

HR WORKING GROUP MEETING MINUTES 1/2026

- Date:** February 10, 2026 from 12:30 pm, meeting room no A508/U17
- Present:** prof. Ing. Vladimír Sedlařík, Ph.D., prof. Ing. Michal Sedlačík, Ph.D., assoc. prof. PhDr. Ing. Aleš Gregar, CSc., Ing. Petra Dróhšler, Ph.D., Ing. Barbora Hanulíková, Ph.D., Ing. Pavel Urbánek, Ph.D., Ing. Martina Dostálová, Ing. Nela Slobodová, Ing. Klára Sedláčková
- Apologised:** Ing. Jana Josefíková

Current information and tasks

Completed tasks:

1. The HR Working Group was expanded to include Ing. Slobodová (R1) and dr. Dróhšler (R2).
2. The successful defence of the HR Award was communicated via the website, Infopoint, and social media.
3. The updated Charter (20 principles) was formally presented to employees.
4. A questionnaire survey focusing on the implementation of the Charter principles was conducted (including open-ended responses and an evaluation question).

Current tasks:

1. To analyse the results of the questionnaire survey from the perspective of the R1–R4 groups. To communicate the successful HR Award defence via the website, Infopoint, and social media.
2. Current implementation of the Action Plan:
 - **N6 Develop a strategy for the effective development and sustainability of UNI/CPS infrastructure in line with the needs of contemporary society** – linked to the MILAN and RADOST projects; it is necessary to identify KPIs and develop an algorithm for investment prioritisation.
 - **N7 Support the development of professional competencies of staff ensuring the implementation and further development of university-wide study programmes** – within the update of the TBU Strategic Plan for 2025, an extension of accreditation for habilitation procedures and professorial appointment procedures has been proposed. This activity is also linked to the OP JAK POKROK project – Support and Comprehensive Development of Education Quality at TBU in Zlín.
3. A discussion was held regarding possible proposals for supplementing the Action Plan for the upcoming period:
 - Establishment of a quality management system (ISO 9001, ISO 17025 certification)
 - Emphasis on education in communication and legal matters
 - Focus on work–life balance
 - Formalisation of rules for access to infrastructure
 - Targeted communication of strategic information
4. To publish Minutes No. 1/2026 of the HR Working Group meeting on the CPS HR Award website and the CPS Infopoint (in Czech and English).

P1 Assessment of the HRS4R 2025 Questionnaire Survey Results

- Date of next meeting: According to need
Date: February 10, 2026
Created by: Ing. Klára Sedláčková
Verified by: prof. Ing. Vladimír Sedlařík, Ph.D., m.p.