

**M U N I**  
**S C I**



HR EXCELLENCE IN RESEARCH

# **HR Strategy for Researchers**

**What does HR Award mean for a PhD student at SCI MUNI?**

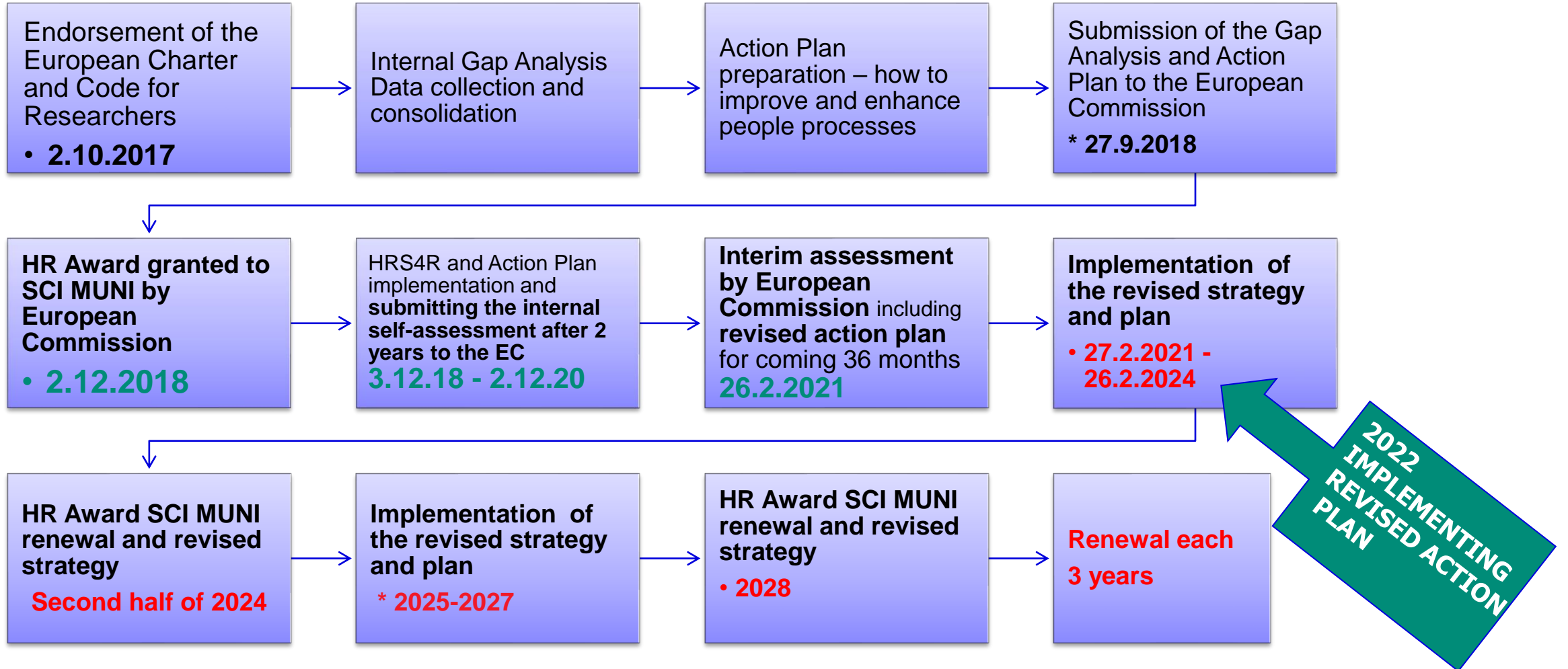
**PhD Day 2022 Follow up**

# HR Award at SCI MUNI – HRS4R

- SCI MUNI gained the HR Excellence in Research certificate in 2018: <https://www.sci.muni.cz/en/about-us/hrs4r>
  - = Award by European Commission to research institutions that implement the Human Resources Strategy for Researchers (HRS4R)
  - = Commitment to continue creating open and international working environment and culture, providing career development, information & opportunities, and establishing transparent recruitment procedures for researchers including **PhD students as a first stage of their research career**
- Proposed actions to be found in the Action plan: <https://www.sci.muni.cz/en/about-us/hrs4r/gap-analysis-and-action-plan>
- We successfully passed the Interim Self-assessment of HR Award SCI MUNI in November 2020
- **Currently the Faculty of Science prepares for renewal of the HR Award certificate to come in 2024 => Site visit by EC representatives who, after reviewing the faculty documentation and whole day personal interviews with faculty representatives of all levels including PhD students, will decide whether the faculty retains the HR Award logo for next 3 years.**

***You, PhD students are warmly welcome to participate in the HR Award renewal preparations and site visit interviews, see the **Call for cooperation slide #8**, contact [HRAward@sci.muni.cz](mailto:HRAward@sci.muni.cz)*** 

# HR Award SCI MUNI Timelines 2018-2024



# What are the HR Award benefits for us? What type of organization do we build?

**OUR VISION**  
of the faculty working environment  
set in 2018

- ✓ Open
- ✓ Transparent
- ✓ Structured
- ✓ International
- ✓ Friendly

# What does HR Award mean for a PhD student at SCI MUNI?

## Educational concept for Early Stage Researchers (PhD students and postdoctoral research fellows)

### What has been done

- Initiation of the Early Stage Researchers' development and mentoring concept: **PhD web**: <https://www.sci.muni.cz/en/students/phd>
- Introduction of a new position: **Development Specialist for Early Stage Researchers**
- Trainings
- **Academic Writing in Practice for Doctoral Students** (course E0402) details: <https://is.muni.cz/predmet/sci/E0402?lang=cs&obdobi=7984>
- **Writefull** – tool for correcting scientific writing (for Word and other interfaces), available to all PhD students details: <https://www.sci.muni.cz/en/writefull-sci-muni>
- **Educational Strategy document for Early Stage Researchers** – in the approval process

### What we work on, what we plan till 2023/4

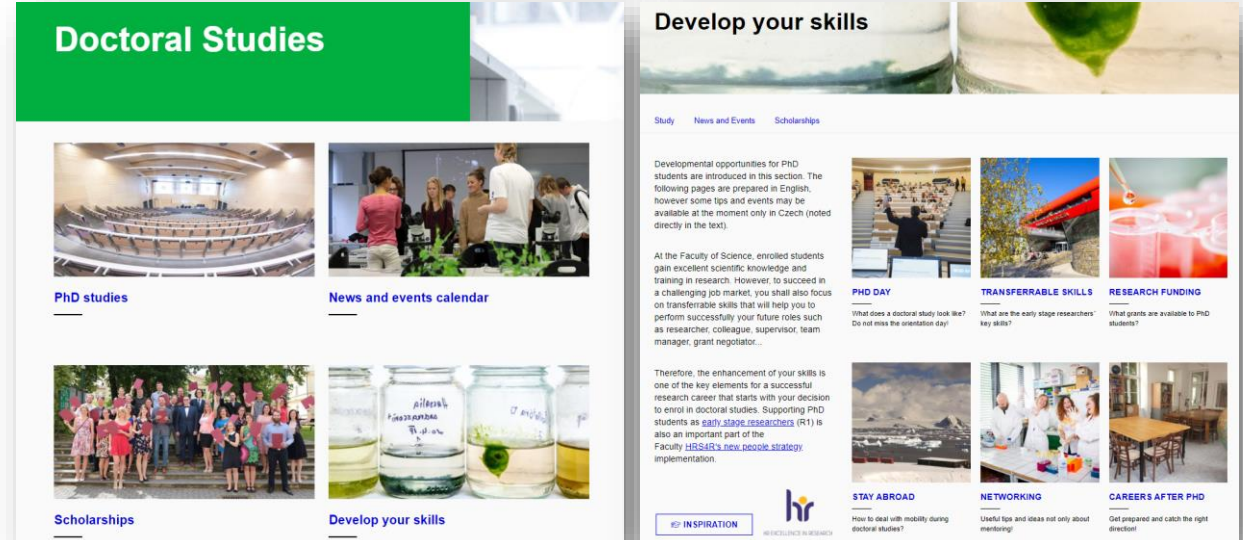
- Enhancement of the Early Stage Researchers' development and mentoring concept:
- Mentoring program for PhD students – training
- Organization of events

### ➡ **PhD web**

- ✓ **Up-to-date website** of doctoral studies
- ✓ New section - **Develop your skills**
- ✓ Regularly **updated News and Events** calendar for doctoral students

### Online information „hub“ for PhDs

- ✓ **Guide to PhD Studies**
- ✓ **Events of the Week at Campus** shared to all doctoral students at Campus
- ✓ **Improved communication to foreign students** (information/[governing documents available in English](#))



# What does HR Award mean for a PhD student at SCI MUNI?

## Ombudsman as a part of Conflict Resolution Procedure

### What has been done

- We established a PhD Ombudsman role: prof. RNDr. Viktor Kanický, DrSc.
- Independent and confidential help for PhD students at the Faculty of Science MU in dealing with problems and complaints which have not been solved by other university bodies
- Consultancy and support in the area of ethics and discrimination for PhD students
- Consultancy and support in conflict solving for PhD students

### What we work on, what we plan till 2023/4

- Faculty Conflict Resolutions procedure – to create clear process and an independent channel for:
  - reporting and solving eventual ethical and discrimination issues, complaints, disputes and people issues
  - gender and diversity advisory
- Establishing a faculty ombudsman role
- In addition to the University bodies
- Completion of the Ethics at the Workplace website

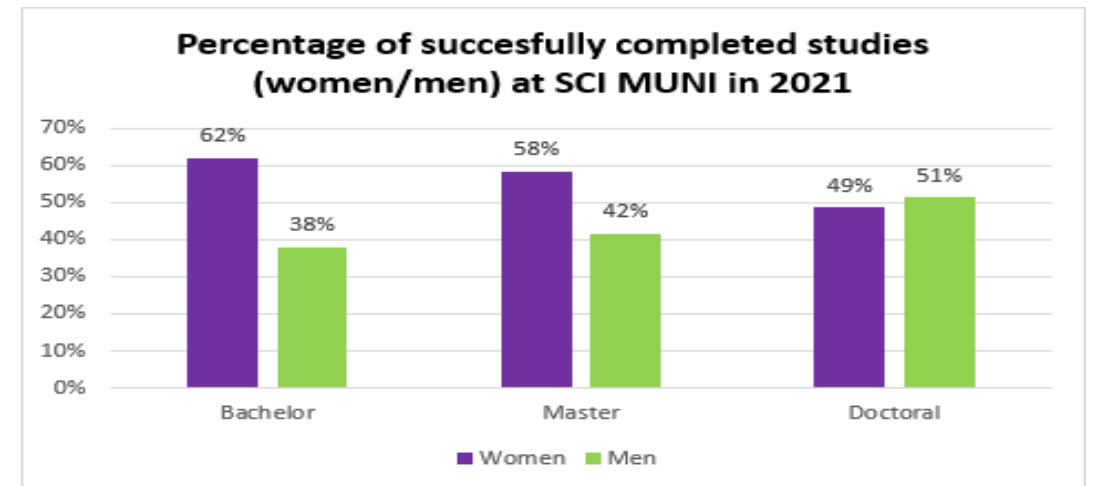
## Rules for financial conditions for PhD students

### What has been done

- We established a project work group
- Awaiting new rules which are being prepared at the ministry

### What we work on, what we plan till 2023/4

- Setting internal financial rules for PhD studies by the faculty doctoral boards after the new rules are released by the ministry



# What does HR Award mean for a PhD student at SCI MUNI?

## Gender Equality Plan

### What has been done


- **Gender audit at SCI MUNI 2021** - short report [here](https://www.sci.muni.cz/en/current-news/gender-audit-at-the-faculty-of-science-mu):  
<https://www.sci.muni.cz/en/current-news/gender-audit-at-the-faculty-of-science-mu>
- Co-operation on the **MU Gender Equality Plan**, which was published in December 2021 on the MUNI website:  
[https://www.muni.cz/media/3371580/gender\\_equality\\_plan\\_mu\\_gep\\_mu\\_en.pdf](https://www.muni.cz/media/3371580/gender_equality_plan_mu_gep_mu_en.pdf)
- Appointment of **faculty contact persons for gender issues and prevention of sexual harassment**: <https://www.sci.muni.cz/en/careers-at-the-sci-muni/ethics-at-the-workplace/ethical-behaviour/examples-of-non-ethic-behaviour-at-the-workplace>

### What we work on, what we plan till 2023/4

- Creation of the faculty specific Gender Equality Plan based on the university framework
- Implementation of Gender Equality Plan recommendations

## SCI MUNI Contact Persons for Gender and Victims of Sexual Harassment


Careers   Open Positions   Success Stories   Recruitment Process   **Ethics at Workplace**   Women in Science



**doc. Mgr. Markéta Munzarová, Dr. rer. nat.**  
Vice-Dean for Cooperation with Secondary Schools,  
Talent Management, Social Affairs and Lifelong Learning,  
Faculty of Science

**Contact:**  
✉ email [marketa@chemi.muni.cz](mailto:marketa@chemi.muni.cz)  
☎ tel. [549 49 5987](tel:549495987)  
📍 personally - office C12/327 in the University Campus Bohunice

Associate Professor Markéta Munzarová has been working at the Faculty of Science of MU since 2001 in various roles, since 2022 as Vice-Dean for Cooperation with Secondary Schools, Talent Management, Social Affairs and Lifelong Learning. Her Vice-Dean's agenda includes, among others, taking care of social needs of male and female students. This naturally includes openness in difficult life situations that not only students but also employees can and do encounter. As a teacher of many undergraduate students, she tries to listen and help even where it is not purely her own teaching subject. Therefore, she has taken on the role of gender and sexual harassment prevention liaison as a service, which she already conducts to some extent anyway.



**prof. RNDr. Jaromír Leichmann, Dr. rer. nat.**  
Vice-dean for Research, Development and Quality,  
Faculty of Science

**Contact:**  
✉ email [marketa@chemi.muni.cz](mailto:marketa@chemi.muni.cz)  
☎ tel. [549 49 5987](tel:549495987)  
📍 personally - office 01006/pavilion 03, Kotlářská premises.

Professor Jaromír Leichmann has been working at the Faculty of Science mu since 1988, with a three-year break when he worked at the University of Salzburg. In addition to his teaching and research activities, he has been involved in Faculty's people relations in a number of important leadership positions: since 2018, as Vice-Dean of the Faculty of Science for Research, Development, Quality and Personnel Strategy, 8 years as Dean, 4 years as Director of the Department of Geological Sciences, 3 years as Chair of the Faculty's Academic Senate, as well as a lead of multiple major research projects. In all of these roles, he has been and continues to be given natural respect and trust. Consequently he has provided continuous support to the Faculty in areas of interpersonal misunderstandings or conflicts.



# Your opinion matters *Call for cooperation*

**Build new people processes with us at the faculty! Help us to retain the HR Excellence in Research logo!**

**We have to renew the certification in 2024 and your opinions are important**

Join our **Researcher Focus Group at SCI MUNI**: the group is open, everybody is welcome, apply via e-mail [HRAward@sci.muni.cz](mailto:HRAward@sci.muni.cz) or contact us directly at the [HR Award Office](#)

Faculty Work Groups created from the Researcher Focus Group members:

Gender, Ombudsman/Ombudsperson, Ethics in Research training, Financial rules for PhD studies, Development Concept for Early Stage Researchers (PhD + Postdoc), Open Science



**Share with us your views in the Questionnaire for PhD students:**



**<https://forms.office.com/r/FgkKxkpzth>**

**Answers from questionnaire for SCI MUNI PhD students 2021 you can check them here:**

**<https://is.muni.cz/auth/go/znbrnp>**



# Contact persons

## HR Award Office SCI MUNI:

[HRAward@sci.muni.cz](mailto:HRAward@sci.muni.cz)

<https://www.sci.muni.cz/en/about-us/hrs4r/contact>

PhDr. Barbora Wahlová, [wahlova@sci.muni.cz](mailto:wahlova@sci.muni.cz)

Mgr. et Mgr. Zuzana Hrabovská, [hrabovska@sci.muni.cz](mailto:hrabovska@sci.muni.cz)

Kotlářská 08/4014, Brno



## Development Specialist for Early Stage Researchers:

Mgr. Linda Nosková, [noskova@sci.muni.cz](mailto:noskova@sci.muni.cz)

Campus Kamenice 5,  
B17/415



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