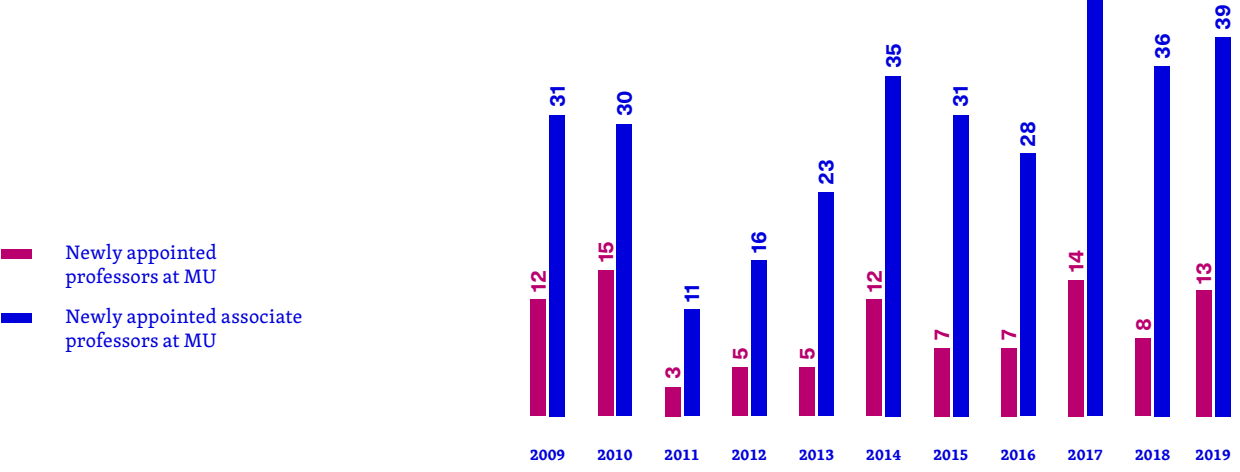
## Number of MU employees



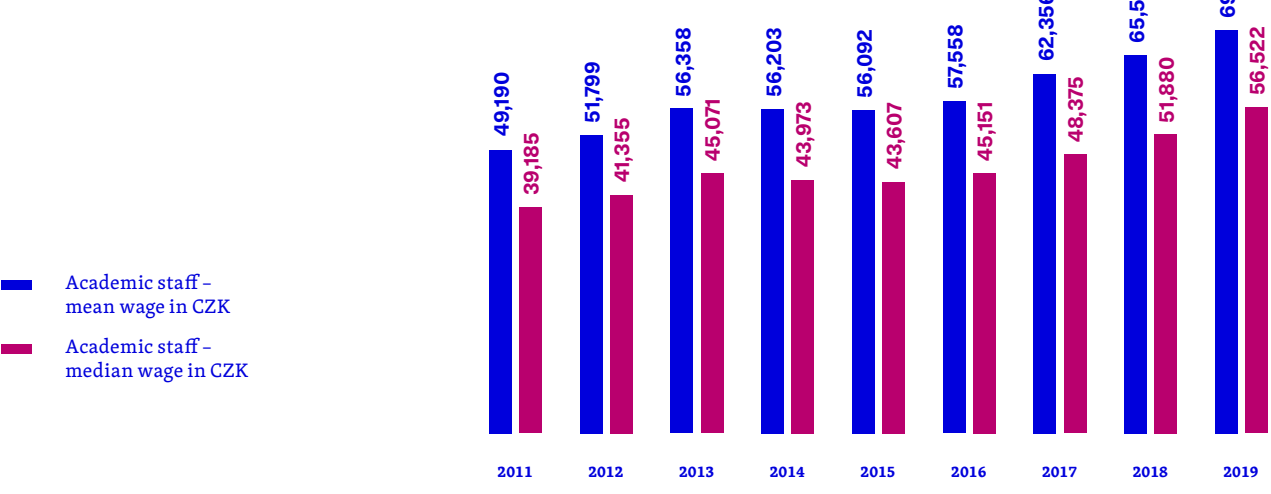
## Qualification structure of MU employees in 2019



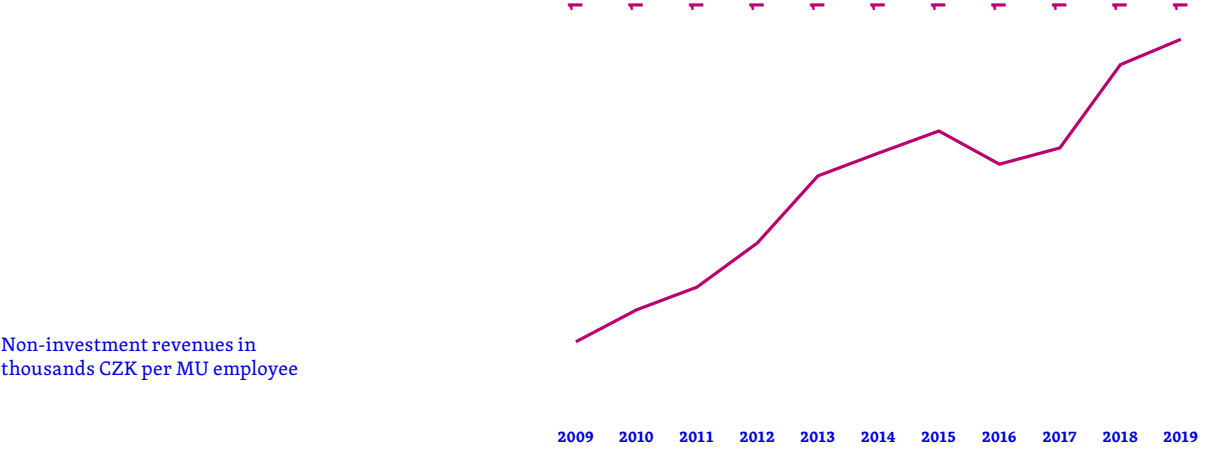
### Number of newly appointed MU associate professors and professors



### Mean and median wages of academic staff at MU



### Total non-investment revenues per MU employee



Non-investment revenues in thousands CZK per MU employee





THE UNIVERSITY RECEIVED  
660 MILLION CROWNS FOR  
THE MODERNISATION OF  
RESEARCH CENTRES

At the end of 2019, six projects of Masaryk University received a subsidy of almost 660 million crowns for the modernisation and increase in the capacity of research infrastructures. The largest amount is intended for the instrumentation for the research institute CEITEC MU, where 565 million crowns will go. Investments will help extend the life of instrumentation and, above all, maintain a top level of research. Most of the modernised devices are part of the so-called shared laboratories, which can be used by scientists not only from Masaryk University, but also from other research institutions or companies.



# 10

STRATEGIC PRIORITY

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## Infrastructure and Institutional Management

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Support for Project Preparation and Implementation	10 . 1
University Infrastructure and Facilities	10 . 2
Accommodation Infrastructure and Catering Services	10 . 3
Efficiency of Building Management and Operation	10 . 4
Financial Balance Sheet for 2019	10 . 5
University Budgeting	10 . 6
Internal Inspection System	10 . 7
Masaryk University Archives	10 . 8
Providing Information	10 . 9

## 10.1

## Support for Project Preparation and Implementation

In 2019, the Development Department provided support in the preparation, implementation and sustainability of ESIF-funded projects and development projects. In the area of preparation of the new programming period, he participated in discussions regarding the setting of new priority axes in the OP JAK at the Ministry of Education. On its initiative, new requirements of the OP RDE were addressed, including innovations in work reports and a new way of documenting wage expenditures.

Methodological and administrative support is provided individually according to the needs of individual project teams at MU, and at the same time a platform was created to share good practice and provide feedback on the activities of the department.

In the *Operational Programme Research, Development and Education* within all three priority axes, **17 projects were supported** in 2019 with 714 mil. CZK, in which MU is the beneficiary and another 9 projects for 189 mil. CZK for MU in the role of partner.

In PA 1 *Strengthening capacities for quality research*, 11 projects were submitted in 2019, of which three for MU were for 585 mil. CZK and eight partner projects were for 187 mil. CZK.

In PA 2 *Development of universities and human resources for research and development*, one project in the amount of 24 mil. CZK was approved. At the same time, four university-wide projects were being prepared.

In PA 3 *Equal Access to Quality Preschool, Primary and Secondary Education*, five projects were approved for MU in 2019 for 105 mil. CZK and one partner in the amount of two mil. CZK.

In the *Interreg VA* operational programme, two projects for cross-border cooperation with Austria in the amount of €39 thousand were approved as were three in cooperation with Slovakia in the amount of €189 thousand.

In 2019, MU submitted a **total of nine project applications** to the competition for **centralised development projects**. All nine projects were selected for implementation, in four of them MU played the role of the main coordinator of interuniversity cooperation and in five it acted as a partner with financial participation. The total amount of the subsidy for the university was 12.9 mil. CZK.

The announcement of the **Institutional Plan** was set by the Ministry of Education, Youth and Sports in a two-year scheme, summarised for 2019-2020. A contribution of 115.6 mil. CZK was allocated for the fulfilment of indicators for 2019. The set indicators were met by the outputs of 23 internal projects and also by 11 separate projects of faculties and institutes.

In 2019, the 6<sup>th</sup> year of the internal university-wide competition of the **Masaryk University Development Fund** was announced. By the decision of the rector, 10% of the contribution was allocated to this activity, i.e. 11.6 mil. CZK. of this amount, 2.3 mil. CZK set aside only for student projects. **243 project applications** were entered for the competition. 152 projects were selected, of which 33 were students and 119 were employees.

One of the significant successes of 2019 was the **completion of the MUNI4students project**, which brought the university equipment and modernisation of teaching spaces for 386 mil. CZK. The *MUNI4students* project was successfully completed on 31/10/2019. From the very beginning, this university-wide project aimed at improving the study environment at MU by modernising the equipment of teaching spaces for the needs of undergraduate students. In 2019, the last purchases were made with regard to the effective use of the savings generated from the allocated subsidy funds. Additionally, EIR, teaching aids, IT and AVT equipment were acquired. The project successfully passed an external audit of the Ministry of Finance. From the date of completion of the implementation, the administrative and financial settlement of the project is underway, which will extend until 2020.

One of the key outputs of the 3<sup>rd</sup> year of the **MUNI 4.0** project, *which extends* to more economic centres, is the launch of *video campaigns* at the MU Counselling Centre and *We will advise you better!*, which aim to point out the problems leading to academic failure. The MU Board of Internal Evaluation approved proposals for the conversion of six degree programmes, and teaching has already begun in eight newly-accredited degree programmes. Thanks to the support of the project, memoranda of cooperation were concluded with 26 foreign institutions. Since the beginning of the project, over 300 academic staff have been trained within the activities of CERPEK and the LC.

In 2019, the **SIMU+** project continued its successful implementation. One of the most important events of the year was the continuation of the construction of the Simulation Centre of the Medical Faculty of Masaryk University. The 3<sup>rd</sup> stage of the reconstruction of teaching spaces at FEA was completed. Trial operation was started in the newly built FSS multimedia newsroom. Within the FMed, spaces were prepared for teaching the new degree programme *Embryologist*. At the FSci, a teaching laboratory was equipped for teaching the *Geoenvironmental Risks and Remediation programme*. Furthermore, barrier-free modifications were completed in the FArts building and equipment and teaching aids were purchased.

In connection with the *Implementation Plan of the MU Strategic Plan for 2019*, **the renewal and development of the material and technical base of Masaryk University was carried out.**

Insufficiently load-bearing ceiling structures were found at the Faculty of Law building. In 2019, the project documentation for the renovation of the relevant structures was prepared.

In the building of the MU Rector's office on Komenského náměstí, the roof covering, terrace and roof part of the chimney bodies were repaired for 3.3 mil. CZK.

Disruption of the structure of the FSpS Mánesova tennis hall was inspected by surveys, monitoring of the current state was started and project documentation for renovation was prepared. The estimated investment costs are 5 mil. CZK.

In 2019, the **investment programme of the MEYS 133,210** was completed. Within this programme, four actions were implemented in 2019.

The total cost of *Reconstruction of the camera system and security of entrances on the Bohunice University Campus* was 10 mil. CZK, of which MU's own funds amounted to 423 thous. CZK.

During reconstruction of the Botanická complex, a part of the relocation of optical networks in the total value of 18.1 mil. CZK, of which the share of MU funds was 3.1 mil. CZK.

*Reconstruction of the entrance areas of the MU Rector's office* for 10.2 mil. CZK included the modernisation of an entrance and social facilities. At the same time, a new signage system was created throughout the building. The share of the university's own financial resources was 0.5 mil. CZK.

The key event of programme 133 210 was the *Reconstruction of the Joštova 13 Faculty of Arts building* for the Department of Archaeology and Museology at a total cost of 118.2 mil. CZK, of which the share of MU's own funds was 11.4 mil. CZK.

The new **subsidy programme 133 220 with an extension to 2027** includes a teaching and educational part and the sub-programme 133 221 for accommodation and catering.

For the *Reconstruction and completion of the Botanická complex* for 480 mil. CZK, a building permit was obtained in 2019 and an application for registration was submitted.

The *Reconstruction of Auditoriums at the Faculty of Law* was prepared for construction with an estimated total cost of 90 mil. CZK.

Replacement of heating and cooling sources in UCB in the total amount of 170 mil. CZK was prepared.

For the Student Centre in UCB, the design preparation of documentation for the zoning procedure took place, and the estimated investment costs amount to 371 mil. CZK.

In the sub-programme 133 221, the implementation of the *Catering Centre in UCB* will be at a total cost of 264 mil. CZK, and in 2019 the documentation for the zoning decision was prepared.

For reconstruction of the accommodation premises of the *Reconstruction of the A2 dormitory block at Vinařská* for 65 mil. CZK, a decision on the provision of the subsidy was obtained from the subsidy administrator.

In the case of *building a canteen at the FEdu, Poříčí* for 30 mil. CZK, registration was obtained in 2019.

Within the new **programme 133 240** for medical and pedagogical faculties, in 2019 three investment projects for the FMed and two construction projects for the FEdu were accepted for MU. The main event is the acquisition of equipment for the needs of SIMU FM for 150 mil. CZK, and in 2019 an application was submitted for approval of the investment plan and registration of the event.

In addition to programme and project financing, MU implemented **20 construction investment projects from its own resources** in 2019 for 46 mil. CZK. The main activities were construction work at UCB, namely the modification of FMed office space for 1.5 mil. CZK, modification of FSci pavilion A36 for 4.7 mil. CZK, modification of electrical wiring in selected pavilions for 1.4 mil. CZK, as well as the reconstruction of the hygienic facilities of the FArts for 6.2 mil. CZK, reconstruction of horizontal water distribution at the FEA for 1.5 mil. CZK and the establishment of a new staircase with a vertical platform for wheelchair users at the FEdu for 2.4 mil. CZK.

The completion of the scientific, research and educational infrastructure was also implemented within the projects of the OP RDE. In 2019, *Masaryk University's strategic investments in SIMU+ education* included the following sub-projects:

A rough construction was carried out for the **SIMU FMed** project. The building work in the given year amounted to 340 mil. CZK.

**SIMU FEA** represented reconstruction of the last seven classrooms and auditoriums. Construction investment costs were 10 mil. CZK and costs of primary equipment 13.6 mil. CZK.

A part of **SIMU FEdu** was a plan to build a simulation track in the courtyard tract, but due to coordination with other events, the implementation was postponed until 2021.

The implementation of **SIMU FArts**, which includes a recording and acoustic studio and sound laboratories, was suspended until the necessary accreditation was obtained.

For **SIMU TEIRESIÁS**, design preparation was prepared in 2019 for the reconstruction of barrier-free social facilities at the Faculty of Arts. The estimated total costs are 9.7 mil. CZK.

For the **RECETOX RI** project, the construction of a storage facility for environmental and biological samples, the implementation of the construction part continued in 2019. The amount built amounted to 47 mil. CZK.

## 10.3

## Accommodation Infrastructure and Catering Services

The Accommodation and Catering Services (ACS) is a special-purpose facility of Masaryk University that provides catering and accommodation services to students, employees and the public. In 2019, the ACS significantly exceeded the planned deficit. Revenues from commercial activities in the area of hotel accommodation and additional catering services form a significant source of its financing. Closure of the Veveří canteen due to the reconstruction of the MU Faculty of Law building, lower MEYS subsidies for canteen costs and the continuing trend of lower student food consumption have increased the financial loss of catering services and measures will be taken to improve the economic situation. At the end of 2019, Bc. Kamil Kulíšek was appointed as director and took up the office on March 1, 2020.

The operation of accommodation services provided students with **accommodation in eleven university dormitory buildings** with 3,827 beds situated throughout Brno. Bed reservations are made through the ISKaM reservation system, where students can choose a suitable dormitory according to the currently available capacity. The offer of free dormitory capacity for short-term student accommodation can be evaluated positively. In 2020, the last stage of the modernisation of the Vinařská dormitories and the closure of the A2 building with 400 beds will take place. A higher standard of fire safety and quality of housing will be available to students at this dormitory from the new academic year.

**228 beds in UNI hotels** are available for the public, employees and MU lecturers. MU students and staff can also use the University Centre Šlapanice. In 2019, the university managed to sell a little-used recreational facility in Cikhaj.

Catering for students and staff took place in **14 catering centres**. In the Vinařská Canteen, Academic Canteen, Academic Restaurant and to a limited extent in the Veveří Canteen. Also in six buffets, the Veggie bar, cafe, pizzeria and also in the restaurant with service in the Academic Club. Services on weekends and holidays were provided by the Academic Restaurant and the pizzeria Pizza Nostra. In addition to meat and low-energy meals, students could also choose gluten-free, vegetarian and lactose-free options. The presentation of a wide range of meals, including fast food, is available in the dining rooms on LCD monitors in Czech and English and in the MobilKredit mobile application. Information on allergens and nutritional values of foods is available to diners. In 2019, the catering centres played a significant role in ensuring the celebrations of the centenary of MU.

## 10.4

## Efficiency of Building Management and Operation

**The Facility Management Department (FMD MUCB)** operates as a part of the Management of University Campus Bohunice, which has been developing and applying tools and procedures for a long time, increasing the efficiency of the operation of buildings and technologies and the comfort of work for their users.

Within the **Building Management System (BMS)**, the university in 2019 focused mainly on increasing the efficiency of the operation of the classrooms of the Faculty of Medicine in UCB, by supplementing the electronic control of access to classrooms in pavilions. The addition of readers enabled the sharing of FMed classrooms and better scheduling of teaching across all classrooms.

As part of the increase in building security in the UCB complex, cameras were installed at the entrances to pavilions A2 to A22 and the doors were supplemented with an electronic access control system. Additional cameras and electronic locks were installed at the entrances to the fire escape stairs.

The **Building Information Modelling (BIM)** database was supplemented and continuously updated on the basis of user reports (construction and reconstruction). Passport data are published online via the *KOMPAS* website GIS, which is being developed by the ICS Information Systems Division in cooperation with FMD MUCB.

In 2019, FMD MUCB completed the missing symbolics (digital brand key) of the technological passport, and new data related to fire protection for buildings with available fire documentation were incorporated. This data is made available to users via the *Fire Protection* module of the *KOMPAS* application. During the year, evacuation plans and operating cards already prepared were updated according to user requirements.

As part of **Central Facility Management** and integrated operational services, MU in 2019 focused mainly on energy management.

Based on the **efficient operation of energy management of buildings** and individual facilities, non-investment optimisation adjustments were introduced.

At the same time, proposals were prepared for possible investment saving measures included in the concept of the **overall energy saving project** with the possible use of subsidy funds with the EPC method. Within selected areas and buildings, this is mainly the area of heating systems and their regulation, lighting reconstruction and the installation of renewable energy sources.

In the **CAFM** system for effective asset management, progress has been made in supporting the regular maintenance, revisions and inspections of equipment and technologies in MU buildings. In particular, it is about the registration of required actions in one place, monitoring and planning of operating costs of buildings, reporting and management perspectives in a pilot mode on reference buildings.



**The total non-investment income of Masaryk University** amounted to **7,563 mil. CZK**, which in comparison with 2018 represents an increase of 486 mil. CZK. Costs increased by 512 mil. CZK to 7,461 mil. CZK. Masaryk University reported a profit after tax of 102,100,000. CZK and paid income tax in the amount of 2,742 thous. CZK.

The total **revenues from public sources** amounted to **5,476 mil. CZK**, of which 80% were non-investment contributions and subsidies from the MEYS (4,364 mil. CZK, year-on-year increase by 5.2%), including subsidies drawn for the implementation of OP RDE projects in the amount of 394 mil. CZK.

Funds from other chapters of the state budget and from the budgets of local self-government bodies were used in the amount of 635 mil. CZK, while **subsidies from abroad amounted to 478 mil. CZK**.

Normative non-investment sources accounted for 37.7% of total revenues, while the **contribution to educational activities** (indicator A + K) increased by 5.6% year-on-year to **2,128 mil. CZK** and **institutional support** for the long-term conceptual development of research organisation was provided in the amount of **721 mil. CZK** (up 1%). Non-investment subsidies for student accommodation and meals were provided in the amount of 18 mil. CZK.

In 2019, MU from the MEYS received a contribution in the new P indicator to **support the education of doctors and teachers** in the total amount of **112 mil. CZK**, the contribution to the implementation of the institutional plan (indicator I) amounted to 116 mil. CZK and support for international cooperation (indicator D) 39 mil. CZK. A contribution for the payment of doctoral, social and accommodation scholarships was provided in the total amount of 290 mil. CZK.

Non-investment **subsidies for research and development** amounted to **2,406 mil. CZK**, which represents a year-on-year increase of 21.8%. Through the MEYS chapter 1,441 mil. CZK (up 7.7%), of which 247 mil. CZK within subsidies for research projects of the OP RDE. In addition, 604 mil. CZK from other chapters of the state budget and from local government budgets and 360 mil. CZK from subsidies from abroad.

MU revenues from non-public sources amounted to 2,087 mil. CZK (a year-on-year decrease of 4.4%), of which 1,873 mil. CZK came from the main activity and 214 mil. CZK from additional activities.

In 2019, MU capital expenditures increased by approx. 1% year-on-year to 1,070 mil. CZK, while the most significant share, approx. 60%, consisted of investment expenditures within OP RDE projects in the amount of 640 mil. CZK. MU used 248 mil. CZK from other public sources and 181 mil. CZK from its own resources.

In 2019, MU **managed long-term assets in use in the total amount of 17,870 mil. CZK** at acquisition prices. The total depreciation of these assets was 41.4%.

When preparing and approving the rules for compiling the budget for 2020, MU had to **respond to the announced changes in the method of distribution of institutional support** for long-term conceptual development of research organisations (IS LCDRO) by the Ministry of Education, i.e. **Methodology 17+**.

After detailed analyses, the university proceeded to introduce a new internal method of IS LCDRO to ensure the stability of individual components in the field of R&D, but also **set a system of performance indicators and internal competition**, which aim to motivate all economic centres to increase quality and performance in this area.

The aim of this change is to achieve a better evaluation of R&D of the entire university, both within the national methodology and in international rankings. Specifically, MU divided the IS LCDRO into the following components:

**A. Fixed component** – individual ECs will be allocated the same amount of subsidy as in 2019.

**B. Incentive component** – funds for motivational tools to support personnel policy and stimulate R&D within GA MU, now especially the MASH competition with the support of ERC grants.

**C. Special-purpose component** – faculties and university institutes will be allocated a specific amount in 2020 to support the strategic development of R&D, to be determined by the rector.

**D. Performance component** – the remaining part of the subsidy is allocated to faculties and university institutes according to the results of R&D evaluation at MU.

When evaluating R&D within the performance component, internal segmentation of faculties and institutes was performed into two basic groups according to the research focus: one **STM segment** (science, technology and medicine) including FMed, FSci, CEITEC, FI and ICS and a second **SSH segment** (with social sciences and humanities) including FARts, FEA, FSS, FLaw, FEdu and FSpS.

Subsequently, a **set of indicators evaluating the quality of R&D** was designed for individual segments. The final set includes **11 indicators**, of which one group evaluates publishing activities in impacted journals. The second group monitors the number of citations or their share in comparison with averages in the field. The third group is focused on the evaluation of internationalisation, expressed by the share of publications in a foreign language, or by the co-authorship of foreigners in published outputs. The last group of indicators evaluates the volume of funds obtained from grants as well as from applied research.

There have been only minimal changes in other areas of the 2020 budget. One of them is the **increase in the centralisation of funds for the rector's scholarship programme** from 1% to 2% of the scholarship funds of faculties, as well as the adjustment of the method of distribution of funds for specific research.

## 10.7

## Internal Inspection System

The criterion for the effective functioning of the internal inspection system (IIS) at Masaryk University is a **functional financial control system**, which is set up in accordance with the Act on Financial Control in Public Administration, and an **internal audit**.

At MU, IIS consists of an integrated setting of methodological procedures and competencies within line and project management and a risk management system. Its transparency is ensured, among other things, by the functional setting of electronic workflow and financial control, including ongoing and subsequent financial controls.

The internal audit performs its function in accordance with the above-mentioned Act, the *Statute of MU Internal Audit* and international standards for the professional practice of internal audits. The audit focuses mainly on financial and project management and evaluation of internal systems, processes and risks. The seriousness of the findings is evaluated in relation to the significance of the risk. The criteria for its assessment are, in particular, financial corrections resulting from public administration controls. The internal audit continuously monitors and regularly evaluates the IIS at MU and projects, including the implementation of the measures taken.

In 2019, the audit actions were mainly focused on system audits of the sustainability of OP RDI projects, compliance and financial audits of projects, evaluation of the effectiveness of IIS at MU and risks arising from public administration controls and other system and financial audits. Internal audits were also focused on the implementation of measures taken on recommendations from previous audits and external controls, on the assessment of IIS in the audited area and the correctness of financial control settings in accordance with external and internal legislation was verified on a sample of operations.

In 2019, **43 public administration and project inspections** took place at MU. Of the total number of audited projects, GACR projects accounted for 26%, TA CR projects for 16%, OP EC projects for 14%, Erasmus projects for 14% and OP RDE projects for 12%. Other projects represented the remaining 18% (OP RDI, SAO, MI, MA, SMR and other grant projects). Payment orders were issued, including a penalty in the amount of 141.5 thousand CZK.

As part of the performed audit, external and internal control activities, the occurrence of serious deficiencies within the meaning of Act on Financial Control in Public Administration, was not found and recorded. The key requirements for financial control, i.e. the probative value and the principle of four eyes and two signatures in the preparation and execution of a financial operation are complied with, and thus IIS is functional.

## 10.8

## Masaryk University Archives

The university archive is an accredited public archive, controls the performance of the file service, selects archives, keeps their records, enables access to archives and provides related professional activities.

In 2019, the archive processed 15 shredding and six non-shredding procedures, during which **600 running metres of documentation** were assessed, of which **109 metres of archival material was taken over for permanent storage**. The set of personal funds was **expanded to include documents by six personalities**. The funds of the literary historian **Arne Novák** and the expert on English **František Chudoba**, who are among the founding personalities of Masaryk University, were taken over. There were also the holdings of historians **Ctibor Nečas** and **Bedřich Šindelář**, palaeontologist and geologist **Rudolf Musil**, and the geographer and geomorphology expert **Jaromír Demek**. At the end of the year, the archive managed **244 funds and collections of 2,535 m<sup>2</sup>**. 43 running metres of documents were newly-catalogued and made available to the public, including the collections of Jiří Cvetler, František Kop, Ludvík Tošenovský and the extremely important collection of the philosopher, psychologist and participant in the domestic resistance, Robert Konečný, and restoration of his rare manuscript *One of You* was completed.

Eighty-four researchers visited the research room, of which three were foreigners, and **279 research visits were made**. 330 searches were made for official and 153 for private use.

Throughout the year, the archive focused primarily on activities associated with the **centenary celebrations of MU and the anniversaries of 1939 and 1989**. The number of processed searches increased by 50% compared to the previous year.

The archive provided complete realisation of the exhibition **Medals in the History of MU**, and it also collaborated on the exhibitions *Insignia and Archival Materials of Brno Universities* and *Brno November* (Festival 30 Years of Freedom). Selected sets of archives were also provided for the exhibitions *MUNI 100*, *Masaryk University 1939–1945* and the *Centenary of the Founding of the Medical Faculty of MU*. In order to **promote Karel Engliš**, the first rector of MU, reproductions of archives were provided to the Silesian Museum for the upcoming permanent exhibition of the *Encyclopaedia of Silesia*. As part of the **Brno Museum Night**, the archive prepared a sample of archives for the public, which was viewed by more than 200 visitors.

The **final integration of the ELZA software** also took place. The software is used for electronic processing of archives, creation of archival descriptions and aids according to the new rules, at the same time accelerating the exchange of data with other archives in the Czech Republic.

Due to the character of Masaryk University as a public university, the provision of information is one of its most important (and in some areas even the most common) activities.

The vast majority of the information provided was requested in various forms directly from MU employees according to the functional classification relevant to the required information, without the relevant requests for information falling within the scope of the law. In this way, for example, **612 requests for information** were submitted to the general information e-mail address of MU *info@muni.cz*, and **more than 10,000 requests for information** to the e-mail address *prihlaska@muni.cz* intended for communication **with applicants**.

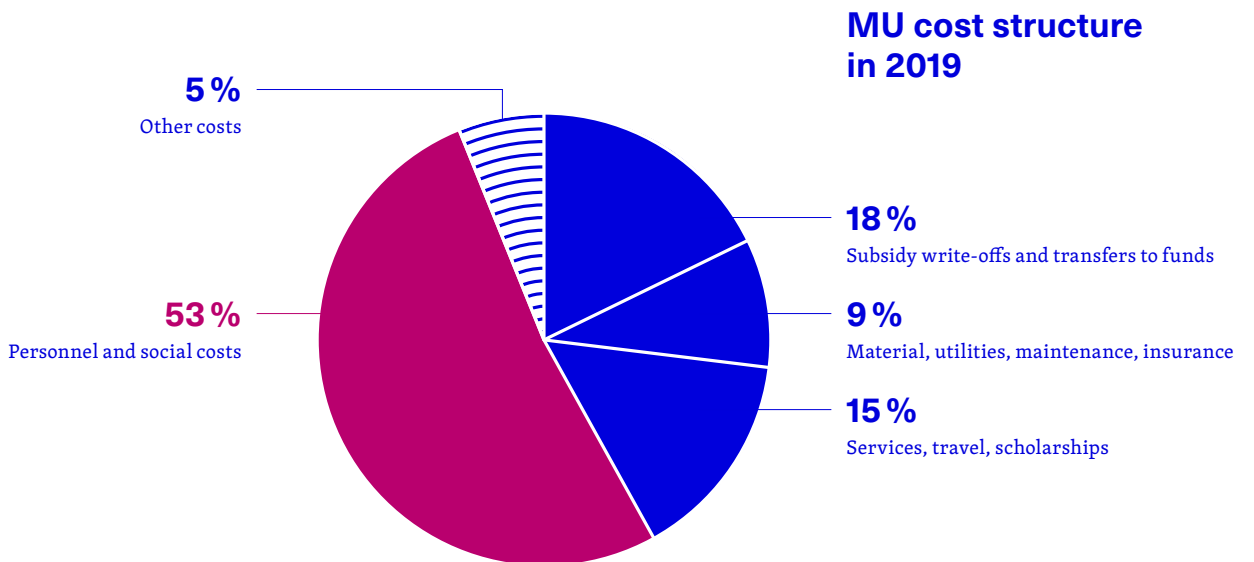
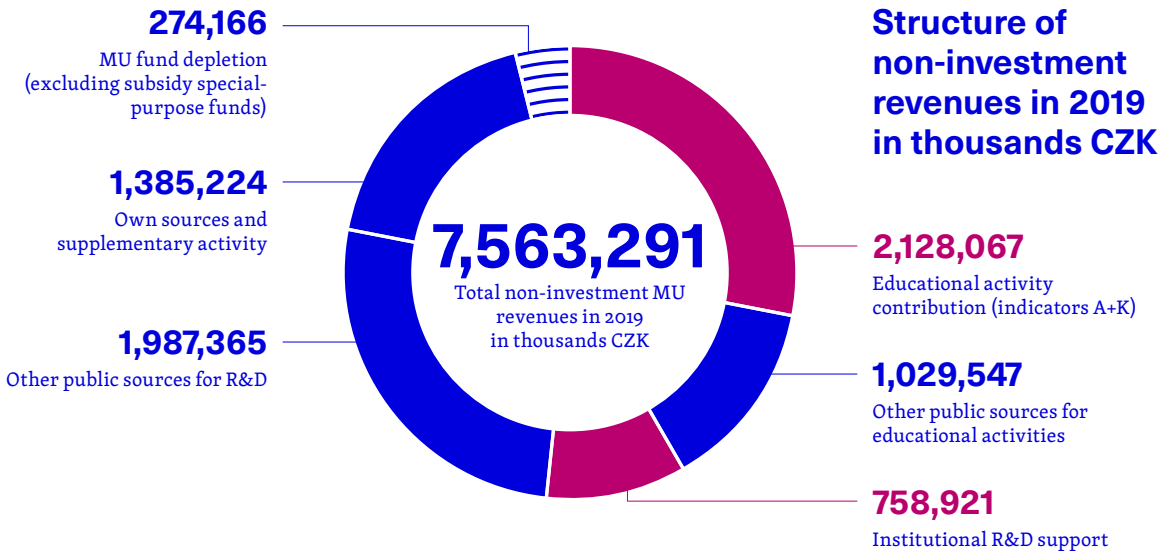
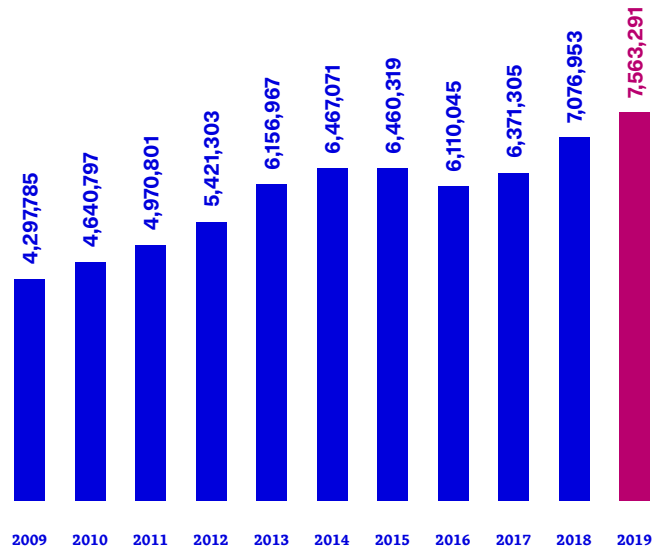
For the submission of written requests for information within the scope of the law, in accordance with § 5 par. 1 b) of the Act, the rules published at [http://www.muni.cz/general/information\\_providing/mu\\_regulations](http://www.muni.cz/general/information_providing/mu_regulations) are laid down.

In the course of 2019, **nine written requests for information** were submitted in this way, which were processed within the legal deadlines.

In the course of 2019, the courts did not hear any petition against Masaryk University MU relating to the possible failure to provide information in accordance with the law. Also in that period, neither Masaryk University nor any of its employees were subjected to any sanctions in this connection for possible non-compliance with the law.

## Total non-investment MU revenues

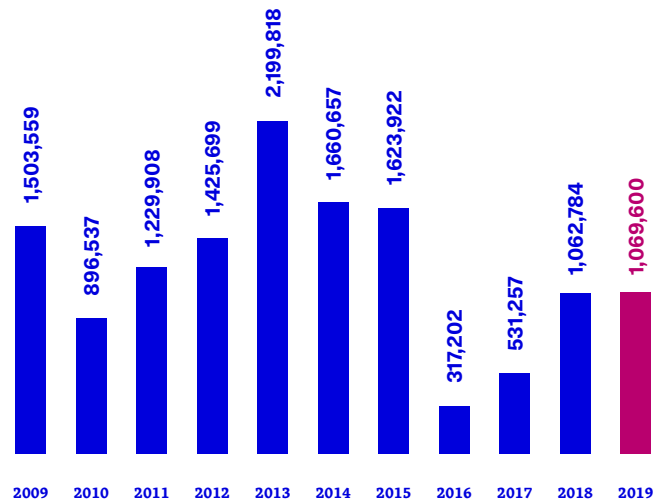
Non-investment revenues in thousands CZK





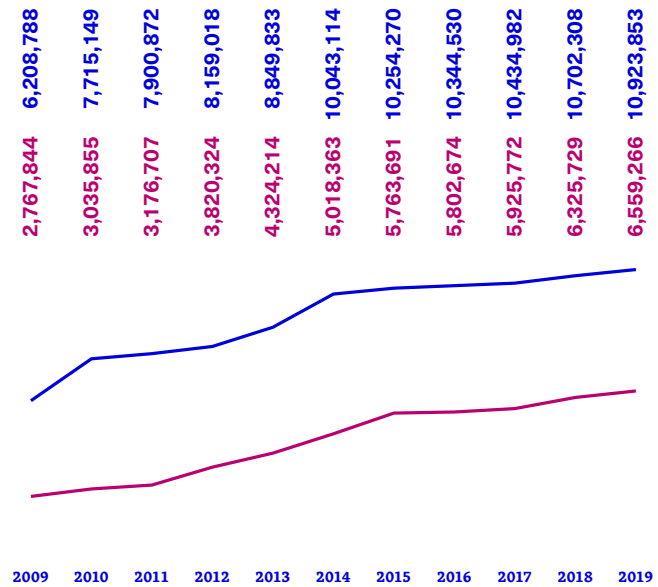
## Total investment expenditure at MU

Investment expenditure in thousands CZK



## Immovable and movable MU assets in thousands CZK

■ Immovable MU assets  
■ Movable MU assets



## MU facilities with year-round use in 2019

# 122

Useful area of these facilities  
**428,541 m<sup>2</sup>**

Classrooms and laboratories  
**58,695 m<sup>2</sup>**

Net useful area of these facilities  
**244,077 m<sup>2</sup>**

Outdoor sporting grounds  
**9,309 m<sup>2</sup>**

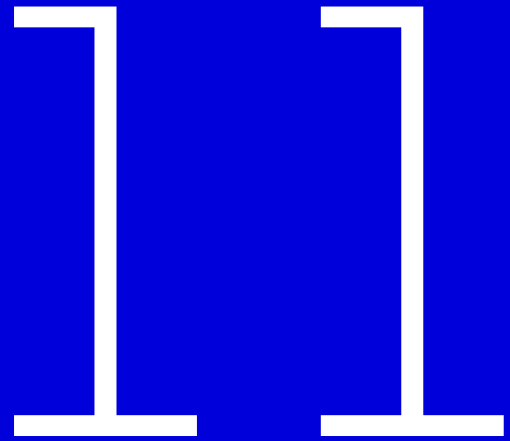
Libraries, archives and reading rooms  
**9,429 m<sup>2</sup>**



## 20 YEARS OF THE MASARYK UNIVERSITY INFORMATION SYSTEM

For 20 years, the MU Information System has made work easier for students, teachers and university staff. It allows applicants to submit e-applications in a modern environment of touch devices. Qualified signing and sealing simplifies official processes and frees users from waiting. From the end of 2019, it significantly simplified the issuance of study certificates. Newly, this confirmation of study is easily available with a qualified e-seal and a QR code per click. Another important milestone, which the IS MU team prepared technologically in 2019, is the possibility of issuing an e-diploma. Thanks to IS MU, the university does not lose professional contact with graduates, because it has begun to bring them together them in a new online Community.

STRATEGIC PRIORITY



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# Information Systems and IT Support

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Development of Information Infrastructure and Information Systems	11 . 1
Masaryk University Information System	11 . 2

## 11.1

## Development of Information Infrastructure and Information Systems

The basis of the information infrastructure of Masaryk University, which falls under the activities of the Institute of Computer Science (ICS), is over **140 km of optical cable network**. In 2019, the **extensive Catalogue of IT Services** was further expanded, which makes central and faculty services available in one place in a user-friendly form. A number of internally used services were also stabilised, leading to an increase in the reliability and comfort of using the infrastructure provided.

The **coverage of most of the buildings of the Accommodation and Catering Services by a wireless network** was successfully completed. There are 658 centrally managed access points available in the dormitories, providing connections both in the eduroam mode and as a separate Hotel-ACS network with a commercial internet connection.

The **capacity and transmission speed of the data network was gradually increased** at the Bohunice University campus. The connection of terminal equipment has been increased to one Gbps, the individual buildings are connected at 10 Gbps and the entire campus is connected to the university network at 40 Gbps.

In the autumn of 2019, over 1,000 optical fibre cables were laid outside the FI building as a necessary precondition for the planned reconstruction.

The combination of commercial and internal university clouds ensures the computing and storage capacity of MU. The university uses **Office 365** from Microsoft and G Suite from Google, with extensive use of OneDrive and Sharepoint components **for storing and sharing work with documents**. A private cloud built on VMware technology is intended for the operation of critical services of the university, including the web presentation of the university, faculties and other components. **The largest is the university OpenStack cloud**, which can also be used for intensive calculations in HPC mode. There are 5,344 CPU cores with 127 TB of RAM and 450 TB of direct storage capacity, complemented by more than two PB of storage space primarily for research data. In 2019, 7,199 virtual servers were hosted in this environment. The normal daily load then reached up to 1,000 virtual servers.

MU's cloud infrastructure is fully integrated into the national and international e-infrastructure. In 2019, MU became a **founding member of the new national research e-infrastructure e-INFRA CZ**, which was established as a consortium of the existing e-infrastructures CERIT-SC (MU), CESNET and IT4Innovations (TUO). This will ensure the further development of the MU information infrastructure in full compliance and connection with national plans and ensured integration into the international space within the EOSC activities.

The security of the entire MU information infrastructure is ensured by the internationally certified CSIRT-MU team, which has further expanded the infrastructures of monitoring probes and also focused on educating users for the safe use of the information infrastructure.

A dozen important internal information systems of a university-wide nature are covered by the **MU Portal**, which combines information from these systems and combines it with other resources and services available at MU. Comprehensive support of the university administration in economics, human resources, salaries, research and internal administration is provided by a key economic and administrative information system. It is based on **EIS Magion** from an external supplier, into which the internally developed **INET MU** is closely integrated. Magion serves 900 users from the university's economic and personnel departments, INET presents a real user interface with whole range services for the general university public (approximately 27,000 active users). INET significantly complements and expands the basic functions of EIS Magion, including science, research, internal administration, operational services and more. A specific role is also played by the internally developed **GIS Kompas**, intended especially to search for and spatially visualise real estate objects and technologies.

Seven universities are associated in the MagNet network, which is coordinated by MU and participate in the development of Magion system. In 2019, the development of Magion responded to both Czech legislation and selected operational requirements. A comparative study of technological profiles of three key economic systems available on the SW market of the Czech Republic was significant.

In 2019, the intensive development of the INET system continued with the strategic goal of gradual shading of EIS Magion services. In economics, the system of creating, approving and signing economic contracts has become routine. The asset inventory system underwent a major change in bar code readers and the *Control System*. The project proposals were linked to the register of personal data processing activities. In human resources, the registration of working hours went into routine operation, and in the wages, the design and approval of remuneration. A new system of submitting and approving applications for creative leave was created, and the pilot operation began proposing and approving changes to labour relations. At the end of the year, a **comprehensive support for doctor's notes** was connected to the CSSA and Magion was created in the attendance system.



The Computer Science Centre of the Faculty of Informatics provides administration of university studies through the **Information System of Masaryk University (IS MU)**. The system includes administrative and communication services, electronic support for teaching and courses for the public, services for science and research, graduates platform, the Internet *Shopping Centre*, a repository of qualifications and publications or the *Office* for electronic administration of official Acts.

The development of the IS MU in 2019 was focused on the **digitising of university processes** and support for work **on mobile devices**.

As part of the development of the **qualified electronic signing of documents**, 118,309 documents were signed directly in the IS MU in 2019. **Qualified sealing** of documents was also implemented, which could lead to the launch of an **electronic confirmation of study**, which students can generate remotely from anywhere, supplemented by a QR code. For immediate and convenient access to important documents and files, the **My Office** application has been developed, which offers clearer navigation and easier file handling. 371,131 documents were registered in 1,841 agendas and 3,076 contracts were entered in the *Internal Register of Contracts*.

In the field of study and teaching, new study and e-learning applications have been added, which make work easier for students, academics and university staff. The revised **Catalogue of Subjects** in the new design expands the possibilities of filtering and searching in texts. The **Study Planner** application has been enriched with new functions, many of which have been initiated by students. Approximately 8,000 students planned their studies in the application. The **Attendance record** allows students to register for new test terms by using smart cards. The development of a new **Practice** agenda has begun, which will provide comprehensive management of internships completed by students as part of their studies. In the IS MU, the technology for publishing **eDiplom** has been prepared.

Employees can now get acquainted with the university's guidelines through the application **Familiarisation with regulations**, health and safety and fire safety training is carried out electronically, and work has begun on the electronic **evaluation of non-academic employees**. A new agenda for the electronic appointment of employees has been added.

**The transformation of study fields into programmes** led to year-round support in the transfer of students to newly accredited programmes and work on the development of applications supporting **accreditation processes**. This included extensive modifications to the *Guarantor* agenda, the creation of a new **Managerial Data section**, new applications for **recording MU internal evaluation programme boards** and support for **doctoral studies**, where specific applications were developed and administrative and communication options in English were ex-

panded. Support also continued on the development of the **admissions procedure**, including the evaluation of entrance examinations or the delivery of admission decisions.

Children and young people who take part in **Masaryk jUniversity** to experience the life of a university student have now become users of the IS MU. There, a complete agenda was created, which covers the entire process from registration in the programme to the implementation of its content. The agenda also serves the *MjUNI* organisers.

In 2019, the IS MU development team also participated in the **centenary of the founding of MU**. It participated in the organisation of the celebrations both through the *Shopping Centre*, which enabled the registration or purchase of on-line electronic tickets for events, and through the symbolic launch of **The Community** agenda. *The Community* is the new name of the *Alumni Network*, which has also taken on a new form. It was enriched with community programmes that bring together IS users and MU graduates on a professional basis. In the agenda of the **Shopping Centre**, in addition to the online sale of tickets, there was a further deployment of cash register applications and the development of support for administrative tasks. A **turnover of 180 mil. CZK** was achieved from the total turnover 1.69 bn CZK and 112,899 orders for 75,083 customers were handled.

Also in 2019, attention was paid to user friendliness through a **responsive design** for convenient control of IS applications on touch devices. A large number of documents in the MU IS were transferred to the uniform visual style of MU, and the printing of many key study documents was innovated, such as lifelong learning certificates, matriculation sheets, final thesis assignments and others. A new responsive design was also used for the *Theses.cz* system. Development of a new generation algorithm for checking similarities in the system **Odevzdej.cz**, **Theses.cz** and **Repozitar.cz** was initiated. There is a growing interest in using the **PravyDiplom.cz** system.

In 2019, the IS MU development team led a centralised development project **Advanced Digitisation of Study and Administrative Agendas** in the university environment with regard to new national and European legislation for **26 public universities**, which enabled the deployment of a number of innovations in digitisation in study information systems.

### Total visits to

**www.muni.cz**

**3,322,000**

visits in 2019

### E-mails at MU

**47,000,000**

e-mails delivered in 2019  
(approximately **130,000** e-mails per day)

**51,000,000**

e-mails rejected for security reasons

**177,700**

documents in 2018

(i.e. **68%** of the total  
**260,900** documents)

**199,200**

documents in 2019

(i.e. **74%** of the total  
**271,000** documents)

Number of documents in INET and Magion systems electronically signed using the Signature Book application

### Storage capacity available to MU employees



2018



2019

### Turnover in the SUPO

**142**  
million CZK

## Information system MU in numbers in 2019

# 1,050,562,622

Total number of IS MU visits

## 56,312

persons used IS MU  
regularly

## 77,278

persons accessed IS MU  
occasionally

## 5,635,708

maximum number of IS MU  
pages opened in one day

As of 31 December 2019, the  
IS MU data pool held ca.

## 150 million

files amounting to  
a total of **31.8 TB**.

IS MU data is  
recorded in a total  
of **2,691** database  
tables subdivided  
into **189** categories.

Total number of  
scripts (individual  
programmes) in  
the IS MU: **3,335**.

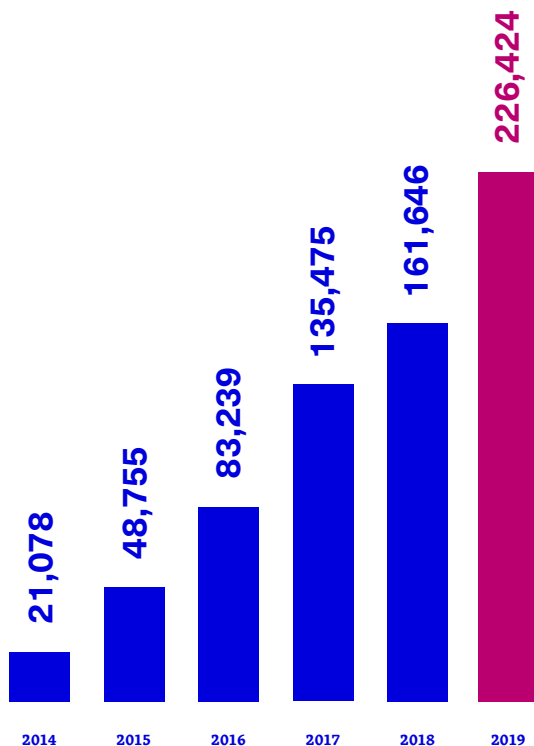
Number of IS  
MU source code  
modifications: **10,184**.

Maximum server  
throughput:  
**1,797,240** requests  
processed per hour.

Total server  
downtime:  
approximately  
**30** minutes.

### Development of electronic application processing using the records service application

Number of purely digital documents



### Use of JobCheckIn online portal in 2019

## 264

employers using the  
services of the portal

## 950

job offers advertised

## 8,798

students and fresh graduates  
registered in the portal



MASARYKOVA UNIVERZITA





# 12

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## MU Faculties and University Institutes

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Faculty of Law	12 . 1
Faculty of Medicine	12 . 2
Faculty of Science	12 . 3
Faculty of Arts	12 . 4
Faculty of Education	12 . 5
Faculty of Economics and Administration	12 . 6
Faculty of Informatics	12 . 7
Faculty of Social Studies	12 . 8
Faculty of Sports Studies	12 . 9
Central European Institute of Technology	12 . 10
Institute of Computer Science	12 . 11

# STUDENTS FROM MU WERE AMONG THE BEST IN EUROPE IN SIMULATED COURT PROCEEDINGS

Studying law does not have to mean just cramming the theory, as students can also test their legal knowledge in practice at the so-called moot courts, or simulated court proceedings. Four students from the Faculty of Law proved their skills in one of them. Students Anna Citterbergová, Andrea Lančová, Sarah Ouředníčková and Štěpán Paulík were among the best in the European competition of the human rights moot court in Strasbourg, and finally took home the prize for the best written submissions. At the moot court meeting, the successful quartet from the Faculty of Law prepared a two-semester course focused on human rights and simulated disputes.



Photo: Sarah Ouředníčková, Anna Citterbergová and Štěpán Paulík – three of the four participants in the human rights moot court.

## Faculty of Law

In 2019, there was a change in the dean's position at the Faculty of Law. **The new dean** elected in November 2018 was **doc. JUDr. Mgr. Martin Skop, PhD**, who took over the management of the faculty from doc. JUDr. Markéta Selucká, PhD.

The core programme at the Faculty of Law is the five-year master's programme *Law and Legal Science*, which is implemented in full-time. There is a consistently high interest in this programme, and **in 2019 2,107 applicants applied**.

In addition to the long master's programme, the faculty also offers three-year bachelor's degree programmes in *Legal Specialisation* and *Public Administration*, which are aimed at practitioners and are offered exclusively in combined form. The same applies to the two-year follow-up master's programme in *Public Administration*. Graduates of the degree programme *Law and Legal Science* can take a rigorous state examination, the successful ones are awarded the title JUDr.

The faculty offers several doctoral degree programmes in full-time and part-time form. The most extensive programme in *Theoretical Legal Sciences* has a number of disciplines, some of which can also be studied in English (e.g. *Private International Law*) or in Polish (*Financial Law and Financial Sciences*). The *Information and Communication Technology Law* programme can also be studied in English. Within the project **Transitional Jurisprudence**, in cooperation with the Institute of State and Law of the Academy of Sciences of the Czech Republic, **excellent research-oriented doctoral degree programmes in English** *Legal Theory and Public Affairs*, *Intellectual Property Law*, *Comparative Corporate, Foundation and Trust Law* and *Comparative Constitutional Law* were accredited and implemented.

Not only to its students, but also to the general public, the faculty offers the **largest library of legal literature in Central and Eastern Europe** with a digital library of the historical collection and a European documentation centre. There are also renovated classrooms with a training courtroom.

The Faculty of Law promotes itself significantly in the field of international cooperation. It is a member of several prestigious associations of law schools (*International Association of Law Schools*, *European Law Faculties Association* and *Rotterdam Law Network*). It differs significantly from other law faculties by the high number of short-term foreign language courses taught by **visiting foreign professors**. In 2019, the faculty welcomed **more than 40 foreign teachers**. The foreign activities of the faculty take place both in the form of cooperation between individuals and disciplines, and institutionally within the framework of the Erasmus+ exchange programme or within the framework of bilateral agreements. The arrival of academics from abroad and students for exchange stays has an upward trend. In 2019, the trend of balancing the number of outgoing and incoming students continued; 250 student mobilities were carried out this year. The faculty also increased the number of courses

offered in foreign languages – in 2019 there were more than 90. Under the Erasmus+ programme, the faculty has concluded **agreements with more than 130 universities from 27 European countries**. Exchanges are now possible, for example, with the University of Saint-Louis (Belgium), Catholic University of Toulouse (France), National University of Public Service (Hungary), Julius Maximilian University of Würzburg (Germany), University of Porto (Portugal), University of Klagenfurt (Austria), University of Lleida (Spain).

In cooperation with UIC John Marshall Law School (USA) the faculty held the traditional event called **A Day of US Law**, and in cooperation with the University of Gdansk an event called the **Polish-Czech Academic Forum**. The long-term cooperation with UIC JMLS was solemnly commemorated and recognised in 2019 by the awarding of the **FLaw MU Commemorative Medal to Professor Joseph Vosicki** for his lifelong contribution to science, education and further development of the faculty.

The **Department of Legal Practice and Clinics** takes care of the development of students' legal skills. Organised activities develop hard and soft skills, improve students' abilities and the possibilities of their application in the future legal profession. The department cooperates with a number of renowned law firms, state institutions, non-profit organisations and private entities. It also coordinates professional practice.

The faculty communicates regularly through the faculty and graduate Facebook pages and other social networks. In 2019, it continued to organise the annual meeting of graduates and organised the 47<sup>th</sup> year of the law ball. The faculty as is traditional organised the **13<sup>th</sup> annual international conference Days of Law**. The **13<sup>th</sup> annual successful COFOLA conference** was organised for young legal researchers and doctoral students. Graduates of the faculty were also invited to the **Legal Vysočina** sports event.



A woman with long dark hair, wearing a white lab coat, stands in a brightly lit hospital hallway. She is smiling and looking towards the camera. Her arms are crossed. The hallway has a modern design with a grid ceiling and large windows on the right side. The entire image has a blue color overlay.

## THE UNIQUE P-POOL PROGRAMME FOR TALENTED MEDICS HAS ITS FIRST GRADUATES

The first seven talented students of general medicine underwent special scientific training and received a diploma for completing the entire P-Pool programme, an undergraduate programme for motivated medical students. The P-Pool programme was launched by the Faculty of Medicine, following the example of foreign universities, six years ago. At that time, nineteen young people added systematic experimental work and a selected research topic to the standard study of medicine. Thanks to this, in the first years of their studies they also completed advanced subjects such as biostatistics or academic English.

Photo: Eliška Boženková, one of the first graduates of P-Pool programme.



## Faculty of Medicine

In 2019, the Faculty of Medicine went through a year full of activities connected with the centenary of its establishment, and there was also a change in the dean's position. In October, **Prof. MUDr. Martin Repko, PhD** was elected **dean of the Medical Faculty of MU**, after the previous dean **Prof. MUDr. Martin Bares, PhD** became **rector of Masaryk University**. The main tasks of the new management included increasing the number of students in general medicine on the basis of the support of the Government of the Czech Republic, and setting the budget.

In 2019, 2,962 students studied at the Faculty of Medicine in the master's degree programmes of *General Medicine* and *Dentistry*, 693 people studied in the bachelor's and 197 students in the follow-up programmes. In 2019, the faculty had **4,394 students**.

The Faculty of Medicine regularly shows a high interest of applicants in all offered fields. In 2019, applicants submitted **8,226 applications** (of which 3,946 applications were for *General Medicine* and 1,286 for *Dentistry*). 820 students enrolled in the first year, which is an increase of one hundred enrolled students compared to 2018 (of which 380 were in *General Medicine* and 60 in *Dentistry*).

In addition to basic medical fields, in 2019 the faculty offered several three-year bachelor's or follow-up master's study fields and programmes educating non-medical health care workers. These included *physiotherapy, laboratory diagnostics in healthcare, nutritional therapy, optics and optometry, orthoptics, medical rescue, nursing - general nursing, midwifery - midwife, specialisation in health care (physiotherapy, dietician, radiology assistant), intensive care full-time and combined and optometry*.

In 2019, the process of accreditation of two existing degree programmes, **General Medicine and Dentistry**, was completed within the institutional accreditation of MU and the strategic project *MUNI 4.0*. Both degree programmes (also conducted in English) underwent a significant change in the curriculum and more than half of the predominantly clinical subjects were **implemented new and with modern teaching methods** (Problem Based Learning, Team Based Learning, teaching using virtual case studies and teaching on patient simulators with different degrees of fidelity) and new evaluation methods. At the same time, the accreditation process of the new degree programme **Bioanalytical Laboratory Diagnostics in Healthcare - Embryologist** was successfully completed.

The SIMU+ project continued its successful implementation. One of the most significant events of 2019 was the construction of the **Simulation Centre of the Medical Faculty of Masaryk University** and the acquisition of instrumentation and material equipment, which was gradually tested in teaching.

In the year of the centenary celebrations of the founding of MU and the Faculty of Medicine, the faculty prepared countless activities. The most important are the traditional *May Campus Day*, the *Ceremonial Awarding of Commemorative Medals of the Faculty of Medicine*, and in June the *Graduation Day* associated with the culmination of university-wide celebrations. During the autumn, the celebrations of the *Matriculation Ceremony of students of the Faculty of Medicine and Faculty of Science* continued on the occasion of the centenary of the start of classes and the start of the **100 litres of blood** project **THANKS TO MUNI**. The season then ended with the ceremonial handing over of an honorary doctorate to Prof. David Lane and the *Ball of the Century* of the Faculty of Medicine and the Association of Medics.

**The award of the Minister of Health** for excellent results in applied health research and development in 2019 was received by Mgr. Pavel Krejčí, PhD. The Minister praised his research in the field of new treatment options for achondroplasia, a genetic disorder of human growth and skeletal development.

In 2019, Prof. MUDr. Jiří Vaněk, CSc. won the **City of Brno Award** in the category of Medical Sciences and Pharmacy, for his significant contribution in the field of dentistry and social contribution to the city of Brno.

In **Brno PhD Talent 2019**, which supports talented students of science and technology, **awards went to five students** from the Faculty of Medicine. Students of the *Biomedical Sciences* doctoral programme Veronika Fedorová, Josef Lavický and Tereza Souralová gained prizes, while the remaining winners are the students of the doctoral degree programme *Oncology and Haematology*, Laura Ondrišová and Kristýna Závacká.

The **Centre for Evidence-Based Healthcare a Knowledge Translation** (CEBHC-KT), which is part of the Institute of Biostatistics and Analyses, also operates at the Faculty of Medicine. In 2019, the centre won the competition for the organisation of the *International Global Evidence Summit 2021*.





# BOTANISTS MAP THE SPECIES RICHNESS OF EUROPEAN FORESTS

Researchers from the Department of Botany and Zoology at the Faculty of Science, led a team of more than 30 experts from 16 countries, which focused on the description of plant biodiversity in European forests. The team compared data from 73 thousand forest sites with geographical information, information on landscape use and historical transformations. Based on statistical models, an overview was created of where there are floristically rich and where, on the contrary, poor forests occur in Europe. The map indicates which forest areas of our continent are the most valuable in terms of preserving plant diversity. The study was published in the *Journal of Biogeography*.

Photo: Martin Večeřa from the Institute of Botany and Zoology at the FSci, the study's main author.



# Faculty of Science

In 2019, the Faculty of Science continued to strive for continuous improvement of the quality of education and excellent basic and applied research. The key was the implementation of the *European Charter* and the *HRS4R* strategy, intervening in all aspects of life at the faculty, which became a proud holder of the European Certificate of **HR Excellence in Research**.

After completing the demanding accreditation of undergraduate education, applicants were **offered 20 bachelor's and 32 master's programmes**, including a number of new ones such as *Environment and Health*, *Human Biology*, *Nature Conservation*, *Radiological Physics*, *Geoenvironmental Risks and Remediation*. For the first time, the faculty used **its own system of individualized evaluation of the admissions procedure**, which took into account the motivation and professional preferences of applicants.

In 2019, 1,813 students studied at the faculty in bachelor's and 862 in follow-up master's programmes. 883 graduates successfully completed their studies, of which 450 in bachelor's and 341 in follow-up master's studies. Undergraduate students were supported by regular merit scholarships, the 14 best students received scholarships in the amount of CZK 15,000 through the Dean's Award. As part of internationalisation, students were offered over 160 courses in English or **attractive scholarships to support mobility** in the range of CZK 17 to 25,000. The preparation of the English programmes *Biochemistry* and *Molecular and Cell Biology* began.

A significant prize was the **Award of the Minister of Education, Youth and Sports**, which went to doc. RNDr. Zdeněk Bochníček, Dr., for his excellent educational activities, and was also awarded to master's students Jaroslava Ježková and Ravi José Tristao Ramos. The MU Rector's Award for outstanding teachers was awarded to Mgr. Martin Čuta, PhD, and the rector's award for outstanding students of master's degree programmes was received by a chemistry student Mgr. Petra Vojáčková.

A pillar of quality research at the faculty is doctoral studies. Last year, it managed to consolidate the original almost 40 fields into **19 newly-accredited compact doctoral programmes, also offered in English**. For more than 800 doctoral students the Faculty of Science is introducing new standards, including significantly enhanced financial support. In addition to the basic scholarships (CZK 72.3 million in 2019), the faculty paid out more than CZK 27 million. In September 2019, there was the successful interfaculty **PhD Day**, and doctoral students are offered lectures by top foreign lecturers within the *MUNI Seminar Series - Life Sciences and Mathematics, Physics, & Computer Science*. The quality of the research was evidenced by **excellent successes in the prestigious Brno PhD talent 2019**, in which 10 out of 25 three-year scholarships from the South Moravian Region were awarded to students of the Faculty of Science.

In grant competitions, the faculty achieved extraordinary success – the RECETOX research centre received **three highly competitive grants from the EU programme H2020 within the so-called Widening calls** of Teaming, ERA Chair and Twinning. In particular, the *CETOCOEN Excellence Teaming* project, where the key partners are ETH Zurich and University College London, brings unique opportunities. In total, the faculty handled **more than 300 basic and applied research projects**, including 20 EU H2020 projects, 92 GACR projects including participation in three EXPRO projects, 22 OP RDE projects and 23 TA CR projects. The research results included **over 1,000 articles in impactful foreign journals** and **more than 25 application results** (patents, etc.). **The MU Rector's Awards** were awarded to doc. Mgr. Kamil Paruch, PhD and for extraordinary research results for young scientists under 35 years of age, Mgr. Pavlina Janovska, PhD

The faculty is constantly improving **conditions for foreign researchers and students**. In 2019 (excluding citizens of the Slovak Republic) it employed 124 foreigners and had 181 foreign students. Thirty-one foreign experts were guests here for longer stays and 146 students and 38 employees went on long-term stays abroad.

The Faculty of Science also actively continues to care for community life. As **part of the celebrations the centenary of the university**, the *Exhibition 100/10* was prepared: *Transformations of SCIMUNI in the years 2008–2018*, then the Representative Ball, Graduation Day at the *MUNI 100 Festival* and other events. For those interested in studying and the public, several Open Days, the *MjUNI Children's University*, the *Researchers' Night* and other educational and cultural events were organised, for example, in the Botanical Garden of the Faculty of Science. **The community life of the faculty** was also supported by the second year of *Campus Day*, the autumn *Garden Festival*, the *Deans' Barbecue* on the Bohunice University Campus or the lighting of the Christmas tree in Kotlářská.



## GRADUATES OF THE FACULTY OF ARTS MET AFTER 30 YEARS TO COMMEMORATE THE EVENTS OF THE VELVET REVOLUTION

Graduates of the Faculty of Arts Ivo Durec, Renáta Růžičková, Darja Kocábová and Pavel Kocman met again on the premises of the faculty, where they were closely connected by the Velvet Revolution 30 years ago. The quartet were on the strike committee and archived all speeches, leaflets or posters created at the time. Thanks to them, the Archives of Masaryk University now houses probably the largest collection of revolutionary written materials and posters in the entire former Czechoslovakia – 42 boxes of archival materials.

Photo: Ivo Durec, Renáta Růžičková, Darja Kocábová and Pavel Kocman met after many years in the Archives of Masaryk University over the written monuments of the Velvet Revolution.



## Faculty of Arts

The Faculty of Arts, as the largest faculty of MU, covers the widest range of courses. **In 2019, almost 6,500 students studied here in bachelor's, master's, follow-up masters and PhD programmes.** In addition, participants in various lifelong learning programmes also studied here. The faculty offers the fields of philology, history, science of art and culture, philosophy, pedagogy, psychology and religion. In 2019, 6,293 applications were submitted for bachelor's studies, 1,948 applications for follow-up master's studies and 196 applications for doctoral studies.

Faculty students can use a number of scholarship programmes. The student's professional activity is traditionally stimulated by a regular competition for the **Dean's Award of the Faculty of Arts**, announced during **Humanities Week**, in which the best final theses of bachelor's, master's and doctoral students are awarded prizes. The faculty supports the **activities of students associations** and a special scholarship programme administered by the Student Chamber of the Academic Senate of the Faculty of Arts, which is **subsidised by CZK 200,000** each semester.

In 2019, **new interfaculty agreements** were signed with the universities of Ljubljana (Slovenia) and Ryukoku (Japan) and a **memorandum of cooperation** was concluded with the University College of Kentucky (USA). The contracts were extended to include the Belarus State University, Nizhny Novgorod State University and National Taiwan Normal University.

In 2019, the faculty's efforts to build a range of programmes and subjects in English and other foreign languages continued. Within the IRP programmes, a **total of 120 subjects taught in English and other foreign languages were supported** at the faculty. Thirteen of them represented new subjects offered by faculty teachers, 25 subjects in English were offered repeatedly and 72 subjects were taught (completely or partially) by foreign teachers. These courses are offered across disciplines, beyond the teaching of foreign languages taking place at philological departments and institutes. **Foreign promotion of the range of courses in English** was carried out through Internet advertising, specialised platforms (Keystone, Studyportals and Begin Group) or participation in trade fairs in Russia, Southeast Asia and North America.

**Efforts to increase the share of foreigners in Czech programmes also continued.** Cooperation was established with the Institute of Language and Vocational Training of Charles University, the purpose of which is to present the faculty as an attractive choice for studying in Czech to potential foreign applicants, especially from the Slavic countries.

In doctoral studies, the number of students at the Faculty of Arts is decreasing, but the relative share of doctoral students in relation to other types of study has increased to 10%. In 2019, 636 doctoral students studied at the FArts. The faculty supports the internationalisation of doctoral studies with the help of **doctorates under double supervision**

**with foreign partners.** Under double supervision, six doctoral theses were defended in 2019. The faculty supported seven international doctoral seminars and schools, the 15 best students in doctoral programmes received extraordinary scholarships in the amount of 10 and 15 thousand CZK.

In the field of research, the faculty managed to **establish itself in international project formats by receiving the ERC Advance project**, carried out by **Matthew Rampley, BA, PhD** with his research on Central European interwar architecture. Matthew Rampley headed to the faculty thanks to the *MUNI Award in Science and Humanities*. International overlap is also successful in the competition GACR EXPRO of Associate Professor David Zbiral and the successful solution of bilateral projects of GACR, TA CR and others. The FArts is also strengthening its participation in applied research projects supported by the Technology Agency of the Czech Republic and the NAKI programme (a programme to support applied research and development of national and cultural identity) under the auspices of the Ministry of Culture.

The FArts is one of the most productive faculties of Masaryk University in publishing activities. In 2019, ten titles were published in the *Spisy* series of the *Faculty of Arts of Masaryk University*, three of them in English. As part of the celebrations of the centenary of MU, the faculty published another six book titles in the special edition series **MUNI ARTS 100.**

In 2019, a new directive was created regulating the *Principles of Publishing Activities at the Faculty of Arts*. The faculty has long supported the publication of 22 professional journals, which are gradually being included in international databases. The faculty also focused on the implementation of steps leading to the inclusion of journals in the DOAJ (Directory of Open Access Journals), which supports the policy of open access to scientific information.

In 2019, the Faculty of Arts organised a number of events for the academic community and faculty graduates as part of the celebrations of the centenary of Masaryk University. The June **Graduate Day of the Faculty of Arts** was an example. As part of the event, there were premieres of two compositions by graduates of the faculty, Prof. Miloš Štědroň and Mgr. Ondřej Kyas. With the support of faculty funds, the three-day *Ancient Days* took place, which offered students, faculty staff and the general public ancient sports games and guided military and sports demonstrations. The event culminated in the Stathmos competitive parade.



# inspiring

## SOCIAL PEDAGOGY PROJECT THE OPEN UNIVERSITY HELPS ROMA TO GO TO UNIVERSITY

The project of the Department of Social Pedagogy called Open University helps young Roma to increase their self-confidence and motivation to enrol at university. In January 2019, the project included a meeting of Roma students, those interested in university studies and representatives of organisations who introduced motivational courses and the positive role models of Roma graduates to the Roma community. The project of the Faculty of Education wants to motivate young Roma to think about applying to university in the first place, then to choose the right field and successfully pass the admissions procedure. The department is building on its previous activity, thanks to which 61 Roma have successfully completed the field of Social Pedagogy since 2006.

Photo: Secondary school student Petr Banda (left) and Štefan Grinvalský, who is a doctoral student at the Faculty of Education.

# Faculty of Education

At the head of the faculty in February 2019 was **doc. PhDr. Jiří Němec, PhD**, who was re-elected to his position by the Academic Senate of the Faculty in October 2018.

In 2019, 4,820 students studied at the Faculty of Education, **of which 2,877 were in bachelor's, 598 in master's and 1,204 in follow-up master's degree programmes**. Interfaculty study was carried out in selected combinations of fields in cooperation with FEA, FArts, FSpS, FSS and FSci.

Within the four degree programmes *Special Pedagogy, Pedagogy, Specialisation in Pedagogy* and *Philology* 141 doctoral students studied at the faculty. 40 doctoral students were newly admitted to study, and 27 graduates completed their doctoral studies with a state doctoral examination and the defence of their dissertation.

In the course of 2019, one bachelor's, one five-year master's degree and five doctoral study fields were transformed into degree programmes to be implemented from the academic year 2020/2021.

As part of the mobility, the faculty **admitted 85 foreign students**. The number of domestic students who completed a study or work stay abroad increased compared to the previous year to 219. The faculty has concluded new agreements with the University of Bologna and Malmö University, and the faculty has a new bilateral agreement with Chaoyang University of Technology (Taiwan). The main cooperation with foreign institutions was focused on the strategic partners Kirchliche Pädagogische Hochschule KPH (Austria), Bishop Grosseteste University (Great Britain), Hague University of Applied Sciences (Netherlands) and JAMK (Finland).

The Scientific Board of the Faculty of Education, met four times during 2019. During these meetings, three habilitation proceedings were successfully conducted and four proceedings were reopened. In the year 2019, the faculty organised 13 scientific conferences, 11 of which were with international participation.

The dean of FEdu, doc. PhDr. Jiří Němec, PhD, received the **Medal of Merit for the Development of Education**, which is awarded by the Czech School Inspectorate. Prof. PhDr. Jaroslav Vaculík, CSc, from the Department of History of the Faculty of Education, received **the South Moravian Region Award** in 2019. The Czech Geographical Society gave an award for the best bachelor's thesis in geography in the Czech Republic to Monika Motyčková and her work *Analysis of the Accessibility of the Old Town for People with Reduced Mobility*. The MU Rector's Award for a significant artistic achievement was won by doc. Mgr. Petr Hala, PhD and PhD for composing a virtuoso composition for solo piano entitled *Midnight Snowstorm*.

In 2019, a **total of 92 research projects were tackled** at the Faculty of Education. In particular, the faculty recorded a significant increase in the number of projects of the TA CR, of which it handled six. This year, the faculty also dealt with six projects of the GACR. In 2019, a significant share of the total project portfolio of the faculty consisted of projects of the Operational Programme Research, Development and Education, of which the faculty dealt with 14 and coordinated three. Of the international Erasmus+ projects, the faculty coordinated two projects and cooperated in eight as a partner organisation. The faculty has been significantly involved in solving projects within the INTERREG, AKTION, Czech Development Agency to assist Ukraine and the International Visegrad Fund programmes. Two H2020 projects and 21 MU Development Fund projects were also addressed at the faculty.

The largest investment project of the faculty in 2019 was the **construction and commissioning of the Kafinet café** in the building at Poříčí 31, which was opened in February 2020. An important aspect of the newly-opened faculty café is the involvement of the non-profit organisation Threshold South Moravia, which ensures the operation of the café. Thanks to this cooperation, the café can function as a training workplace for people who return to work after a mental illness.

The most important faculty events in 2019 included **Alumni Day** and **Faculty Open Day**, which took place as part of the celebrations of the centenary of the founding of Masaryk University. Also important was the **Thirty Years of Freedom event – a conference with participants in the Velvet Revolution**, which introduced important participants in the November Revolution in 1989 at the faculty.





# THE ACTORS OF THE POST- NOVEMBER TRANSFORMATION MET FOR A DEBATE AT THE FACULTY OF ECONOMICS AND ADMINISTRATION

On the occasion of the 30<sup>th</sup> anniversary of the Velvet Revolution, Masaryk University hosted a conference with personalities who were present at the rebirth of society. Speakers at the Faculty of Economics and Administration included former Minister of Finance Václav Klaus, then Minister of Culture Milan Uhde, Pavel Rychetský, who was Deputy Prime Minister at the turn of the period, and the lawyer Hana Kodrová Marvanová. At the conference entitled 30 Years of Transformation of the Economy and Society, the invited guests remembered and evaluated the whole process of social transformation.

Photo: President of the Chamber of Commerce Vladimír Dlouhý at a conference on the post-November transformation at the Faculty of Economics and Administration.



# Faculty of Economics and Administration

In 2019, **almost 2,700 students studied at the Faculty of Economics and Administration**, of which 1,482 were in bachelor's, 1,086 students in follow-up master's and 89 students in doctoral degree programmes.

An important step for the faculty in 2019 was the **acquisition of new accreditation of the Administration Publique programme** and the re-accreditation of the *Public Economics and Administration* programme by the European Association for Public Administration Accreditation (EAPAA). Masaryk University is the only one in the Czech Republic to have public administration degree programmes accredited by this prestigious organisation.

The form of final state examinations of bachelor's and follow-up subsequent master's studies at the faculty has undergone a fundamental change. In accordance with the conditions of the new degree programmes and trends at top foreign universities, the **core of the final examination became the defence of the final thesis and a broader discussion on the chosen topic**. In the field of doctoral studies, the accreditation of the unique doctoral degree programme in *Regional Economics* was managed. In addition to the accreditation itself, cooperation with important foreign institutions (e.g. WU Wien) was implemented and a specialised library by Manfred Fischer was built. In 2019, negotiations continued on interfaculty teaching in English and on expanding the range of degree programmes with the direct participation of a foreign partner (e.g. the University of East Anglia, UK). A stable number of exchange students come to the faculty every year, and in 2019 there were more than 160 foreign students. The numbers of foreign students in accredited programmes of the faculty are also developing positively.

The result of long-term communication with partner organisations and companies was a **significant strengthening of the area of lifelong learning**. In 2019, the first offers of comprehensive courses were implemented, for example for the company *dm drogerie markt s.r.o.* The aim is to offer educational products with modular courses that companies could use in the long term.

The substantial increase in the number of research projects supported by prestigious grant schemes continued, especially from the H2o2o programme. At the end of 2019, the faculty implemented three H2o2o projects, two of them large consortium projects such as RIA - Research and Innovation Actions, including cooperation with large industrial concerns such as the Gorenje Group (Slovenia) or public sector partners such as UNESCO.

The Faculty of Economics and Administration also **took part in the celebrations of the centenary of MU and the 30<sup>th</sup> anniversary of the Velvet Revolution**. The main event for the faculty was the conference *30 Years of Transformation of the Czech Economy and Society*, which it organised in cooperation with the FSS and FLaw. Many important guests from academic and public life spoke at the event, such as Prof. Vaclav Klaus, JUDr. Pavel Rychetský and others. Part of the annual celebrations was the organisation of a meeting of graduates in order to present the current life of the university, or respectively the faculty.

As part of the **Open Day 2019**, the operation of the new Filtermac water filter was ceremoniously launched at the faculty. By installing the facility, the faculty not only wanted to provide fresh filtered water to its students and staff, but also to inspire them to limit the purchase of bottled water or sugary drinks in PET bottles. In just three and a half months of operation in 2019, when the machine counts each pumping, **over 32,000 half-litre PET bottles were saved**, which is more than 800 kg of plastic.

Traditionally, MU students have been offered practical-oriented development workshops with companies such as KPMG, Deloitte, EY, NeoVize and IBM or excursions to the Vienna headquarters of Vienna Insurance Group within the *TopSeC* programme (*Top Students Centre*). In 2019, the faculty also organised lectures in cooperation with *Grow with Google* on the topic of start-ups and digitisation of the world.

FEA can also boast of a significantly **expanded portfolio of activities for secondary school students**. The traditional projects *Touch Econ*, *Seminar of Economic Brains* or *Wealth of the Earth* were supplemented by excursions for secondary school students connected with a professional workshop and the *MiniErasmus* programme, university studies for an exam over three days. In 2019, for the first time, the regional round of the *Economic Olympiad* competition took place at the faculty, but also accredited *courses for secondary school teachers* under the auspices of the Institute of Economic Education.

FEA employees also took part in **sports activities**, traditionally it was *To Work on a Bike*, the *MU Chess Tournament* organised as part of the centenary celebrations and the *FEA Badminton Tournament* before Christmas.



MUNI  
FI



# WORLD-RENOWNED COMPUTER SCIENCE PROFESSORS DONALD KNUTH AND DANA SCOTT LECTURED ON THE 25TH ANNIVERSARY OF THE FACULTY OF INFORMATICS

The Faculty of Informatics celebrated its 25<sup>th</sup> anniversary and, following the celebrations, organised a Week with Turing Prize Winners. It gave students a chance to meet two computer science legends, Professors Donald Ervin Knuth and Dana Stewart Scott, both of whom hold the prestigious ACM Turing Prize (similar to the Nobel Prize in Computer Science). The professors came to Brno to discuss informatics and art with computer science students as well as probability and type theory. At the end of the week of the celebration, the Czech premiere of the multimedia organ oratorio *Fantasia Apocalyptica* took place, composed by Donald E. Knuth himself.

Photo: Donald Ervin Knuth lectures to students at the Faculty of Informatics.

# Faculty of Informatics

The **election of the Dean** took place at the Faculty of Informatics in 2019. In the first round of the second election, **prof. RNDr. Jiří Zlatuška, CSc.**, was re-elected and has been in charge of the faculty since September 2019.

In 2019, a **total of 2,061 students** studied at the Faculty of Informatics, of which 1,393 in bachelor's and 567 in follow-up master's programmes and 101 were doctoral students. The number of applications for bachelor's studies at FI returned to the usual number of **1,688 applications**. The entrance examination was waived for 700 applicants on the basis of the set criteria.

Since 2014, the faculty has been providing motivational scholarships of CZK 7,000 to admitted bachelor's students with excellent grades in mathematics or with success in top competitions. In 2019, 11% of freshmen received this scholarship. Excellent results within studies are traditionally rewarded with a merit scholarship, and two hundred students at the faculty were awarded in this way in 2019.

In May 2019, FI successfully re-accredited the doctoral programme *Informatics* with two specialisations (*Informatics: Fundamentals of Informatics and Technology and Methodology of Computer Systems*). FI is also testing pilot **double supervision of students with the Czech Academy of Sciences**, specifically under a contract with the CzechGlobe Institute.

In 2019, nine students successfully completed their doctoral studies at the Faculty of Informatics. Students Martin Jonáš and Katarína Furmanová won the FI Dean's Award for excellent dissertations. Ibrahim Ghafir and Katarína Furmanová defended their dissertations in accordance with the conditions of the **European Doctorate**. Michal Balážia, a graduate of the faculty from 2018, won the Rector's Award 2019 for an excellent dissertation. Vít Novotný became a PhD Talent and received a scholarship of CZK 300,000.

In 2019, FI academic and research staff acquired and started work on five GACR projects, two from the TA CR, two from of the Ministry of the Interior from the *Security Research Programme* and the H2020 project - Societal Challenges. In addition to these new projects, the faculty also dealt with previously started projects, including ten GACR projects, three TA CR projects, four EU projects - ERC, H2020 - MSCA, H2020 Ecsel, H2020 RIA and projects of other providers by the ministries of the Czech Republic (MIT, MI, MC and MEYS). Within MU, there were four interdisciplinary research projects of GAMU and six projects of MUDF.

Professor Daniel Král, the first holder of the *MUNI Award in Science and Humanities*, was selected in 2019 as one of the 52 new **Fellows of the American Mathematical Society**, and is one of the two holders of this title in the Czech Republic. Tereza Nečasová received the **Joseph Fourier Award** for research work in the field of computer science and informatics.

Before the end of 2019, **31 companies were cooperating** with the faculty within the **Association of Industrial Partners** (AIP), namely four companies in the *Strategic Partner* category, 8 companies in the *Partner* category and 19 companies as *SME partners*.

The interest in membership in the AIP has long exceeded capacity, thanks to which membership is extended only on the basis of well-functioning cooperation. Emphasis is placed on the **involvement of students in the form of final theses in cooperation with companies**. Successfully defended final theses in cooperation with companies in 2019 numbered **99**, which is more than a quarter of successfully defended final theses at FI. In 2019, FI's strategic partners supported 10 doctoral students.

In 2019, the Faculty organised a **Graduate Day** on the occasion of the **25<sup>th</sup> birthday of the FI**. The celebrations also included **visits by two Turing Prize winners**, Donald E. Knuth and Dana Scott. Professor Ross Anderson received an honorary doctorate as part of the celebrations.

In June, the FI organised the SSPA competition and organised four *Open Days*, including the September *Open Day*. The faculty participated in the *Researchers' Night*, the *Day of Science and* also in the project of the Children's University *MjUNI*. As part of the *Dies academicus* and *MUNI 100* celebrations, FI students held a theatrical **performance of ProFI Theatre** and the traditional **19<sup>th</sup> FI MU Film festival** within *MUNIFESTO* with a parallel screening at the faculty and at the Scala University Cinema.

The faculty also **supports the events of student associations**. In 2019, the *Correspondence Seminar of Informatics*, the *InterLos*, *InterJelen* and *InterSob* competitions and others took place. In order to gain greater awareness of the Faculty of Informatics, programming seminars were organised at secondary schools for selected students of secondary schools (Android, Embedded Systems and Python) and a summer school on the premises of the faculty.

The faculty processed the results of an extensive survey of communication preferences and opportunities for graduates to cooperate with the faculty. In the autumn, a **newsletter** was sent **to FI graduates** in English. The faculty is also preparing a campaign to involve graduates and the AIP in the promotion of lifelong learning. Significant graduates and their achievements in both the academic and commercial world are presented in the new **gallery of graduates on the faculty's website**.





PSYCHOLOGISTS FROM THE  
FACULTY OF SOCIAL STUDIES  
HAVE COMPLETED EXTENSIVE  
POST-REVOLUTIONARY  
RESEARCH ON PARENTING IN  
THE CZECH REPUBLIC

The team from the Faculty of Social Studies completed extensive post-revolutionary research on parenthood in the Czech Republic. With the help of questionnaires sent to respondents from the third trimester of pregnancy to when the child was three, the researchers asked about various aspects of motherhood and parenthood. In the first wave, the researchers received almost 1,200 responses and conducted a number of personal interviews. The survey shows that Czech parents are insecure in the area of upbringing and child care, as trends are changing and it is much more difficult to become familiar with care. All the findings are presented in a publication called 'How Moms Do It. Psychological Research on Motherhood, the main author of which is Zuzana Masopustová.

Photo: Zuzana Masopustová, the main author of a book that summarises the results of parenting research in the Czech Republic.



# Faculty of Social Studies

In April 2019, the Academic Senate of the Faculty of Social Studies of MU elected a **new Dean, prof. PhDr. Stanislav Balík, PhD.** His four-year term began on September 1, 2019, when he took over the dean's office from **doc. PhDr. Břetislav Dančák, PhD.**

In 2019, **2,702 students in bachelor's and follow-up master's degrees and 198 doctoral students** studied at the Faculty of Social Studies. The faculty, with one exception (*European Governance*), has completed the process of transforming fields into degree programmes. The interest in studying at FSS in 2019 is evidenced by more than 3,100 applicants for bachelor's studies from students who could apply for the first time in the admissions procedure at the FSS from 1 September instead of 1 November.

The Faculty of Social Studies did not relax its emphasis on **degree programmes taught in English.** In 2019, it offered one bachelor's degree programme in *International Relations and European Studies* in English and nine follow-up master's degree programmes. Two of them are organised in cooperation with other European universities. Seven degree programmes in English are then offered at the doctoral level.

In 2019, the process continued of **preparing three new English undergraduate programmes:** the interdisciplinary *Global Challenges: Society, Politics, Environment and Politics, Media and Communication* and also the interfaculty *Culture, Media and the Performing Arts*, which was established in cooperation with the Faculty of Arts.

The emphasis on teaching in English is also evidenced by dozens of courses taught outside the English degree programmes. In 2019, for example, **new subjects from American colleagues** teaching at FSS as part of the Fulbright Commission scholarship were included: Carol Wise of the University of South California (USA), James Richter of Bates College (USA) and Brian D. Fath of Towson University (USA).

A number of other educational events took place. The **eighth year of the Summer School of Energy Security** in Telč, organised by the Department of International Studies, has already taken place. The faculty took part in the traditional **Researchers' Night** event and, as every year, hundreds of secondary school students arrived at the faculty as part of **Multimedia Day.**

The faculty supports talented students both through scholarships and several competitions. Nine students won the prize for their bachelor's theses on 11 April 2019 as part of **the Innocent Arnošt Bláha competition**, which is connected with a scholarship and participation in the conference of the same name. As part of the aforementioned *Multimedia Day*, the Department of Media Studies and Journalism awarded **the Arnošt Heinrich Prize** for the best creative bachelor's theses in the field of media and journalism.

Faculty students also received awards away from their home ground. Lucie Sovová won the **Storm-van der Chijs award** for talented female doctoral students at the University of Wageningen, and student Martina Šmahelová won the **Rector's Award of Masaryk University for outstanding students of doctoral degree programmes.** Ludvík Mauer, a student of FSS, won first place in the **Josef Vavroušek Award of the Faculty of Social Sciences of Charles University.**

In 2019, the FSS gained **23 scientific projects**, of which 11 were from the TA CR and eight from the GACR. The Institute for Research on Children, Youth and the Family was successful with the **GACR EXPRO** call project. The number of publications in the WOS database in Q1 and Q2 increased significantly. A system of support for excellent scientific activities operates at individual workplaces. **The Research and Project Support Department** expanded its activities.

2019 was also rich in activities with a strong social impact. The **Fakescape** student project has been fully launched, based on a game combining elements of an escape and board game, the aim of which is to teach primary and secondary school students to recognise the pitfalls of the information world. **More than 13,000 pupils and students** have already played the game.

In July 2019, the **joint living of young adults from children's homes and students of Masaryk University** was started as part of the **Symbios project**, initiated by the Faculty of Social Studies. The project of the Department of Social Policy and Social Work in cooperation with the non-profit organisation Tripitaka **Colours of the Brno Bronx** also has a social dimension, the aim of which is to create a local open and independent community.

**Student Radio R** and **student television Studex** operated all year round. The Department of International Relations and European Studies has **joined the TV series Historie.cz** on the topic of the German occupation and the functioning of the Gestapo in the Czech lands. The teachers of this department also **collaborated with the Centre for Human Rights and Democracy.**

As every year, the **Ekofilm international film festival**, with the theme *Nature – Our Heritage* took place, attended by over 8,000 participants and presenting more than 30 films and 10 lectures, workshops and discussions on the topic of environmental and nature protection options.

Crucial to the faculty in 2019 were the **celebrations of the centenary of Masaryk University**, which included several events that underlined the values on which the FSS, as well as the entire university stands: humanism and the search for truth and openness.



# THE FACULTY OF SPORTS STUDIES HAS LAUNCHED A UNIQUE PROGRAMME THAT PREPARES FOR THE REFEREEING TEAM SPORTS

The first eighteen students came from the Beijing Sports University for an internship at the Faculty of Sports Studies. Through a partnership agreement, the faculty prepared a tailor-made course for them, specialising in football referees. The participants prepared for a stay in Brno lasting almost the entire academic year. One hundred applicants first had to take exams on football rules, physical tests and an English exam. In the end, just 18 participants were selected to study at the Faculty of Sports Studies. The faculty plans to repeat the teaching model in the coming years as well. This programme of the Faculty of Sports Studies is probably the only one in the world in which one can specifically prepare for refereeing team sports.

Photo: Thanks to cooperation with the Faculty of Sports Studies, Chinese students learned the skills of football refereeing directly on Czech fields.



# Faculty of Sports Studies

In 2019, **874 students in three bachelor's programmes and 415 students in four follow-up master's programmes** studied at the Faculty of Sports Studies. 332 graduates successfully completed their studies. The faculty offers eight scholarship programmes, while a scholarship to support final theses in English was awarded to 13 students.

As part of the transfer to degree programmes, the programme *Physical Education and Sport* was accredited in the bachelor's course in 2019, with specialisations corresponding to the original fields: *Sports Management, Regeneration and Nutrition in Sports, Team Games Referees, Special Education of Security Forces* and *Coaching*. Furthermore, the associated interfaculty studies with the Faculty of Education was accredited, where a novelty is the combination of physical education with Czech language and literature. The degree programme *Personal and Fitness Trainer* was opened. In the follow-up master's studies, newly-accredited degree programmes corresponding to the original fields were opened: *Applied Sports Education of Security Forces, Fitness Training and Applied Kinesiology, Sports Management, and Teacher Training in Physical Education for Primary and Secondary Schools*.

In 2019, the faculty's academic staff published 44 articles in journals, two professional publications, two chapters in professional publications and three articles in proceedings.

In the monitored period, academic staff submitted 96 project proposals to faculty, university, national and international **grant schemes** with to begin in 2019, of which **32 were implemented**. At the same time, the faculty was a co-investigator in the implementation of university-wide OP RDE projects (SIMU+, MUNI4students, Postdoc@MUNI and Quality Inclusive Education of Pupils with Special Educational Needs at Primary and Secondary Schools). The faculty was a **partner in the KIDMOVE and NASME projects** supported by the Erasmus+ Strategic Partnerships programme. The FSpS has established the **Incubator of Kinanthropological Research** as an independent department, with the primary mission of strengthening the scientific research results of the faculty.

In 2019, the Faculty of Sports Studies organised the **12<sup>th</sup> International Conference Sport and Quality of Life**, with more than 150 participants, the second year of the conference *Weightlifting and Fitness Training in Strength Sports* and a **special Olympics for disabled athletes** under the auspices of the Czech Special Olympics Movement.

In 2019, the FSpS developed cooperation with foreign institutions, and three new agreements were signed with partner universities from Croatia, the United Kingdom and Slovakia.

Within the faculty, 47 students, 18 academic and 8 non-academic staff travelled in the mobility programmes. **52 foreign students completed a study stay at the FSpS** and 15 employees of foreign universities completed a teaching stay or training at the FSpS.

The faculty continued its **cooperation with Beijing Sport University**, on the basis of which 18 students from this university joined a degree programme based on the specialisation of refereeing collective games. Students acted as football referees, who were entrusted with 645 delegations in the competitions of the Steering Committee for the Czech Republic (youth matches), regional football associations (South Moravian RFA and Pardubice RFA) and the district football associations. Within this project, the FSpS cooperated with FIFA and UEFA international football referees and leading experts from the FACR.

During 2019, the FSpS participated in the organisation of many events with a social impact. Events that took place within university projects responding to societal challenges were in particular the *Winter Games of Special Olympics*, the workshop *Modern gymnastics for people with mental disabilities, FSpS students support athletes with disabilities, Onko weekend in Telč* for cancer patients and *Self-defence course* for the visually-impaired and blind. In addition to university-wide events, FSpS also participated in *Czech Radio Broadcasting from FSpS* and the exhibition at the Technical Museum of the *Beginnings of Sport in Brno*, and also took part in the SPORT LIFE trade fair.

In 2019, the Faculty also began preparing for the prestigious **HR Excellence in Research Award**, aiming to increase prestige and attractiveness for researchers, improve the quality of care for human resources and create conditions for a more attractive career in R&D.

The faculty hosted a number of events for employees and graduates, such as the *Valentine's Table Tennis Tournament*, meetings with students and staff at the *Dean's Barbecue*, the *GET OUT* event, the *Staff Christmas* and *Advent at FSpS* for employees' children. In 2019, the second year of the **Campus Day** was organised together with other centres of the Bohunice University Campus. During this event, employees and students of all campus components have the opportunity to meet informally during a sports and cultural programme.

FSpS students were successful at the **Czech Academic Games 2019** and the **World Summer Universiade** in Naples. Students Lucie Brázdová, Monika Chochlíková, Dominik Vavrečka and Adam Václavík were awarded **Best Academic Athlete of the City of Brno**.



## MOLECULAR BIOLOGIST FROM MASARYK UNIVERSITY IS ONE OF THE WORLD'S BEST

Biologist Štěpánka Vaňáčová from CEITEC is now one of the more than 1,800 best scientists in Europe. In 2019, she was elected a full member of the recognised European Association of Molecular Biology (EMBO). EMBO supports talented researchers, exchanges of scientific information and assistance in building research facilities. The election of Štěpánka Vaňáčová as a full member of EMBO proves that she is internationally recognised as one of the leaders in the biological disciplines in Europe. Štěpánka Vaňáčová has been working in Brno since 2008, when she founded her own research group at Masaryk University. She and her colleagues study ribonucleic acids (RNA), which play an important role regulating various processes in living organisms.

Photo: Newly elected full member of the European Association of Molecular Biology Štěpánka Vaňáčová.



In 2019, CEITEC MU continued to advocate for improving the quality of human life and health through its quality basic research in the life sciences. In 2019, **444 scientific and technical staff** and 84 administrative staff supporting the efficient operation of the institute took part in research at CEITEC MU. The institute's staff **comes from 37 countries**, more than a third are foreigners and half are women.

CEITEC MU is constantly improving working conditions and developing human resource management. These principles are enshrined in the HR strategy and Action Plan, which were formulated on the basis of the *European Charter for Researchers and the Code of Conduct for Recruitment of Researchers*. In 2019, CEITEC MU offered its research group leaders three soft skills training sessions and nine transferable and technical skills trainings. Twenty-two training sessions were organised for PhD students and postdoctoral researchers, and they also had the opportunity to participate in five interactive events focused on career development for researchers.

In 2019, CEITEC MU actively communicated its scientific results to the general public. The institute published 15 press releases and 77 articles on its website and disseminated 703 reports via social media. Researchers have proactively participated in scientific popularisation events, such as *Science Café* or *Science Slam*, the institute has hosted **10 excursions for Czech and foreign students**, organised seven conferences, 82 lectures and 26 professional workshops, which were open to the international scientific community.

In 2019, researchers from CEITEC MU published **over 300 articles in prestigious peer-reviewed scientific journals**, of which more than half were in journals in the 25% of the best professional periodicals. The publishing activity of the institute represents about a third of MU's scientific performance according to the *Nature Index*.

Pavel Plevka's team of structural virologists described the **structure of the P68 phage**. The work was published in *Science Advances*. Pavel Plevka was successful in his ERC CZ call with his project focused on phage replication in a bacterial biofilm.

Jiří Fajkus and his team refuted several existing findings **in telomerase research**, and his team's work was published in *Nucleic Acid Research*. Jiří Fajkus succeeded with this research in the national project GACR EXPRO.

Dalibor Blažek and his team described the **importance of the protein CDK 11 in cell division** and showed that it could be a potential cancer therapy targets. The results were published in *EMBO Reports*.

Researchers led by Jan Hejátko clarified the important **connection between two important phytohormones, cytokinin and ethylene**, and their role in regulating plant root growth. The results of their study were published in *Molecular Plant*.

Pavel Plevka and his research team won the **Werner von Siemens Award for the most important result of basic research**. Marek Mráz won the MU Rector's Award for an extraordinary result in an international grant competition for his ERC Starting Grant. Marek Mráz was also **awarded by the League Against Cancer** for his significant work in the field of oncology and received the **award of the President of the Czech Science Foundation for top research**. Kateřina Musilová received the **Purkyně Foundation Award** for the results of her research. In 2019, Ivan Rektor received the MU Rector's Award for long-term outstanding research results. **The Petr Sedmera Prize**, awarded by the Jan Marek Marci Spectroscopic Society, was won by Konstantinos Tripsianes.

In 2019, the institute succeeded in 9 national and 28 international grant projects. Among the most prestigious is the **EMBO Installation Grant**, which was awarded to the junior leader of the Panagiotis Alexiou research group. The three-year grant will help build a laboratory dealing with bioinformatics and the development of revolutionary machine learning technology applicable in biomedicine. CEITEC MU also received two **prestigious MSCA-IF grants**, which will fund experienced postdoctoral researchers from abroad.

The institute also received a **grant of 565 million for instrumentation innovation**. The highest amount was received by the *Czech Infrastructure for Integrative Structural Biology* project, which studies the spatial arrangement of biomolecules. The *National Infrastructure for Biological and Medical Imaging* (Czech-BioImaging) will also be modernised.

CEITEC MU also coordinates the **Alliance4Life partnership**, made up of ten research universities and institutes from 9 Central and Eastern European countries. It is a partner of a consortium of 14 leading European research institutions, EU-LIFE, aimed at supporting collaborative biomedical research in Europe.

Another very prestigious international project coordinated by CEITEC MU is the **MSCA RISE project Inter TAU**, where the main researcher is Jozef Hritz from the research group of Lukáš Žídek. This international multidisciplinary project brings together eight partners from the USA, Canada, Argentina, Ireland, Slovakia and the Czech Republic and uses knowledge of integrative structural biology to analyse pathological tau protein in order to explore an attractive therapeutic target for Alzheimer's disease.



A man with a beard and short hair, wearing a dark polo shirt and jeans, stands in a server room. The room is filled with server racks containing various electronic components and a dense network of white cables. The entire scene is bathed in a blue light, creating a high-tech, digital atmosphere. The man is looking directly at the camera with a slight smile.

# THE ONLINE CYBERCOMPASS COURSE HELPS EMPLOYEES AND THE PUBLIC OVERCOME THE SECURITY PITFALLS OF INFORMATION TECHNOLOGY

The cybersecurity team at MU celebrated its tenth birthday and spent that year preparing its service for the public, launching it at the end of the year. On the [security.muni.cz](https://security.muni.cz) website, everyone will now find clear and practical advice on how to effectively defend against attack and ensure security. The core of the service is a six-part online course in the basics of information security, Cybercompass, which explains topics such as device security, choosing the right passwords and what to do when the computer shows signs of infection. The entire website deals with events that members of the MU Cybersecurity Team face, and will help anyone who comes into contact with information technology on a daily basis.

Photo: Cybersecurity expert Tomáš Plesník is a member of the team that created Cybercompass at the Institute of Computer Science last year.

The Institute of Computer Science's long-term goal is the synergistic connection of application-oriented research and development with caring for the extensive information infrastructure of Masaryk University and its development. The institute combines research directions – **cybersecurity and the development and use of e-infrastructures** – together with operational, conceptual development and methodological supervision of MU's information infrastructure (with the exception of the operation of MU IS agendas) and the national CERIT-SC e-infrastructure.

Cyber security research is primarily provided by the OP RDE project Centre of Excellence for Cybercrime (C4E), coordinated by the ICS (MU CSIRT team) and involving teams from the FI and FLaw in a top research environment that integrates informatics with legal and sociological aspects of cybersecurity. The development of the C4E Centre **was supported by two international and seven national projects**, mainly from the Ministry of the Interior and the TA CR, and the results were presented in 21 publications. It was very important to raise awareness of cybersecurity, both through the further **development of the security portal** and through a set of educational materials and an **online Cybercompass course**. Ongoing cooperation with other universities and state security services, especially the NCISA, is also significant.

The ICS has become the **only partner and supplier of key technologies for the eIDAS CESNET activity**, providing electronic signature services required by eIDAS regulation. It is a central service for certificate management and signature creation, based on RemSig technology, developed at ICS. The service provides a qualified electronic signature in cooperation with the PostSignum certification authority of the Czech Post and 12 public universities have begun using it.

During 2019, the institute carried out extensive market consultations on the technical specifications of the future economic and personnel system of Masaryk University. Their goal was to confirm the suitability of transitioning to the concept of open continuous development of these systems and the possibility of full encapsulation of all user interfaces within a system fully under the control of MU and which would expand the existing INET system. Before the end of 2019, the institute announced a second round of market consultations, aimed at the technical flexibility of the solutions offered.

In 2019, the ICS supported the **establishment of the e-INFRA CZ consortium**, which is currently the only national e-infrastructure. The coordinator is the CESNET association, partners of the CERIT-SC centre (carried out by the ICS) and the national supercomputer centre IT4Innovations at TUO. The consortium prepared and successfully defended investment financing for the development of e-INFRA CZ for 2020–2022 within the new OP RDE project.

ICS continued to coordinate the OP RDE projects **CERIT-SC and ELIXIR CZ: Capacity Building**, through which the development of both these large research infrastructures is ensured. At the same time, in 2019 the implementation of several H2020 projects in which ICS is involved thanks to successes in the development and operation of the authentication and authorisation infrastructure for the pan-European ESFRI consortium ELIXIR and BBMRI, began. Within the H2020 EOSC Life project, a representative of the institute leads a work package tasked with building a Life Science Authentication and Authorisation Infrastructure (LS AAI) **for a cluster of 13 European research infrastructures in the life sciences and medicine**, and in the CINECA project a representative of the institute is responsible at the same level for the development and provision of AAI for cooperation in this area between the EU and Canada. The results achieved contributed to **involvement in IMI activities in the field of treating rare diseases**.

Through these and other H2020 projects, the institute gradually strengthened its role in building the EOSC (European Open Science Cloud) and the Czech Republic's involvement in these European activities. Representatives of the ICS are participating in the creation of policies for the future European environment (EOSC Hub), and through the OpenAIRE project are involved in solving the issue of **open access scientific publications and research data** within the FAIR Data initiatives. The ICS also collected data on costs related to Open Access. At the national level, the institute is involved in CzechELib in providing access to the portfolio of essential electronic information resources.



# MU Organizational Structure

**Masaryk University**

**MU**

**Rector's Office**

**RMU**

Žerotínovo nám. 617/9, 601 77 Brno, Česká republika, [www.muni.cz](http://www.muni.cz)

Žerotínovo nám. 617/9, 601 77 Brno

## Faculties

**Faculty  
of Law**

**FLaw**

Veveří 158/70, 611 80 Brno

**Faculty  
of Medicine**

**FMed**

Kamenice 753/5, 625 00 Brno

**Faculty  
of Science**

**FSci**

Kotlářská 267/2, 611 37 Brno

**Faculty  
of Arts**

**FArts**

Arna Nováka 1/1, 602 00 Brno

**Faculty  
of Education**

**FEdu**

Poříčí 623/7, 603 00 Brno

**Faculty of Economics  
and Administration**

**FEA**

Lipová 507/41a, 602 00 Brno

**Faculty  
of Informatics**

**FI**

Botanická 554/68a, 602 00 Brno

**Faculty  
of Social Studies**

**FSS**

Joštova 218/10, 602 00 Brno

**Faculty  
of Sports Studies**

**FSpS**

Kamenice 753/5, 625 00 Brno

## University Institutes

**Institute of Computer  
Science**

**ICS**

Botanická 554/68a, 602 00 Brno

**Central European  
Institute of  
Technology**

**CEITEC**

Kamenice 753/5, 625 00 Brno

## University Facilities

**Language  
Centre**

**LC**

Komenského nám. 220/2,  
662 43 Brno

**Masaryk University  
Archives**

Žerotínovo nám. 449/3,  
602 00 Brno

**Centre for International  
Cooperation**

**CIC**

Komenského nám. 220/2,  
662 43 Brno

**Support Centre for Students  
with Special Needs (Teiresiás)**

Komenského nám. 220/2,  
662 43 Brno

**Technology Transfer  
Office**

**TTO**

Komenského nám. 220/2,  
662 43 Brno

**Mendel  
Museum**

Mendlovo náměstí 907/1a,  
603 00 Brno

**University Centre  
Telč**

**UCT**

Náměstí Zachariáše z Hradce 2,  
588 56 Telč

**Central Management  
Structure of the CEITEC Project**

Koliště 1965/13a,  
602 00 Brno

**Career Centre**

**CC**

Komenského nám. 220/2,  
662 43 Brno

**Centre for the Development  
of Pedagogical  
Competences** **CERPEK**

Veveří 468/26, 602 00 Brno

## Specialized Units

**Accommodation and  
Catering Services**

**ACS**

Vinařská 471/5a, 603 00 Brno

**Masaryk University  
Press (Munipress)**

Rybškova 987/19, 602 00 Brno

**Management of the  
University Campus  
at Bohunice**

**MUCB**

Kamenice 753/5, 625 00 Brno

# List of Abbreviations

## University

ACS	Accommodation and Catering Services	ICRC	International Clinical Research Centre
AIP	Association of Industrial Partners	ICS	Institute of Computer Science
AS MU	Masaryk University Academic Senate	IIS	Internal inspection system
BIE	Board of Internal Evaluation	INET	Economic-administrative Information System
BIM	Building information modelling	IS	Institutional Support
BMS	Building management system	IS MU	Masaryk University Information System
BT MU	Board of Trustees of Masaryk University	ISAB MU	International Scientific Advisory Board of Masaryk University
C4E	Cyber Crime Centre of Excellence	ISO	International Staff Office
CC	Careers Centre	LC	Language Centre
CEITEC	Central European Institute of Technology	LPT	Learning potential test
CELLIM	Core Facility Cellular Imaging	MIMSA	Association of International Medical Students at Masaryk University
CERIT-SC	Centre for Education, Research and Innovation in ICT	MU	Masaryk University
CERPEK	Pedagogical Competence Development Centre	MU EB	MU Ethics Board
CIC	Centre for International Cooperation	MUCB	Management of the University Campus at Bohunice
CSIRT-MU	Computer Security Incident Response Team	MUDF	Masaryk University Development Fund
CSS	Centre for Scientiometric Support	MUES	Masaryk University Economic Seminars
EC	Economic centre	MUST week	Masaryk University Staff Training Week
ECR	Ethics Committee for Research	P-Pool	Undergraduate programme for motivated medical students
EDUC	European Digital UniverCity (consortium of universities)	RECETOX	Research Centre for Toxic Compounds in the Environment
ESN	Erasmus Student Network	RMU	Masaryk University's Rector's Office
EUSOC	European Graduate School for the Social Sciences	SB MU	Scientific Board of Masaryk University
FArts	Faculty of Arts	SC MU	MU Shopping Centre
FEdu	Faculty of Education	SCSSN	Support Centre for Students with Special Needs (Teiresiás)
FEA	Faculty of Economics and Administration	SIMU+	Strategic Investments of Masaryk University in Education
FI	Faculty of Informatics	SUPO	System of Payment of Claims
FLaw	Faculty of Law	TopSeC	Top Students Centre
FMed	Faculty of Medicine	TTO	Technology Transfer Office
FSci	Faculty of Science	U3A	University of the Third Age
FSpS	Faculty of Sports Studies	UCB	University Campus Bohunice
FSS	Faculty of Social Studies	UCT	University Centre Telč
GAMU	Grant Agency of Masaryk University		
HR4MU	Human resources development and international research orientation at MU		



## Other

AAI	Authentication and Authorisation Infrastructure	ISEP	International Student Exchange Programmes
AVT	Audiovisual Technology	ITR	Item Response Theory
AZV	Czech Health Research Council	lm	Linear metre
BUT	Brno University of Technology	MA	Ministry of Agriculture of the Czech Republic
CAFM	Computer-Aided Facility Management	MEYS	Ministry of Education, Youth and Sports of the Czech Republic
CAS	Czech Academy of Sciences	MI	Ministry of the Interior of the Czech Republic
CESNET	Czech Education and Scientific NETWORK	MIT	Ministry of Industry and Trade of the Czech Republic
CR	Czech Republic	MSCA	Marie Skłodowska-Curie Actions
CSSA	Czech Social Security Administration	NCISA	National Office for Cyber and Information Security
CU	Charles University	NSP	National Sustainability Programme
CzechELib	National Centre for Electronic Information Resources	OP EIC	Operational Programme Enterprise and Innovations for Competitiveness
eIDAS	European Union regulation on electronic identification in the internal European market	OP JAK	Operational Programme Jan Amos Comenius
EIR	Electronic information resources	OP RDE	Operational Programme Research, Development and Education
EIS	Electronic Information System	OU	Ostrava University
EMBO	European Molecular Biology Organization	PA	Priority axis
EOSC	European Open Science Cloud	PS	Primary school
ERC	European Research Council	PUO	Palacký University Olomouc
ERIH+	European Reference Index for the Humanities	R&D	Research and Development
ESFRI	European Strategic Forum for Research Infrastructure	RDI OP	Research and Development for Innovations Operational Programme
ESIF	European Structural and Investment Funds	RFA	Regional Football Association
EULETA	European Legal English Teachers' Association	RIV	Information Register of R&D results
FACR	Football Association of the Czech Republic	SAO	Supreme Audit Office
FIFA	International Federation of International Football	SMR	South Moravian Region
FP7	Seventh Framework Programme	SR	Slovak Republic
GACR	Czech Science Foundation	SS	Secondary school
Gbps	Gigabit per second, bit rate unit	SSPA	Students' Scientific Professional Activities
GIS	Geographic information system	TA CR	Technology Agency of the Czech Republic
H2o2o	EU Research and Innovation Framework Programme	TB	terabyte
HASAW and FP	Health and safety at work and fire protection	TGM	Tomáš Garrigue Masaryk
IATEFL	International Association of Teachers of English as a Foreign Language	TUO	Technical University of Ostrava
ICM	International Credit Mobility	UEFA	Union of European football Associations
ICT / IT	Information and communication technologies / information technologies	WoS	Web of Science

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