

The European Commission

Assessor of - HRS4R Implementation Phase Internal Review
EURAXESS

Zlín, 19 February 2021

Subject: Submission of the HRS4R Implementation Phase Internal Review for Interim Assessment of the institution's progress and quality of the actions and accompanying measures embedded in the institution's policies and practices and the implementation of the actions set out in the initial Action Plan / HR strategy, after the granting of the 'HR Award'.

Reference (Name of the Institution):

Tomas Bata University in Zlín, University Institute, Case Number: 2018CZ354372 committed to complete the second step of the HRS4R (Implementation Phase) by submitting the Internal Review for Interim Assessment.

Dear Assessors,

On behalf of **Tomas Bata University in Zlín, University Institute, Case Number - 2018CZ354372**, I would like to thank you for accepting our initial phase application of *HRS4R* and for entitling us to use the '**HR Excellence in Research**' emblem to promote the stimulating and favourable work environment for researchers at our institution, which we obtained on 4 March 2019 along with the EC Consensus Outcome. We do hereby submit our **HRS4R Implementation Phase Internal Review for the Interim Assessment** of our institution's progress as well as of the quality of the actions and accompanying measures embedded in our institution's policies and practices to document the development made to date and to confirm future commitments.

Tomas Bata University in Zlín, University Institute, hereby provides you with an update on the progress and implementation of the following aspects of the interim review: **(I) Strengths and weaknesses of the current practice-** *A/ Ethical and Professional Aspects; B/ Recruitment and selection; C/ Working Conditions and Social Security; D/ Training and Development* that have been implemented via a new (short and medium-term) strategy set out to ensure the strategic management of the institution's Director Guideline in order to have a positive influence on the implementation of the Action Plan. **(II) Under Actions-** detailed information has been provided about the following activities: *1- Set mission, vision and, strategy; 2- Adapt the TBU Code of Ethics; 3- Set up a communication plan; 4- Establish a transparent system of work evaluation; 5- Set the internal standard for the recruitment of employees; 6-Create Employee Handbook; 7-Set up an internal standard for the selection procedure; 8- Establish an internal standard for a postdoctoral post; 9- Establish an internal standard for equal opportunities of men and women; 10- Establish an internal standard for the career development of researchers; 11- Establish an internal standard for supervisor's responsibilities; 12-Create an offer for continuing professional development of researchers; 13-Create a communication platform for researchers; 14-Create a communication platform for researchers and the entire TBU community. Some new Action Plan measures have been implemented in*

order to provide a welcome office, a welcome day to employees, support the adaptation of newcomers, encourage employee engagement in the process of implementing the HRS4R. (III) Under OTM-R principles - the processes of search, selection and admission of researchers comply with the Code of Conduct for the Recruitment of Researchers. (IV) Under Implementation- the Interim Assessment Report was processed by each of the responsible units such as: researchers at various levels (R1 – R4), and the final form of the Interim Assessment Report was discussed in the steering group meeting.

The following additional documents are attached to the Interim Assessment – UNI Director's Guidelines and Posters concerning CPS strategies.

I would greatly appreciate if you could kindly acknowledge the receipt of the same.

With best regards,

Prof. Vladimír Sedlařík
Rector