

HR WORKING GROUP MEETING MINUTES 4/2025

- Date:** September 29, 2025 from 1:00 pm, meeting room no A508/U17
- Present:** prof. Ing. Vladimír Sedlařík, Ph.D., prof. Ing. Michal Sedlačík, Ph.D., assos. prof. PhDr. Ing. Aleš Gregar, CSc., Ing. Barbora Hanulíková, Ph.D., Ing. Jana Josefíková, Ing. Martina Dostálová, Ing. Klára Sedláčková
- Apologised:** Ing. Pavel Urbánek, Ph.D.

Current information and tasks

Completed tasks:

On 22 September 2025, a site visit by the evaluation committee took place, which subsequently issued the EC Consensus Report (P1).

Current tasks:

1. Propose specific persons as representatives of R1 and R2 in the HR working group.
D: 15.10.2025
R: Ing. Dostálová
2. Communicate the successful defense on the website, info point, and social media.
3. Current implementation of new actions of the Action Plan:
 - **N5 Implement a transparent employee rating system** – completed.
 - **N6 Create a strategy for the effective development and sustainability of the UNI/CPS' infrastructure for the needs of modern society** – the continuation of the MILAN and RADOST projects, it is necessary to identify the KPIs and to develop an algorithm for the prioritization of investments
 - **N7 Promote the development of professional competences of staff ensuring the completion and development of University-wide degree programmes** – As part of the update of the TBU Strategic Plan for 2025, it is proposed to expand accreditation for habilitation procedures and procedures for appointment as professors. At the same time, the activity is connected to the OP JAK POKROK project – Support and comprehensive development of the quality of education at the University of Tomas Bata in Zlín.
 - **N8 Equal representation of UNI academic staff within the TBU's Academic Senate** – completed.
 - **N9 Develop a system of vertical communication at UNI/CPS** – completed.
4. Formally present the new version of the Charter (20 principles) to the employees.
5. Prepare a questionnaire survey focused on the implementation of the principles from the Charter (including open comments and an evaluation question).
6. Upload Minutes No. 4/2025 from the meeting of the HR Working Group on the HR Award CPS website and on the CPS Infopoint (in CZ and EN).

P1 EC Consensus Report

- Date of next meeting: According to need
- Date: September 30, 2025
- Created by: Ing. Klára Sedláčková
- Verified by: prof. Ing. Vladimír Sedlařík, Ph.D., m.p.