

**To**  
**The European Commission**  
Assessor of HRS4R GAP Analysis, OTM-R and Action Plan (Initial Phase)  
EURAXESS

January 30, 2019

**Subject:** **Re-submission** of the report of *HRS4R Process description, GAP Analysis, OTM-R and Action Plan* (Initial Phase) based on **EC Consensus Outcome** dated 3.1.2019 **to meet the criteria to obtain the “HR Excellence in Research” award.**

**Reference**  
**(Name of the Institution):** **Tomas Bata University in Zlín, University Institute, Case Number: 2018CZ354372** committed to complete the first step of the HRS4R (Initial Phase) by Endorsing the 'Charter and Code' 40 principles and committed to the implementation of the HRS4R.

Dear Assessors,

We, from **Tomas Bata University in Zlín, University Institute, Case Number -2018CZ354372** would like to thank you for the time and giving thorough attention to evaluate our initial phase application of *HRS4R Process description, GAP Analysis, OTM-R and Action Plan*. We do appreciate your valuable **comments and suggestions** which, we received on 3.1.2019 along with the EC Consensus Outcome. We do hereby, re-submitting our modified report of HRS4R Process description, GAP Analysis, OTM-R and Action Plan after carrying out the **mandatory modifications** and **other modifications** as well as the following legends such as; (i) **Legend to “National/regional legislation or organizational regulation”** and (ii) **Legend to Responsible Units** as suggested by the evaluators in order to meet the criteria to obtain the **“HR Excellence in Research” award.**

**Tomas Bata University in Zlín, University Institute** hereby convey you about the substantive changes that was lacking in the previous report such as: (a) Under **mandatory modifications** - *detail information have been provided about the involvement of researchers from every stage (R1 to R4), working groups and steering committee members; recommended information have been provided about the survey report of all category of respondents including researchers from every stage (R1 to R4); detail clarification have been delivered about the Academic and Research institutions difference; amendments have been done in the recommended Actions as suggested by the Assessor; sufficient coherence have been done between the Action Plan and GAP Analysis related to all 40 principles of EC & C.* (b) Under **other modifications** – *concerning the implementation of OTM-R principles clear information have been provided; HR Award project related activities website has been translated to English version; and execution have been done on expediting the parallel communication between UNI researchers and the entire TBU community.* **Tomas Bata University in Zlín, University Institute** hereby comply that the implementation of **“HR Excellence in Research” award** would be very useful and necessary for the development of the organization. Therefore, we will do our best to successfully implement all the 40 principles of EC & C.

It will be appreciated, if you kindly acknowledge the receipt of the same

With best regards,

**Prof. Vladimír Sedlařík**  
Rector,  
**Tomas Bata University in Zlín**  
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**N.B. (i) Legend to “National /regional legislation or organizational regulation”**  
(Part of GAP Analysis Template 1)

(ii) **Legend to Responsible Units** (Part of Action Plan Template 2)

**(i) Legend to “National/regional legislation or organisational regulation”**  
(Part of GAP Analysis Template 1)

- 1) Act No. 111/1998 Coll., on Higher Education Institutions and on Amendments and Supplements to some other Acts (The Higher Education Act 111/1998)  
<http://www.msmt.cz/areas-of-work/tertiary-education/the-higher-education-act?!lang=2>
- 2) Long –term plan of Tomas Bata University in Zlín for the 2016-2020 period  
[https://www.utb.cz/mdocs-posts/strategicky\\_zamer\\_2016\\_2020/](https://www.utb.cz/mdocs-posts/strategicky_zamer_2016_2020/)
- 3) Implementation plan for the accomplishment of the Strategic plan for Educational, R&D and Creative Activities of Tomas Bata University in Zlín for 2018  
[https://www.utb.cz/mdocs-posts/plan\\_realizace\\_sz\\_2018/](https://www.utb.cz/mdocs-posts/plan_realizace_sz_2018/)
- 4) Czech Act No. 262/2006 coll., The Labour Code  
<https://www.zakonyprolidi.cz/cs/2006-262>
- 5) TBU in Zlin Code of Ethics  
[https://www.utb.cz/mdocs-posts/statut\\_utb/](https://www.utb.cz/mdocs-posts/statut_utb/)
- 6) TBU in Zlin Statute  
[https://www.utb.cz/mdocs-posts/statut\\_utb/](https://www.utb.cz/mdocs-posts/statut_utb/)
- 7) TBU in Zlin University Institute Statute  
<https://www.utb.cz/?mdocs-file=13323>
- 8) TBU in Zlin Centre of Polymer Systems Statute  
<http://www.cps.utb.cz/en/>
- 9) Rules for Tendering Procedure for Recruitment of TBU in Zlin Academic Staff  
[https://www.utb.cz/mdocs-posts/rad\\_vyberove\\_utb/](https://www.utb.cz/mdocs-posts/rad_vyberove_utb/)
- 10) Rector’s Directive No. SR/10/2018, Conditions of Employment of Tomas Bata University in Zlín  
<https://www.utb.cz/en/university/official-board/internal-rules-and-regulations/rectors-directives/>

- 11) Rector's Directive No. 14/2018, Determination of the Type of Working Hours at the Rectorate of Tomas Bata University in Zlín  
<https://www.utb.cz/mdocs-posts/smernice-rektora-c-14-2018/>
- 12) Legal duties related to training on legal and other regulations ensuring occupational health and safety at TBU in Zlín  
[https://www.utb.cz/mdocs-posts/sr\\_14\\_2012/](https://www.utb.cz/mdocs-posts/sr_14_2012/)
- 13) Procedure and Rules for the Results Commercialization at TBU in Zlin  
[https://www.utb.cz/mdocs-posts/sr\\_8\\_2017/](https://www.utb.cz/mdocs-posts/sr_8_2017/)
- 14) Rules for Quality Assurance System for Educational, Creative and Related Activities and Internal Quality Evaluation of Educational, Creative and Related Activities of TBU in Zlin  
[https://www.utb.cz/mdocs-posts/pravidla\\_utb/](https://www.utb.cz/mdocs-posts/pravidla_utb/)
- 15) Salary Regulations of TBU in Zlín  
[https://www.utb.cz/mdocs-posts/mzdy\\_utb/](https://www.utb.cz/mdocs-posts/mzdy_utb/)
- 16) Rector's Directive No. 2/2018, Mobility of TBU staff within the Erasmus + programme  
<https://www.utb.cz/mdocs-posts/smernice-rektora-c-2-2018/>

(ii) **Legend to Responsible Units:** (Part of Action Plan Template 2)

- **UNI/CPS Top management** = Director of UNI + Director of UNI/CPS + Director of UNI/TTC + UNI/CPS Director of Finance, Financial manager
- **UNI/CPS Operations management** = Deputy Director for Research and Doctoral Studies + Deputy Director for Strategy and Development + Heads of the Research Groups
- **UNI/CPS HR Department** = Human Resource specialist + Marketing specialist