

CPS ADVISORY COUNCIL MEETING MINUTES **7/2025**

Meeting date: October 6, 2025 11:30 a.m., room no. 136/U17

Individuals present: 42

1) New internal standards issued

- **Director's Directive UNI – SR/02/2025 - Rules for determining personal evaluations and rewards of academic and scientific staff**
- **Director's Instruction UNI – PŘ/02/2025 - Evaluation and management of the development of pedagogical, creative, managerial and other activities of academic and scientific staff of the UNI**

The main changes associated with the issuance of the above-mentioned internal UNI standards are as follows:

1. Work points (PB)

Beyond the framework of SR/10/2025 (newly valid from 01. 09. 2025), there have been changes in the valuation of work activities important for the further development of UNI, with the largest increase in PB recorded by contractual research, which is now significantly more valued (from 40 PB for contracts up to 50 thousand CZK to 1000 PB for contracts over CZK 1 million). The aim is to support cooperation with the application sphere and increase motivation to engage in contractual research. Detailed evaluation of other activities with work points can be found in PŘ/02/2025.

2. Transparent categorization of employees

The key point of SR/02/2025 is the definition for classifying employees into performance categories 1–5, which subsequently determine the determination of personal evaluation from internal budget funds. In accordance with this directive, new personal evaluations will be awarded for the first time from 1 November 2025.

2) Actions

- 09/10/2025 from 8:00 am Webinar An Invisible Threat on and off the Roads
- 21/10/2025 from 9:00 Duševní vlastnictví a jeho právní ochrana – praktické příklady řešené na CTT (CZ)
- 23/10/2025 Conference Next Generation Batteries, Next-Generation Societies – in person
- 31/05-04/06/2025 Conference PPS - Participation is highly recommended if the participant has financial support from the project.

3) HR Award ((Development of Research and Development Capacities at TBU in Zlín)

On September 22, 2025, a site visit by evaluators from the European Commission took place. UNI/CPS successfully defended the HR Excellence in Research Award. We would like to thank everyone who participated in the RoKaVaV project and the implementation of the site visit.

Next procedure:

- New phase – transition to the revised Charter (20 principles) – training in December
- Questionnaire survey (II. half of October – online – anonymously)
- Amendment of the Action Plan for the next period

Current AP performance:

- N5 Create system of transparent evaluation of staff - COMPLETED (new internal rules)
- N6 Create Strategy for effective development and utilization of UNI/CPS infrastructure for the needs of contemporary society (POCEK, MILAN, investments)
- N7 To support the development of professional competences of workers ensuring the implementation and development of school-wide study programs (POKROK)
- N8 Equal representation of UNI academic staff within the TBU Academic Senate – COMPLETED
- N9 Develop a system of vertical communication at UNI/CPS – COMPLETED (CPS Advisory Council)

The revised Charter is available on the website and will also be sent by email: https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=OJ:C_202301640

Please send any questions and suggestions to sedlackova@utb.cz, or use the mailbox at office A410/U17.

Current calls can be found on the website: [Current Calls | TBU](#)

Current offer of trainings can be found on the website: <https://www.utb.cz/orlz/kurzy/nabidka/>

The next CPS Advisory Council meeting date:

November 6, 2025

Date:

October 6, 2025

Prepared by:

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Verified by:

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