MINISTRY OF EDUCATION,
YOUTH AND SPORTS

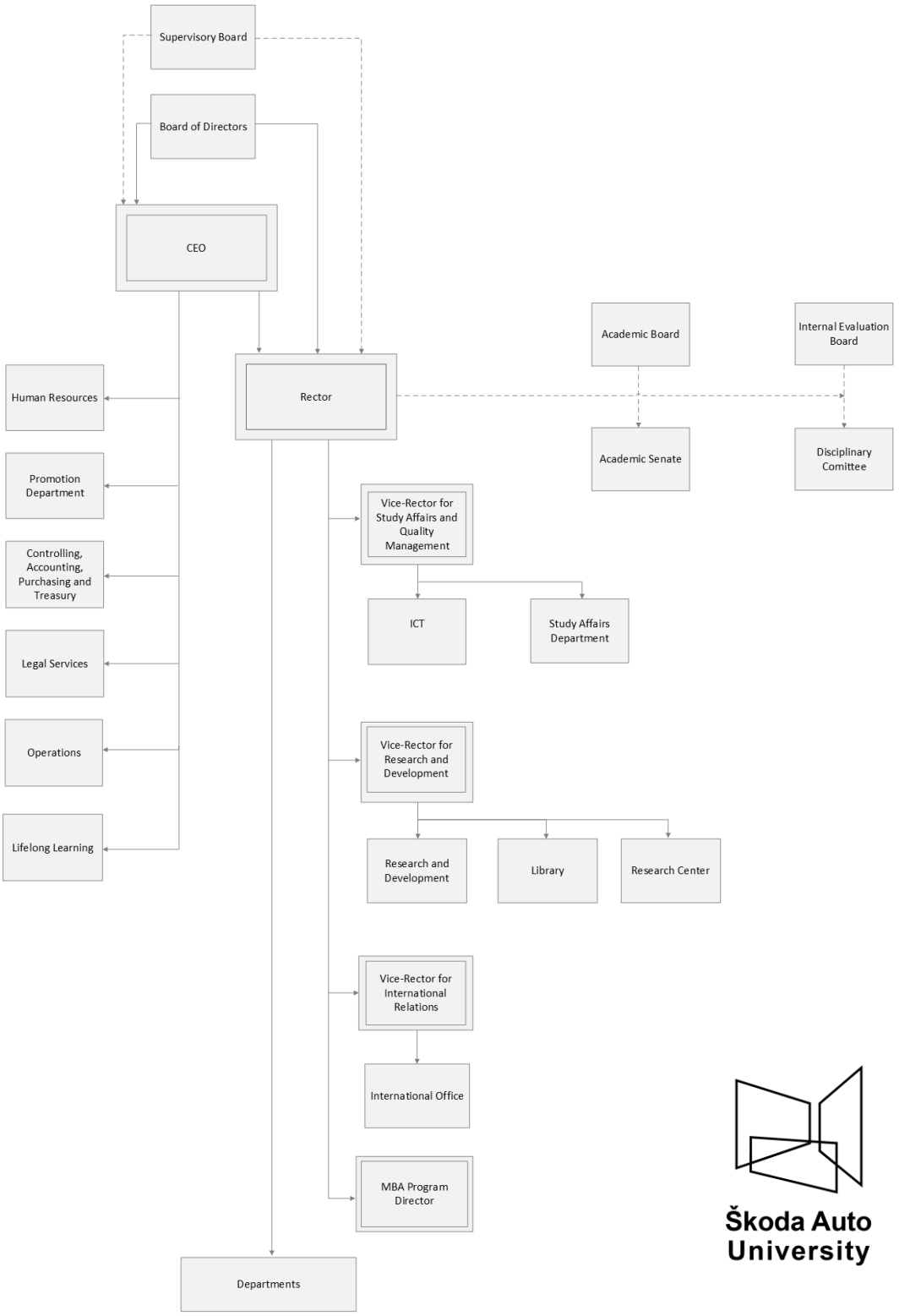
SELF-EVALUATION REPORT FOR EVALUATION OF RESEARCH ORGANIZATIONS IN THE SEGMENT OF HIGHER EDUCATION INSTITUTIONS IN YEAR 2025

HIGHER EDUCATION INSTITUTION NAME: Škoda Auto University

COMPANY REGISTRATION NUMBER (CRN): 29142890

THE LIST OF EVALUATION UNITS IN MODULE 3:
1 UNIT – Škoda Auto University

ORGANIZATIONAL STRUCTURE OF THE HIGHER EDUCATION INSTITUTION



HIGHER EDUCATION INSTITUTION WEBSITE (HTML LINK): https://www.savs.cz/en/

THE HIGHER EDUCATION INSTITUTION CONTACT PERSON

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Signature (Rector), stamp

Introductory information about the evaluated higher education institution

The HEI briefly introduces itself. The organizational chart, the position of the HEI within the research, development and innovation system and the system of HEIs in the Czech Republic may be commented on, the mission and vision, the size of the HEI, the number and focus of the units evaluated will be briefly presented.

Maximum 500 words.

Description:

Škoda Auto University (also referred as ŠAU) is a private higher education institution founded by Škoda Auto a.s. in 2000. The head of the ŠAU is a director (CEO), Ing. Sandra Lacinová, as seen in the organizational structure. CEO together with rector of ŠAU is responsible for running the organization. ŠAU has 1163 students (as of 1 March 2025), 9 academics departments, 3 vice-rectors, 1 MBA director, 1 Research Centre director and 11 regular operating departments that fall under one of the vice-rectors or directly under the CEO.

Škoda Auto University is based in Mladá Boleslav together with its Educational Technical Center Na Hejdovce, since 2018 ŠAU has also a branch in Prague.

Important parts of the ŠAU structure are Academic Board, Academic Senate, Internal Evaluation Board and Disciplinary Committee. Referring the size of ŠAU it could be compared to the size of a regular faculty at public universities in the Czech Republic. The mentioned size is one of the reasons why ŠAU comes to the evaluation as one unit.

Škoda Auto University is one of the 277 Czech research organizations (RO) listed in the list of the Research Organization of the Ministry of Education, Youth and Sports. ŠAU has been RO since 2012 and since then it proudly claims its task to cultivate Research & Development area, to deliver publications and other R&D results as well as to transfer the knowledge into the education process.

The main R&D focus of ŠAU, since its establishment in 2000, has been in the field of Social Sciences (especially Economics and Business), where it has gained high recognition of the research community. In the last few years, ŠAU has been aiming to expand its academic scope more and more into technical disciplines. The university is currently at a point where it strives to become an internationally recognized partner in the scientific field, whether through publications or projects initiatives.

To open supportive documents (such as internal regulations), you will need to log in after clicking the exact link listed in the Self Evaluation Report.

Please use this login details:
Username: iep@o365.savs.cz
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SWOT ANALYSIS

Strengths

Strong Industry Connection
Close collaboration with Škoda Auto a.s. and the Volkswagen Group provides students with direct access to cutting-edge technologies, experts, and internship opportunities. Škoda Auto a.s. is a globally renowned brand within the Volkswagen Group, which enhances the school's credibility and attractiveness.

Institutional Accreditation
The university holds institutional accreditation for its study programs, ensuring high academic standards and long-term stability in higher education.

Practice-Oriented Education
A strong emphasis on applied research, projects with real industrial impact, and a connection between theory and practice.

High Employability of Graduates
Graduates have excellent job prospects, particularly in the automotive industry, digitalization, and management.

International Collaboration
Participation in European educational programs, exchange opportunities, and international internships.

Modern Campus and Facilities
Well-equipped classrooms, laboratories, and a research center closely integrated with industry partners.

Weaknesses

Narrow Focus on the Automotive Industry
While this is an advantage, it may limit opportunities for students seeking careers outside the automotive sector.

Lower Prestige Compared to Traditional Universities
As a private university, it may not carry the same academic weight as some long-established technical universities.

Limited Range of Study Programs
A relatively narrow focus on economics, management, technology, and the automotive industry means fewer options for students with different interests.

Unsatisfactory Research Output
The quantity and quality of research remain insufficient, with an imbalance across disciplines. The university has yet to establish itself as a significant research institution.

Opportunities

Growing Importance of Digitalization and Electromobility
The potential to expand research and study programs in artificial intelligence, cybersecurity, and autonomous systems.

Collaboration with Other Technology Companies
Expanding beyond the automotive sector into IT, engineering, and innovative startups.

Expansion of Study Programs
The opportunity to introduce new fields such as sustainability, ESG management, and smart mobility, including a „flagship" PhD study program.

Greater Internationalization
Strengthening partnerships with foreign universities and attracting more international students.

Online and Hybrid Learning
Increasing accessibility through e-learning platforms and distance education.

Threats

Changes in the Automotive Industry
The shift to electromobility and autonomous driving may require significant updates in skills and qualifications.

Competition from Other Universities
Technical and economic universities may offer similar programs with higher academic prestige and lower costs.

Economic Instability
Financial crises or a decline in the automotive sector could affect the university's funding and graduates' job opportunities.

Regulatory Changes
New legislative requirements in higher education or educational standards may necessitate adjustments to study programs.

SELF-EVALUATION REPORT FOR MODULE 3

THE NAME OF THE UNIT BEING EVALUATED: Škoda Auto University

FORD: 5 - Social sciences

SOCIAL CONTRIBUTION OF THE EVALUATED UNIT

3.1 Introductory information about the unit under evaluation

The evaluated unit will describe its mission and vision and provide a general self-reflection of the societal contribution of R&D&I, along with its long-term goals in the fields it develops. The distribution of research activities by type of research will also be commented on.[1] The evaluated unit will describe its organisational structure and size (staffing, number of students, number of study programmes implemented, etc.) based on the data provided in annex tables 3.1.1 to 3.1.6.

Maximum 1000 words.

This is a non-rated indicator that serves as an introduction to the evaluated unit, providing context for data in indicators 3.2-3.7.

Self-assessment:

ŠAU mission effective in the period under review

- ŠAU offers a range of unique business and technical-economic study programmes designed to reflect industry needs, incorporating practical experience from an international environment and maintaining high academic standards.
- ŠAU is involved in national and international research and development projects through the expertise of its academic staff.
- ŠAU contributes to the attractiveness of Mladá Boleslav as a centre of quality education in the Czech Republic and beyond.

AAU vision applicable in the period under review

- ŠAU is an internationally recognised tertiary education institution closely linked to industry, committed to a high degree of graduate employability and attractive to first-class learners.

Since its foundation by Škoda Auto in 2000, ŠAU has gradually accredited the Economics and Management programme, currently offering five specialisations (Bachelor's and follow-up Master's degrees, both in Czech and in English, see https://www.savs.cz/en/study-programmes-and-specializations). The University has been committed to fundamental and applied research in economic sciences. Concurrently with the accreditation of the study programmes in Business Informatics and Industrial Management, the University has also pursued applied research in Computer Science, Mechanical Engineering and Electrical Engineering over the past six years. Grants from Technological Agency of the Czech Republic and Operational Programme Enterprise and

[1] Basic, applied, contract, artistic research (see Definition of Terms in Methodology HEI2025+).

Innovations for Competitiveness have supported the development of the applied research projects. The institution has also successfully participated in international projects administered by the Bayerisch-Tschechische Hochschulagentur (BTHA) and COST Actions. In recent years, it has sought to join Horizon Europe consortia, but no project proposal has been funded. The institution has achieved considerable success in contract research, handling approximately ten contract research projects each year for prominent companies such as Škoda Auto, Siemens, and the AutoSap organisation, among others.

ŠAU is organised into nine academics departments (https://www.savs.cz/en/contacts) and a research centre (https://www.savs.cz/en/skoda-auto-university-research-center-187lp); the latter focused on sustainable development of the automotive industry in the contemporary world during the period under review. The Centre is responsible for the publication of an annual analysis of the development of the automotive industry (https://www.savs.cz/en/sau-annual-study-94lp); its English edition is also well received abroad, for example, on the ResearchGate platform. Furthermore, the Centre organises the International Conference on Automotive Industry (https://www.savs.cz/en/conference-icai) biennially and conducts regular seminars on automotive issues in a hybrid format. From now on the research centre will focus more on knowledge and technology transfer.

In 2023, ŠAU established the Educational Technical Centre Na Hejdovce. (https://www.savs.cz/en/educational-tc-na-hejdovce-227lp), a facility dedicated to the instruction of technical subjects and the undertaking of research in the domain of technical sciences. Since 2012, ŠAU has become a research organisation. Since 2021, ŠAU has received institutional support for the long-term conceptual development of a research organization (LCDRO), provided by the Ministry of Education, Youth and Sports as one of only four private HEI.

Selected programmes are run at the HEI's branch in Prague. ŠAU also offers a two-year online MBA programme in English. As of 1 March 2025, ŠAU had 55.32 academic staff (FTE) and 1163 students. In 2024, it became the first private higher education institution in the Czech Republic to receive institutional accreditation for a Bachelor's degree in economic education.

ŠAU is the only university in the Central Bohemia region. With its unique study programmes, including a semester-long internship at the Bachelor's level, the University offers excellent employability for graduates in the labour market, not only in the automotive industry. Compulsory internships are also included in the follow-up Master's programmes Business Informatics and Industrial Management, and an optional six-week internship for students from other universities is part of the follow-up Master's Economics and Management. It actively cooperates with the City of Mladá Boleslav and with secondary schools and companies in the region. In 2025, it plans to accredit technical and economic studies in PhD programme called Industrial Innovation Management.

ŠAU systematically develops partnerships with foreign universities and has cooperation agreements with more than 60 universities worldwide. Due to the size of the university, it ranks top among Czech universities in terms of student and academic mobility within the Erasmus+ programme. In addition, ŠAU offers double degree programmes with Upper Austria University of Applied Sciences - Steyr, Austria (Bachelor's, Follow-on Master's), Seinäjoki University of Applied Sciences - Seinäjoki, Finland (Bachelor's) and Dresden University of Applied Sciences - Dresden, Germany (Bachelor's). As part of international cooperation, the University successfully participates in EEA and Erasmus+ KA2 - Strategic Partnership grants (https://www.savs.cz/en/other-projects).

Since 2014, the institution has held the prestigious ACBSP accreditation, which was successfully renewed in 2024. https://www.savs.cz/en/news/sau-successfully-defended-its-acbsp-accreditation-until-2034-426

Table 3.1.1 - Staffing per FTE[2]

Academic/ Professional position	Total / Of which women					
	2019	2020	2021	2022	2023	Total
Professor	8.1/0.5	6.6/0.5	6.5/0.5	5.7/0.5	6.05/0.5	10/1
Associate Professor	11.5/4	11.7/3.8	11.6/4	12/4	12.7/4	14/4
Assistant Professor	25.15/7.39	24/8.1	23.9/8.15	26.8/10.9	26.45/9.8	33/12
Assistant	7/2	5.1/0	4.8/0	4.9/0	4.65/0	6/0
R&D Personnel[3]	0	0	0	0	0	0
Researchers in other categories[4]	0	0	0	0	0.65	2/0
Technical and economic staff[5]	23.26/19.93	26.43/22.43	26.3/20.3	30.8/26	34.15/28.8	38/32
Scientific. research and development staff involved in teaching activities	2/2	3/3	3/3	4.2/4.2	4/4	4/4
Early career researchers[6]	0	0	0	0	0	0
Total[7]	77.01/35.82	76.83/37.83	76.1/35.95	84.3/44.1	88.65/47.1	107/53

Note: The categories professor, associate professor, assistant professor, assistant, other scientific, R&D personnel, researchers in other categories and technical and economic staff are mutually exclusive, i.e., one staff member is reported under one category only. Scientific, research and development staff involved in teaching activities, as well as early career researchers are reported collectively for all the above-mentioned categories.

[2] The average number of hours worked is calculated as the ratio of the total number of hours actually worked during the reference period, from 1 January to 31 December, by all staff (including agreement on work activity, excluding agreement on work performance) to the total annual working time pool per full-time employee. The full- time status of the worker in the evaluated unit is always reported. If an employee holds more than one type of full-time job within the evaluated unit, the total sum of the two shall be reported.

[3] The category "R&D Personnel" includes technical and professional personnel who are not directly involved in R&D&I but are indispensable for the research activity (e.g., operators of research facilities).

[4] The category "Researchers in other categories" includes all other staff who cannot be classified under any of the above categories (e.g., independent researcher/scientist).

[5] Who participates in the management and support of R&D&I in the institution.

[6] See Definition of Terms in Methodology HEI2025+.

[7] Total is the sum of the categories: professor, associate professor, assistant professor, assistant, R&I personnel, researchers in other categories and technical and economic staff.

3.1.2 Age structure of R&D&I personnel of the evaluated unit and their structure by job title and gender in the year 2019 (numbers of physical employees and personnel)[8]

Academic/ professional position	Under 29 years		30-39 years old		40-49 years old		50-59 years old		60-69 years old		70 years and older	
	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women
Professor	0	0	0	0	2	0	1	0	2	0	4	1
Associate Professor	0	0	1	0	3	1	5	0	4	3	0	0
Assistant Professor	1	0	9	5	12	2	7	3	3	0	0	0
Assistant	1	0	3	0	0	0	3	1	0	0	0	0
R&D Personnel[9]	0	0	0	0	0	0	0	0	0	0	0	0
Researchers in other categories[10]	0	0	0	0	0	0	0	0	0	0	0	0
Technical and economic staff[11]	6	5	12	12	4	1	6	5	1	0	0	0
Scientific, research and development staff involved in teaching activities	0	0	0	0	1	1	1	1	0	0	0	0
Early career researcher[12]	0	0	0	0	0	0	0	0	0	0	0	0
Total[13]	8	5	25	17	22	5	23	10	10	3	4	1

Note: The categories professor, associate professor, assistant professor, assistant, other scientific, R&D Personnel, Researchers in other categories and Technical and economic staff are mutually exclusive, i.e., one staff member is reported in only one category. The categories of scientific, research and development staff involved in teaching activities and early career researchers are reported collectively for all the above-mentioned categories.

[8] The total number of employees/workers as of 31st December of the calendar year in question is to be entered, irrespective of the level of time worked, but only in an employment relationship (including agreement on work activity, excluding agreement on work performance). Other types of contractual relationships under the Civil Code that involve purchase of services are not included.

[9] The category "R&D Personnel" includes technical and professional personnel who are not directly involved in R&D&I but are indispensable for the research activity (e.g. operators of research facilities).

[10] The category "Researchers in other categories" includes all other staff who cannot be classified under any of the above categories (e.g. independent researcher/scientist).

[11] Who participates in the management and support of R&D&I in the institution.

[12] See Definition of Terms in Methodology HEI2025+.

[13] Total is the sum of the categories: professor, associate professor, assistant professor, assistant, R&I Personnel, Researchers in other categories and technical and economic staff.

3.1.3 Age structure of R&D&I personnel of the evaluated unit and their structure by job title and gender in the year 2023 (numbers of physical employees and personnel)[14]

Academic/ professional position	Under 29 years		30-39 years old		40-49 years old		50-59 years old		60-69 years old		70 years and older	
	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women
Professor	0	0	0	0	1	0	2	0	3	0	3	1
Associate Professor	0	0	2	0	3	1	3	0	4	1	2	2
Assistant Professor	0	0	6	4	12	4	9	5	3	0	0	0
Assistant	0	0	0	0	1	0	4	0	0	0	0	0
R&D Personnel[15]	0	0	0	0	0	0	0	0	0	0	0	0
Researchers in other categories[16]	1	0	0	0	0	0	1	0	0	0	0	0
Technical and economic staff[17]	9	8	18	18	6	3	7	6	1	0	0	0
Scientific, research and development staff involved in teaching activities	0	0	1	1	1	1	2	2	0	0	0	0
Early career researcher[18]	0	0	0	0	0	0	0	0	0	0	0	0
Total[19]	10	8	27	23	24	9	28	13	11	1	5	3

Note: The categories professor, associate professor, assistant professor, assistant, other scientific, R&D personnel, researchers in other categories and technical and economic staff are mutually exclusive, i.e., one staff member is reported under one category only. Scientific, research and development staff involved in teaching activities and early career researchers are reported collectively for all the above-mentioned categories.

Table 3.1.4 – Students

Type of study	2019		2020		2021		2022		2023		Total	
	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women
Undergraduate	938	380	973	377	940	357	891	314	878	288	4620	1716
Master's[20]	196	80	203	96	198	90	216	104	230	121	1043	491
Doctoral	0	0	0	0	0	0	0	0	0	0	0	0

[14] The total number of employees/workers as at 31.12. of the calendar year in question is to be entered, irrespective of the level of time worked, but only in an employment relationship (including agreement on work activity, excluding agreement on work performance). Other types of contractual relationships under the Civil Code that involve purchase of services are not included.

[15] The category "R&D Personnel" includes technical and professional personnel who are not directly involved in R&D&I but are indispensable for the research activity (e.g., operators of research facilities).

[16] The category "Researchers in other categories" includes all other staff who cannot be classified under any of the above categories (e.g., independent researcher/scientist).

[17] Who participates in the management and support of R&D&I in the institution.

[18] See Definition of Terms in Methodology HEI2025+.

[19] Total is the sum of the categories: professor, associate professor, assistant professor, assistant, R&I personnel, researchers in other categories and technical and economic staff.

[20] All master's degree students are listed, regardless of the length of their programme of study.

Lifelong Learning Courses	121	28	245	51	2022	118	766	16	340	58	3494	271
Total	1255	488	1421	524	3160	565	1873	434	1448	467	9157	2478

Table 3.1.5 - Study programmes in Czech/English

Type of study programme	Total[21] / Of which professional study programmes											
	2019		2020		2021		2022		2023		Total	
Undergraduate	6/3	4/1	7/3	5/1	7/3	5/1	7/3	5/1	7/3	5/1	7/3	5/1
Master's	4/3	0/0	5/3	1/0	6/3	2/0	6/3	2/0	6/3	2/0	6/3	2/0
Doctoral	0/0	0/0	0/0	0/0	0/0	0/0	0/0	0/0	0/0	0/0	0/0	0/0
Lifelong Learning courses	8/1	7/1	4/0	4/0	22/3	21/3	8/2	4/0	6/0	5/0	51/3	44/1
Total	18/7	13/4	24/7	19/4	57/10	52/7	26/9	20/4	31/8	23/5		

Note: For each SP type, enter the number of SPs in the Czech language in the first cell and insert the number of SPs in the English language after the slash in the same cell (e.g., 15/3), enter the number of professional SPs in the Czech language in the second cell and insert the number of professional SPs in the English language after the slash. Follow a similar procedure in the last column of the table (Total).

3.1.6 – R&D&I capacities

R&D&I field	FORD	FORD share [%]	Predominant type of research	Total share of industry group [%]
1. Natural Sciences	1.1 Mathematics	6%	Applied Research	14 %
	1.2 Computer and information sciences	8%	Applied Research	
	1.3 Physical sciences	0 %	Zvolte položku.	
	1.4 Chemical sciences	0 %	Zvolte položku.	
	1.5 Earth and related environmental sciences	0 %	Zvolte položku.	
	1.6 Biological sciences	0 %	Zvolte položku.	
	1.7 Other natural sciences	0 %	Zvolte položku.	
2. Engineering and Technology	2.1 Civil engineering	0 %	Zvolte položku.	13 %
	2.2 Electrical engineering, Electronic engineering, Information engineering	4%	Applied Research	
	2.3 Mechanical engineering	9%	Applied Research	
	2.4 Chemical engineering	0 %	Zvolte položku.	
	2.5 Materials engineering	0 %	Zvolte položku.	
	2.6 Medical engineering	0 %	Zvolte položku.	
	2.7 Environmental engineering	0 %	Zvolte položku.	
	2.8 Environmental biotechnology	0 %	Zvolte položku.	
	2.9 Industrial biotechnology	0 %	Zvolte položku.	
	2.10 Nanotechnology	0 %	Zvolte položku.	

[21] The total number of study programmes for which admissions have been announced in a given academic year.

	2.11 Other engineering and technologies	0 %	Zvolte položku.	
3. Medical and Health Sciences	3.1 Basic medicine	0 %	Zvolte položku.	0 %
	3.2 Clinical medicine	0 %	Zvolte položku.	
	3.3 Health sciences	0 %	Zvolte položku.	
4. Agricultural and veterinary sciences	4.1 Agriculture, Forestry, and Fisheries	0 %	Zvolte položku.	0 %
	4.2 Animal and Dairy science	0 %	Zvolte položku.	
	4.3 Veterinary science	0 %	Zvolte položku.	
	4.4 Other agricultural sciences	0 %	Zvolte položku.	
5. Social Sciences	5.1 Psychology and cognitive sciences	2 %	Applied Research	68 %
	5.2 Economics and Business	57 %	Balanced basic and applied research	
	5.3 Education	5 %	Applied Research	
	5.4 Sociology	0 %	Zvolte položku.	
	5.5 Law	4 %	Balanced basic and applied research	
	5.6 Political science	0 %	Zvolte položku.	
	5.7 Social and economic geography	0 %	Zvolte položku.	
	5.8 Media and communications	0 %	Zvolte položku.	
	5.9 Other social sciences	0 %	Zvolte položku.	
6. Humanities and the Arts	6.1 History and Archaeology	0 %	Zvolte položku.	5 %
	6.2 Languages and Literature	5 %	Applied Research	
	6.3 Philosophy, Ethics and Religion	0 %	Zvolte položku.	
	6.4 Arts (arts, history of arts, performing arts, music)	0 %	Zvolte položku.	
	6.5 Other Humanities and the Arts	0 %	Zvolte položku.	
	Total	100 %	-	100 %

RECOGNITION BY THE RESEARCH COMMUNITY

3.2 Recognition by the research community

The evaluated unit will briefly comment on its position in the research community. It shall consider individual and other prestigious R&D&I awards, participation of its academic staff in the editorial boards of international scientific journals, elected membership in professional societies, major invited lectures given by the evaluated unit's academic staff abroad or by foreign scientists and other relevant guests at the evaluated unit. Additionally, it will address the involvement of staff in the evaluation of national or European project/programme calls over the period of 2019–2023 based on the data provided in annex tables 3.2.1 to 3.2.5 (max. 10 most relevant items). If necessary, the evaluated unit shall list any additional services to the scientific community that it considers relevant.

Maximum 1000 words.

Self-assessment:

Examples of academic staff awards, their involvement in editorial boards of scientific journals, and student thesis awards are provided. Colleagues from the Department of Production, Logistics and Quality Management are well-established in the field of logistics, as evidenced by the awards of Prof. Lenort and colleagues Čech, Malčic and Staš. Another significant award is that of Prof. Strouhal in the CIMA project for the field of accounting, Dr. Velinov has received a prestigious award at the AGBRP conference. The research centre's employees have been successful in their involvement with the activities of the GERPISA network, an example of which is the award of Ing. Hrubý. It is also worth noting that students have been awarded for their presentations at student conferences, and the final theses of ŠAU have also been awarded.

Six colleagues have contributed to or are contributing to the editorial boards of international scientific journals indexed in WoS and Scopus databases, while others have been involved with journals indexed in ERIH+, EBSCO databases, and so on.

Furthermore, five colleagues have delivered lectures at various foreign universities, some of which were invited on multiple occasions.

Foreign speakers have repeatedly presented invited lectures at ŠAU and at the International Conference on Automotive Industry (ICAI) organised by ŠAU.

Furthermore, ŠAU academics are very widely represented on the evaluation bodies of domestic and foreign research funders and on the boards of the Research, Development and Innovation Council and the National Accreditation Bureau for Higher Education.

Another significant activity can be seen in the field of conferences. Colleagues from the Department of Production, Logistics and Quality Management (Lenort, Wicher) serve, behalf of ŠAU, as guarantors of Session F – Economics and Production Management in the Metallurgical, Steel, and Related Industries at the International Conference on Metallurgy and Materials METAL. This Conference is attended annually by researchers from all continents and is regularly indexed in the Web of Science (WoS). (https://www.metalconference.eu/en/committees/)

Table 3.2.1 - Prestigious R&D&I awards granted during the evaluation period

Name, surname and title(s) of the evaluated unit's staff member	Name of the award	Awarding institution
Prof. Ing. Radim Lenort, Ph.D.	Professor Malindžák Award for significant contribution in the field of logistics	Institute of Logistics and Transportation, Technical University of Košice
Prof. Ing. Radim Lenort, Ph.D.	"Voice of Logistics" reward for invited lecture	37. Logistik Dialog 2022 conference, BVL Bundesvereinigung Logistik Österreich, Austria, 23 June 2022
Ing. Michal Hrubý	Gerpisa Young Author Prize	GERPISA, July 2024 https://www.gerpisa.org/en
Prof. Ing. Jiří Strouhal, Ph.D.	Contemporary Issues in Management Accounting and Control in Central and Eastern Europe	CIMA (The Chartered Institute of Management Accountants)
Mgr. Emil Velinov, Ph.D.	Best Paper Award	17th International Conference of the Academy of Global Business Research and Practise (AGBRP) December 20 - 22, 2022, DUBAI
Mgr. Martin Čech, Ph.D.	Best Lecture Award	Professional Conference Logistics Ride 2020, Czech Republic
Ing. David Staš, Ph.D. Ing. Tomáš Malčic, Ph.D.	Best Poster Honorable Mention	11th Carpathian Logistics Congress 2023, Czech Republic
Students and graduates:		
Ing. Martin Meško	František Egermayer Prize, 2nd place in 2022, 1st place in 2024 in the Thesis category.	Czech Society for Quality
Ing. Lukáš Kubálek	Professor Michal Mejstřík Award	Mastercard Bank of the Year 2022
Marina Hanková Barbora Holejšovská Michaela Pokorná	Marketer of the Year 2020 - Young Dolphin	Czech Marketing Association

Note: Provide up to 10 examples.

Table 3.2.2 Participation of academic staff of the evaluated unit in editorial boards of international scientific journals during the evaluation period

Name, surname and title(s) of the evaluated unit's staff member	Name of scientific journal, ISSN
Prof. Ing. Vojtěch Dynybyl, Ph.D.	MM Science Journal, ISSN: 1803-1269 (WoS, Scopus)
Ing. et Ing. Martin Folta, Ph.D.	MM Science Journal, ISSN: 1803-1269 (WoS, Scopus)
Prof. Ing. Radim Lenort, Ph.D.	Acta logistica, ISSN: 1339-5629 (WoS, Scopus)
Prof. Ing. Radim Lenort, Ph.D.	Archives of Transport, ISSN: 0866-9546 (Scopus)
Prof. Ing. Jiří Strouhal, Ph.D.	International Advances in Economic Research, ISSN: 1083-0898 (WoS, Scopus)
Prof. Ing. Jiří Strouhal, Ph.D.	Journal of Competitiveness, ISSN: 1804-171X (WoS, Scopus)

Prof. Ing. Stanislav Šaroch, Ph.D.	Review of Economic Perspectives, ISSN: 1213-2446 (WoS, Scopus, ERIH+)
Doc. Ing. Pavel Štrach, Ph.D. et Ph.D.	Review of Economic Perspectives, ISSN: 1213-2446 (WoS, Scopus, ERIH+)
Doc. Ing. Pavel Štrach, Ph.D. et Ph.D.	Marketing Science and Inspirations, ISSN: 1338-7944 (ERIH+, EBSCO)
PhDr. Alemayehu Kumsa, Ph.D.	Historická sociologie ISSN: 1804-0616 (Scopus, ERIH+, EBSCO)

Note: Please provide up to 10 examples of academic staff participation in editorial boards of international scientific journals (e.g., editor, editorial board member, etc.).

Table 3.2.3 The most important invited lectures delivered by the academic staff of the evaluated unit at foreign institutions during the evaluation period

Name, surname and title(s) of the evaluated unit's staff member	Invited lecture title	Name of host institution, or name of conference or event	Year
Ing. David Holman, Ph.D.	Automotive Logistics at Skoda Auto	University of Applied Sciences Dresden, Germany	2023
Prof. Ing. Jiří Strouhal, Ph.D.	Derivatives and Hedging from the Accounting Perspective	University of Lodz, Poland	2023
Prof. Ing. Jiří Strouhal, Ph.D.	Evaluation of Financial Performance of Selected CEE Companies in Services	Babes-Bolyai University Cluj Napoca, Romania	2022
Doc. Ing. Romana Čižinská, Ph.D.	Value and Environmental Protection in the Automotive Industry	VIVES University College – Commercial Sciences, Business Management & Informatics (CSBMI), Belgium	2022
Prof. Ing. Radim Lenort, Ph.D.	How to Build Supply Chain Resilience in Turbulent Times: Best Practices from Automotive Industry.	37. Logistik Dialog 2022: Empowerment for Future, 23-24 June 2022, Vienna, BVL Bundesvereinigung Logistik Österreich (Austria)	2022
Mgr. Dagmar Sieglová, MSEd., Ph.D.	Didactic Use of Critical Incidents: Critical Incident Cycle	Seinäjoki University of Applied Sciences, Finland	2022
Doc. Ing. Romana Čižinská, Ph.D.	How the Business Creates Value	VIVES University College – Commercial Sciences, Business Management & Informatics (CSBMI), Belgium	2021
Mgr. Emil Velinov, Ph.D.	Doing Business in Russia and Worldwide: Innovative Solutions for Challenging Times	Ural Federal University, Russia	2021
Prof. Ing. Radim Lenort, Ph.D.	Key Sustainability Topics through the Eyes of Automotive Industry Leaders and Their Assessment from Sustainable Supply Chain Management Perspective.	CSCMP European Conference Warsaw 2019, 16-17 May 2019, Council of Supply Chain Management Professionals (USA), Kozminski University (Poland)	2019
Mgr. Eva Švejdarová, Ph.D., M.A.	New Trends in Human Resource Management	Seinäjoki University of Applied Sciences, Finland	2019

Note: Provide up to 10 examples.

Table 3.2.4 - The most important lectures by foreign scientists and other guests relevant to R&D&I at the evaluated unit during the evaluation period

Name, surname and title(s) of the lecturer	Lecturer's employer at the time of the lecture	Invited lecture title	Year
Pawel Dobrzanski	Wroclaw University of Economics and Business, Poland	The Future of Automotive Sector	2023
Alina Beattrice Cuzdriorean-Vladu	University Babes-Bolyai, Romania	Financial Analysis in Predicting Accounting Manipulation	2023
Elenurm Tiit	Estonian Business School, Estonia	Innovations and Digitalisation in the Development of Management and Entrepreneurship	2023
Marcin Haberla	Wroclaw University of Economics and Business, Poland	Concepts of Culture, Cultural Differences in Business, Elements of Culture	2023
Elenurm Tiit	Estonian Business School, Estonia	Innovations and Digitalisation in the Development of Management as a Practice and Science, Global Environmental and Energy Issues Affecting Global Entrepreneurship	2022
Juergen Bleicher	Duale Hochschule Villngen-Schwenningen, Germany	International Strategy of German companies and New Business Models	2022
Lasse Berntzen	University of South-Eastern Norway, Norway	Smart Cities	2022
Natalie Aleksandra Gurvitš-Suits	TalTech School of Business and Governance, Estonia	Corporate Social Responsibility from the Perspective of Non-Financial Reporting	2021
Petr Pavlínek	University of Nebraska, USA	Global Production Networks, Foreign Direct Investment and Supplier Linkages in the Integrated Peripheries of the Automotive Industry	2020
Jorma Jaakko Imppola	Seinäjoki University of Applied Sciences, Finland	Sustainability Conception for Companies, Individuals and Society	2019

Note: Provide up to 10 examples.

Table 3.2.5 - Involvement in the evaluation of national/European research project/programme calls relevant to the R&D&I area at the unit during the evaluation period

Name, surname and title(s) of the evaluated unit's staff member	Name of the research project/programme call	Name of the contracting authority/guarantor of the project/programme call	Year
Doc. Ing. Tomáš Krabec Ph.D.	Research and Development Funding Agency	Ministry of Education, Research, Development and Youth of the Slovak Republic	2019
PhDr. Mgr. Ingrid Pavlica Matoušková, Ph.D.	Registred project evaluator, member of the advisory board	Ministry of the Interior of the Czech Republic	2019 2020 2021 2022 2023
Prof. Ing. Radim Lenort, Ph.D.	Registred project evaluator	Scientific Grant Agency of the Ministry of Education, Science, Research and Sport of the Slovak Republic and the Slovak Academy of Sciences	since 2007
Prof. Ing. Jiří Strouhal, Ph.D.	Registred project evaluator	VEGA projects (Slovak Republic)	2021 2022 2023
prof. Ing. Jiří Strouhal, Ph.D.	Registred project evaluator	COST Action projects	2021 2022
Ing. David Staš, Ph.D.	Registred project evaluator	Technology Agency of the Czech Republic	2019 2020 2021 2022 2023
Ing. Lukáš Moravec, Ph.D.	Registred project evaluator	Technology Agency of the Czech Republic	2019 2020 2021
PhDr. Mgr. Ingrid Pavlica Matoušková, Ph.D.	Registred project evaluator	Technology Agency of the Czech Republic	2019 2020 2021 2022 2023
prof. Ing. Jiří Strouhal, Ph.D.	Registred project evaluator	Technology Agency of the Czech Republic	2019 2020 2021 2022
prof. Ing. Vojtěch Dynybyl, Ph.D.	Registred project evaluator	Technology Agency of the Czech Republic	2022 2023

Note: Provide up to 10 examples.

RESEARCH PROJECTS

3.3 Research projects

The evaluated unit shall list at most 10 (considered most significant by the evaluated unit) research projects/activities (regardless of whether they are supported by public funds or based on contract research[22]) that it has implemented or participated in during the period of 2019–2023[23]. This should be done from the full list in annex tables (Table 3.3.1-3.3.2)[24], regarding particularly the results achieved or the application potential of the projects. The unit should also describe how the research projects contributed to the mission and purpose of the evaluated unit. If the evaluated unit has been a participant in listed project, it shall indicate which other entities were involved and describe its contribution to the project. The interdisciplinary aspects of the projects will also be commented on, along with any collaboration with other units of the evaluated HEI.

Maximum 300 words per project.

Self-assessment:

- **New e-Government challenges in a Europe-wide Context to Increase the Competitiveness of the Czech Republic**

Provider: Technology Agency of the Czech Republic; Éta programme
Main researcher: Prof. Ing. Jiří Strouhal, Ph.D.

Between 2018 and 2021, ŠAU participated in the TACR project Éta TL01000147 New e-Government challenges in a Europe-wide Context to Increase the Competitiveness of the Czech Republic. This project fully responded to the Strategic Framework of the Czech Republic 2030 concerning the need to prepare for the digitalisation of the economy and the associated benefits and threats. The project's application guarantors effectively addressed the implementation of e-government within the Czech Republic, thereby contributing to the fulfilment of ŠAU's mission in the domain of national research projects. This endeavour also reflected the latest scientific research trends. The project's application results also contributed to the fulfilment of the third role of the University at the national level (through the application guarantors, which, besides the Government Office of the Czech Republic, included the Digital Information Agency). The project was managed and conducted by the Department of Finance and Accounting (Jiří Strouhal - project manager, Jiřina Bokšová, Michal Bokša, Josef Horák), the Department of Law and Economics (Stanislav Šaroch) and the Department of Human Resources Management (Karel Pavlica).

- **Development of New SW by DYNAMIC FUTURE Ltd. Predictive Planning Application 4.0.**

Provider: Ministry of Industry and Trade; Operational Programme Enterprise and Innovation for Competitiveness
Main researcher: Prof. Ing. Radim Lenort, Ph.D.

The corporate partner, DYNAMIC FUTURE Ltd, led the project. The project focused on developing a universal software application for predictive operational planning and production control, enabling more efficient use of production capacity and optimising production processes. These innovations reflect the current needs of industrial practice, thus contributing to ŠAU's long-term strategy to

[22] For the definition of contract research for the purposes of evaluation in the HE segments, see Article 2.2.1 of the Community Framework for State Aid for Research, Development and Innovation 2014/C 198/01.
[23] Regardless of whether the projects are completed or still ongoing, provided that at least part of the project was implemented during the evaluation period.
[24] The evaluated unit shall only fill tables that are relevant to it.

promote sustainable development and innovation. The project has resulted in a functional application that enables efficient capacity balancing through the use of predictive simulation and automation of production scheduling. In this way, the PPA 4.0 application supports the digital transformation of industrial enterprises, which aligns with ŠAU values such as sustainability and technological innovation. The application has already been piloted in the industry, with its first commercial implementation in a company in the food industry. The project has also reinforced the interdisciplinary nature of research at ŠAU. The combination of knowledge in business process simulation, mathematics, statistics and digitalisation of production systems illustrates the University's ability to integrate knowledge from different disciplines and transform it into practical solutions for industry. By involving its researchers, the ŠAU has also demonstrated its role as a key partner in applied research, directly impacting industrial practice. With this project, ŠAU demonstrated its contribution to developing innovative solutions and consolidated its position as a trusted partner for the industry.

- **NCC for Industrial 3D Printing**

Provider: Technology Agency of the Czech Republic; National Competence Centres programme
Main researcher (ŠAU): Prof. Ing. Radim Lenort, Ph.D.

The project's main objective is to create a National Centre of Competence for Industrial 3D Printing of polymer materials. The project coordinator is the Technical University of Liberec. ŠAU is one of 25 academic, research, and industrial partners. Within the framework of the Centre, ŠAU has so far solved two sub-projects focused on the development of materials with advanced properties and the circular economy of additive manufacturing. In addition to leading technical universities, it has collaborated with industry leaders, Škoda Auto and Prusa Polymers, on these sub-projects. The project thus contributes directly to the fulfilment of the mission of ŠAU as an internationally renowned educational institution linked to industry, especially the automotive industry. Thanks to the cooperation with partners, the project supports ŠAU's ability to reflect the latest scientific trends and provide students with practical experience linked to real industry challenges. At the same time, the project is in line with the university's values of sustainability and social responsibility. The innovations developed have significant potential for application in the automotive industry and other sectors. The project also strengthens interdisciplinary cooperation between chemical engineering, materials research, digital technologies and industrial automation. In doing so, the ŠAU supports the sustainability of production processes and fulfils its vision of combining academic excellence with practical results that respond to industry needs. Through ŠAU's involvement in this project, the University demonstrates its role as a partner in delivering concrete solutions to industrial challenges, further enhancing its attractiveness to students and employers. Integrating project results into educational activities and their application in practice thus contributes to fulfilling the HEI's long-term strategic goals.

- **Modular Drilling Rig for Space-Constrained Applications with Environmentally Friendly Drive (VRTOUCH)**

Provider: Technology Agency of the Czech Republic; Trend programme
Main researcher: Prof. Ing. Vojtěch Dynybyl, Ph.D.

The project will result in a drilling rig for geological and construction surveys. Its added value is its disassemblability into units weighing up to 50 kg, its equipment with electric drives that ensure environmental safety at the drilling site and its equipment with sensors that enable recording and processing of data for BIM (Building Information Model) purposes.

The result is a working sample of a drilling rig for drilling core exploration boreholes in space-limited and inaccessible areas for geotechnical exploration. The rig will be powered by an environmentally friendly drive, equipped with mechatronic elements and digital technologies enabling control and optimisation of the drilling process using artificial intelligence algorithms with simultaneous generation of digital progress information.
The ŠAU has made the following contributions to the project: the conceptualisation of the drill, its design, 3D modelling of concepts, technical calculations, design technology and material selection, electrical and electronic equipment, control, collection and archiving of drill operating data, the application of artificial intelligence methods, and the application of experimental methods for verification of the functional sample.
The ŠAU is primarily concerned with developing research activities, with a particular emphasis on applied research. The primary objective of this applied research is to facilitate the connection between the academic and industrial spheres.
The project integrates interdisciplinary activities from engineering, automatic control, sensors and geology while incorporating elements of artificial intelligence.

- **Proposal for a Strategic Framework for Higher Education for the Automotive Sector**

Provider: Technology Agency of the Czech Republic; Beta2 programme
Main researcher (ŠAU): Assoc. Prof. Pavel Štrach, Ph.D.
The project culminated in the attainment of two outputs:
1) Hkonc Output
The project culminated in formulating recommendations for the adjustment or updating of strategic documents, focusing on the domains of economic policy, industry, education, research and development and innovation. The development of the Hkonc Output was informed by a thorough trend analysis, encompassing an examination of skills and employment dynamics and utilising available European and domestic resources. A comprehensive consultation process involving Czech and international experts, a comprehensive questionnaire survey, and a series of workshops involving industry, educational institutions, and other relevant stakeholders served to verify and validate the proposed recommendations.
2) O Output
The project recommended modifications to existing Higher Education (HE) curricula or the creation of degree programmes. Output O was developed through questionnaire surveys, focus group discussions, and outreach to appropriate respondents, including alumni and universities. Work on Output O included analyses of current educational programmes, consultations with experts, and online surveys of alumni, with the results of these activities providing the basis for the formulation of final recommendations, which were subjected to final discussions, verification and validation with relevant stakeholders.
The project team was comprised of 16 university members, with a staff representation of 9:5 in favour of the ŠAU. There was also very close cooperation between the project researchers and the end user of the results, the Ministry of Industry and Trade, and with representatives from the Ministry of Education, Youth and Sports, who actively participated in the workshops implemented within the project.
The main investigator and the receiver of the fund was the Technical University of Ostrava, ŠAU participated as a partner of the project.

- **FAST – Framework for Automotive Skills Transformation**

Provider: ECF – European Climate Foundation
Main researcher: Ing. Eva Jaderná, Ph.D.

The objective of the project was to analyse the labour market challenges related to the green and digital transformation of the automotive industry in the Czech and Slovak Republics and to formulate an action plan for the implementation of up-skilling and re-skilling, which includes the dissemination of relevant findings and recommendations to selected interest groups.
ŠAU participated in all the sub-process steps for the FAST project. Firstly, desk research was conducted to identify the main trends and tendencies in the European automotive market, followed by desk research to describe the situation in the Czech market. An online survey was planned and implemented in the autumn of 2023. Its results were processed and presented at workshops in November/December 2023 (CZ, SK). Discussion workshops were conducted in February/March 2024 (CZ, SK). Policy recommendations were developed based on the results of all sub-surveys. Roundtables with ministries and private sector representatives to discuss the recommendations were organised in March 2024 (Prague) and April 2024 (Bratislava). The suggestions were incorporated, and a framework, including policy recommendations, was developed. In May 2024, a final FAST conference was organised in Prague to present the policy recommendations, with the participation of ministry deputies, and the then Rector of the SACS presented the policy recommendations. In May 2024, the final FAST conference was held with the participation of representatives of ministries in Slovakia.
ŠAU is a member of AutoSAP, and the collaboration on this project has significantly increased the awareness of ŠAU among the automotive industry stakeholders and generated interest in further collaboration in the form of research investigations in the automotive field.
The project emphasised an interdisciplinary perspective on the current state and potential solutions to existing problems in automotive education.

- **Universal Combs I-II;**

Provider: Škoda Auto a.s.
Main researcher (ŠAU): Prof. Ing. Vojtěch Dynybyl, Ph.D.

The project aimed to identify a novel solution for mounting combs in pallets intended to transport flat car parts, such as sheet metal and glass. The prevailing solution is currently implemented in a manner that necessitates the production of unique combs for each new part, thereby ensuring their secure mounting. The project's scope encompassed research and the proposal of approximately 20 design variants. Following a thorough evaluation, two variants were selected for incorporation into the production prototype. A comprehensive patent search was conducted on both variants, resulting in the filing of two patents. A prototype of one of the variants was constructed and subjected to rigorous testing in the subsequent year.
The involvement of ŠAU in the project:
ŠAU developed and evaluated the variants and subsequently prepared complete documentation for producing one type of universal comb.
Project results:
Patent No. 310 074, Pallet for storing passenger car glass.
Patent No. 310 146, Pallet for storing car parts and method of storing them.
Technical University of Liberec, Faculty of Mechanical Engineering was a partner of this project.

- **Design of Equipment for Formatting Cardboard Inserts**

Provider: Škoda Auto a.s.
Main researcher: Ing. Zdeněk Hejda, Ph.D.

The project's objective was to design a cutting device for the further use of paper cardboard inserts in transporting car parts. Škoda Auto, a.s. uses and purchases several cardboard inserts of different size, which can be reused by cutting them into smaller strip formats and incorporating them into the production of smaller parts. A notable feature of the project was its implementation in a sheltered workshop, where Škoda Auto, a.s. employs individuals with disabilities. The outcome of the project was the design documentation for the production of an electro-mechanical cardboard cutter.
The involvement of ŠAU in the project: The design of this device was unique in its consideration of the requirements of a sheltered workshop.
Project outcome: Production documentation for the manufacture of the equipment.
Benefits of the project: Equipment supporting the circular economy.
Social benefit: The equipment was designed to consider the specific requirements for operation in the Škoda Auto, a.s. sheltered workshop.

- **Expert Support for the Implementation of Lean Manufacturing Principles in Service Processes of SCANIA CZECH REPUBLIC**

Provider: Scania
Main researcher: Ing. David Staš, Ph.D.

The project's main objective was to develop a proposal for the gradual implementation of lean management principles in the service processes of SCANIA CZECH REPUBLIC, s.r.o., focusing on the activities of service advisors. The project included the implementation of time studies in selected services to identify the primary sources of waste, analysis and prioritisation of problems and shortcomings generating waste, proposal of measures to reduce these shortcomings and process mapping to optimise the activities of service advisors. These activities produced concrete results in a set of measures with the potential for more efficient use of time and resources, contributing to higher productivity and quality of services provided. The project also supported ŠAU's mission to link academic education with practical experience and deliver solutions that meet industry needs. The interdisciplinary nature of the project, involving process analysis, application of lean principles and identification of concrete measures, demonstrates ŠAU's ability to bring innovative approaches to improving operational processes. In addition, the project has strengthened competencies in applied research and contributed to the development of ŠAU's expertise in service logistics and process management, increasing its benefits not only for students but also for industrial partners.

- **Conceptual use of Flexible Unit Load AGVs in Assembly Hall**

Provider: Škoda Auto a.s.
Main researcher: Prof. Ing. Radim Lenort, Ph.D.

The main objective of the project was to analyse and design the handling of pallets and sequential trolleys in the assembly hall of Škoda Auto a.s. using flexible unit load AGVs, including the design of pilot deployment, capacity calculation of missions and evaluation of technical parameters of AGVs. ŠAU cooperated with the Technical University of Liberec on the technical part of the project. The project produced concrete results, such as the design of the basic logic of loading, the

optimisation of the technical design of flexible unit load AGVs and a detailed analysis of the planned pilot deployment, which significantly contributed to improving the efficiency and sustainability of logistics processes. These outputs demonstrate the application of the latest scientific knowledge and technological innovations, which directly supports ŠAU's mission to combine academic excellence with practical experience and respond to the automotive industry's needs. The project reflects an interdisciplinary approach, combining logistics, technical engineering and data analytics, highlighting the ŠAU's ability to bring innovative solutions to industrial challenges. The project results also supported the development of competencies in applied research and contributed to strengthening partnerships with key players in the automotive industry.

Table 3.3.1 Projects supported by public funds

In the role of beneficiary						
Provider[25]	Project name	Support (in thousands CZK/EUR)[26]				
		2019	2020	2021	2022	2023
Technology Agency of thre Czech Republic	New e-Government challenges in a Europe-wide Context to Increase the Competitiveness of the Czech Republic	1,563 thous. CZK / 61,641 EUR	1 653 thous. CZK / 65,191 EUR	519 thous. CZK / 20,452 EUR	0	0
EEA Norway Grants (1 project)	-	0	0	143 thous. CZK / 5,625 EUR	238 thous. CZK / 9,375 EUR	0
Total		1,563 thous. CZK / 61,641 EUR	1,653 thous. CZK / 65,191 EUR	734 thous. CZK / 26,077 EUR	238 thous. CZK / 9,375 EUR	0
In the role of another participant						
Provider[27]	Project name	Support (in thousands CZK/EUR)				
		2019	2020	2021	2022	2023
Technology Agency of thre Czech Republic	National Centre of Competence for Industrial 3D Printing	0	0	0	0	1,576 thous. CZK / 62,156 EUR

[25] If the provider is from abroad, please indicate the provider's country of origin in brackets. For the determination of the country of origin of the provider, the place of residence of the provider is decisive.
[26] Indicate the total amount expressed in thousands of CZK and the conversion of the total amount into Euro.
[27] Ibid.

Technology Agency of the Czech Republic	Modular Drilling Rig for Space-Constrained Applications with Environmentally Friendly Drive (VRTOUCH)	0	0	0	0	998 thous. CZK / 39,359 EUR
Technology Agency of the Czech Republic	Proposal for a Strategic Framework for Higher Education for the Automotive Sector	0	0	0	257 thous. CZK / 10,113 EUR	1,052 thous. CZK / 41,472 EUR
Operational Programme Enterprise and Innovation for Competitiveness	Development of new software by DYNAMIC FUTURE s.r.o.; Predictive Applications 4.0	239 thous. CZK / 9,435 EUR	0	0	0	0
BTHA - Bayerisch-Tschechische Hochschulagentur (7 projects)	-	54 thous. CZK / 2,131 EUR	308 thous. CZK / 12,150 EUR	187 thous. CZK / 7,373 EUR	43 thous. CZK / 1,696 EUR	67 thous. CZK / 2,643 EUR
Total		293 thous. CZK / 11,566 EUR	308 thous. CZK / 12,150 EUR	187 thous. CZK / 7,373 EUR	300 thous. CZK / 11,809 EUR	3,693 thous. CZK / 145,630 EUR

Table 3.3.2 - Contract research activities

Client[28]	Activity name	Revenue (in thousands CZK/EUR)				
		2019	2020	2021	2022	2023
Škoda Auto a.s.	Research on the Attractiveness of the City of MB, Mladá Boleslav region	903 thous. CZK / 35 622 EUR	0	0	0	0
Škoda Auto a.s.	City Attractiveness Research, Rychnov region	334 thous. CZK / 13 176 EUR	0	0	0	0
Škoda Auto a.s.	Diversity wins – Adaptation of Training Materials to the Cultural Environment of the Czech Republic	254 thous. CZK / 10 020 EUR	0	0	0	0
Škoda Auto a.s.	Analysis of Job Transfer to Successors	75 thous. CZK / 2 959 EUR	0	0	0	0

[28] If the client is from abroad, indicate in brackets the country of origin of the client.

AutoSAP	Concept of Statistical Data Processing and Macroeconomic Analysis III.	25 thous. CZK / 987 EUR	0	0	0	0
Škoda Auto a.s.	Wage Convergence in South Eastern Europe	280 thous. CZK / 11 056 EUR	0	0	0	0
Škoda Auto a.s.	The Concept of Automatic GLT Delivery on the M1 Assembly Hall	180 thous. CZK / 7 101 EUR	0	0	0	0
Škoda Auto a.s.	The Provision of Expert Support for the Implementation of the One Piece Flow Concept at Siemens Mohelnice	190 thous. CZK / 7 495 EUR	0	0	0	0
Škoda Auto a.s.	Project EWA (Empowering Wholeness Agile) - Didactic Training Methods for the Škoda Auto Academy	0	130 thous. CZK / 5 129 EUR	497 thous. CZK / 19 606 EUR	0	0
Škoda Auto a.s.	City Attractiveness Research, Vrchlabí region	0	396 thous. CZK / 15 622 EUR	62 thous. CZK / 2 446 EUR	0	0
Škoda Auto a.s.	City Attractiveness Research, Rychnov region	0	519 thous. CZK / 20,474 EUR	62 thous. CZK / 2,446 EUR	0	0
Škoda Auto a.s.	The Role of Business Anthropology in the Škoda Auto Academy	0	123 thous. CZK / 4,852 EUR	0	0	0
Škoda Auto a.s.	Diversity Wins – Adaptation of Training Materials to the Cultural Environment of the Czech Republic	0	160 thous. CZK / 6,312 EUR	111 thous. CZK / 4,379 EUR	0	0
Škoda Auto a.s.	Concept of a System for Managing the Return Flow of Used Batteries of Electric Vehicles	0	170 thous. CZK / 6,707 EUR	0	0	0
Škoda Auto a.s.	Learning in the Flow of Work for the Skoda Academy	0	40 thous. CZK /	0	0	0

			1,578 EUR			
AutoSAP	Concept of Statistical Data Processing and Macroeconomic Analysis IV.	0	25 thous. CZK / 986 EUR	0	0	0
Škoda Auto a.s.	The Reduction of Safety Risks due to Handling Operations in the Welding shop	0	160 thous. CZK / 6,312 EUR	0	0	0
AQUATIS a.s.	The Technical Design of the Orlik Ship Hoist	0	250 thous. CZK / 9,862 EUR	0	0	0
Škoda Auto a.s.	Study of the Potential for a Unified FTS Management System	0	0	250 thous. CZK / 9,862 EUR	0	0
Škoda Auto a.s.	Study on the Potential for Autonomous Forklifts	0	0	250 thous. CZK / 9,862 EUR	0	0
Škoda Auto a.s.	Study on the Potential for Robotic Grippers for Picking.	0	0	248 thous. CZK / 9,783 EUR	0	0
Škoda Auto a.s.	Computer Simulation of Robotic Sequential Workstations	0	0	142 thous. CZK / 5,602 EUR	0	0
Škoda Auto a.s.	City Attractiveness Research – Mladá Boleslav region	0	0	472 thous. CZK / 18,620 EUR	0	0
Škoda Auto a.s.	Hierarchy Power Distance	0	0	67 thous. CZK / 2,643 EUR	0	0
AutoSAP	Concept of Statistical Data Processing and Macroeconomic Analysis V	0	0	30 thous. CZK / 1,184 EUR	0	0
Škoda Auto a.s.	Quick Reaction (Fast Forward After Covid) for GKT Management Communication SA	0	0	1,195 thous.	0	0

				CZK / 47,140 EUR		
Škoda Auto a.s.	Analysis of Incapacity for Work in ŠKODA AUTO a.s.	0	0	227 thous. CZK / 8,955 EUR	0	0
Škoda Auto a.s.	Country Market Reports (research on the Development of Predefined Regions and Countries)	0	0	1 000 thous. CZK / 39,448 EUR	0	0
Škoda Auto a.s.	Inflation Development and Forecast	0	0	86 thous. CZK / 3,393 EUR	259 thous. CZK / 10,217 EUR	94 thous. CZK / 3,708 EUR
Škoda Auto a.s.	Educational Events Ukraine	0	0	0	203 thous. CZK / 8,008 EUR	0
V-PODLAHY s.r.o.	Development of a Management Extension for Inventory Management	0	0	0	70 thous. CZK / 2,762 EUR	0
Škoda Auto a.s.	Universal Combs I	0	0	0	305 thous. CZK / 12,032 EUR	0
Škoda Auto a.s.	Conceptual Use of Flexible Underpass FTS on the M1 hall	0	0	0	248 thous. CZK / 9,783 EUR	0
Škoda Auto a.s.	Methodology and Didactics for the Škoda Auto Academy	0	0	0	81 thous. CZK / 3,196 EUR	0
AutoSAP	FAST - Framework for Automotive Skills Transformation	0	0	0	0	349 thous. CZK / 13,768 EUR
Škoda Auto a.s.	Sustainable Learning Ecosystem of Škoda Auto a.s.	0	0	0	0	79 thous. CZK / 3,117 EUR

Škoda Auto a.s.	Universal Combs II	0	0	0	0	304 thous. CZK / 11,993 EUR
Škoda Auto a.s.	Logistical Concept for the Use of Waste Packaging Material for Packaging in a Dispatch Centre	0	0	0	0	250 thous. CZK / 9,862 EUR
Škoda Auto a.s.	Design of Equipment for Formatting Carton Liners	0	0	0	0	170 thous. CZK / 6,707 EUR
Škoda Auto a.s.	Development of a Multi-Criteria Decision-Making Model for the Selection of External Storage Areas	0	0	0	0	120 thous. CZK / 4,734 EUR
Scania CER s.r.o.	Expert Support for the Implementation of Lean Manufacturing Principles in the Service Processes of SCANIA CZECH REPUBLIC, s.r.o.	0	0	0	0	272 thous. CZK / 10,730 EUR
Total		2,021 thous. CZK / 79,724 EUR	2,163 thous. CZK / 85,326 EUR	4,699 thous. CZK / 185,365 EUR	1,166 thous. CZK / 45,996 EUR	1,638 thous. CZK / 64,616 EUR

Note: List and describe contract research activities with revenue in a given calendar year, regardless of the amount of financial revenue.

3.4 Research results with existing or prospective impact on society

The evaluated unit shall briefly comment on a maximum of 10 (considered most significant by the evaluated unit) research results already applied or realistically heading towards application during the period of 2019–2023, based on the overview annex table 3.4.1 (it is recommended to indicate results with a link to projects listed in indicator 3.3). The evaluated unit must demonstrate in its description that the research results have led or will soon lead to positive impacts[29], on society (e.g. description of how the results are used by various users, the range of persons/institutions for which the result is relevant, measurable economic impacts, etc.). The evaluated entity shall indicate in its commentary whether the gender dimension is considered in these results and discuss the impacts of the results regarding sustainability.

Maximum range 300 words/result.

Self-assessment:

The following presentation will first focus on the outputs of two projects of Technology Agency of the Czech Republic (TA CR) that have already been completed and were commissioned by state administration authorities. The first of these projects was commissioned by the Ministry of the Interior of the Czech Republic, the Office of the Government of the Czech Republic and the Digital

[29] See Terms definition.

Information Agency (DIA). These authorities were the beneficiaries of the results of the TA CR project Éta TL01000147 New e-Government challenges in a Europe-wide Context to Increase the Competitiveness of the Czech Republic. In collaboration with The Government Office of the Czech Republic and the Digital and information agency, the project yielded effective solutions for implementing e-government within the Czech context. Noteworthy are the publications "Digital Czechia in Digital Europe" and "The Level of Digitalisation and Interest in Digital Services from the Perspective of Citizens, Companies and Government Authorities. Analytical Study", which have been translated into English.

Project of the Technology Agency of the Czech Republic (Beta2 programme), TITSMPO116 Proposal for a Strategic Framework for Higher Education for the Automotive Sector, was a public contract awarded to a consortium of academics from Faculty of Electrical Engineering and Computer Science VSB – Technical University of Ostrava and ŠAU. The output for the Ministry of Industry and Trade and the Ministry of Education was recommendations for modifying or updating strategic documents, e.g. in economic policy, industry, education and R&D&I. Furthermore, the project yielded recommendations for adjustments to existing study programmes of universities with a focus on automotive and the creation of new study programmes in this area.

Project FAST Framework for Automotive Skills Transformation;
Provider: European Climate Foundation. The ŠAU, in collaboration with AutoSAP and ACEA, has meticulously prepared a total of four outcomes for the interested ministries of the Czech Republic and Slovakia:

1. Current trends and tendencies in the European automotive industry: https://autosap.cz/wp-content/uploads/2023/10/d1-desk-research-recent-studies-reviewed-v83-release-final.pdf - in Czech with a summary in English
2. Analysis of the Impact of the Transformation on the Automotive Industry in the Czech Republic: https://autosap.cz/wp-content/uploads/2023/11/d2-desk-research-analysis-of-the-impact-of-the-transformation-to-the-stakeholders-operating-in-the-czech-republic.pdf - in Czech with a summary in English
3. Strategic document of recommendations for improving the lifelong learning agenda in the automotive industry of the Czech Republic: https://autosap.cz/wp-content/uploads/2024/06/fast-strategicky-dokument-cz.pdf - in Czech with a summary in English
4. Proposals for systemic solutions and continuous updating of policy measures to support lifelong learning according to the needs of the automotive industry: https://autosap.cz/wp-content/uploads/2024/06/navrhy-doporuceni-final.pdf - only in Czech

Project Universal combs I-II; provider: Škoda Auto a.s.; main researcher from ŠAU: Prof. Ing. Vojtěch Dynybyl, PhD; partner: Technical University of Liberec, Faculty of Mechanical Engineering—the project aimed to identify a novel solution for the ridges mounted in pallets to transport car parts. The client selected two variants from twenty proposed options, which were subsequently designed into the production of a prototype. A patent search was conducted on both variants, and two patents were filed based on this search. In the second year of the solution, a prototype of one of the variants was produced and tested in an operational test.

Table 3.4.1 - Overview of research results in the period under evaluation

Type of result[30]	Year of application	Name
(Fuv) PUV 2020-38163 from the project Development of new software by DYNAMIC FUTURE s.r.o.; Predictive Planning Applications 4.0	2020	Application for operational planning and production control with predictive simulation support
(O) A set of recommendations for the digital transformation of the Czech Republic based on the "best practices" of European countries. Prepared for the Government Office of the Czech Republic, the Ministry of the Interior and the Digital and Information Agency, within the TACR Éta TL01000147 project New e-Government challenges in a Europe-wide Context to Increase the Competitiveness of the Czech Republic	2020	Digital Czechia in Digital Europe https://cld.bz/udtthwt
(O) Analytical study - results of a survey on current attitudes towards e-Government from the perspective of Czech citizens, traders, municipalities and companies. Presented to representatives of state administration authorities, the Chamber of Deputies and the professional public at a workshop on 23 January 2020 within the Technology Agency of the Czech Republic project Éta TL01000147 New e-Government challenges in a Europe-wide Context to Increase the Competitiveness of the Czech Republic	2020	The level of digitalisation and interest in digital services from the perspective of citizens, companies and government authorities
Two P (patents) as part of the Contract Research Project Universal Combs I-II for Škoda Auto, a.s. with Faculty of Mechanical Engineering Technical University Liberec. A prototype of one of the variants was produced in the second year of the solution and was tested in an operational test.	2023	Patent No. 310 074, Pallet for storing passenger car glass. https://isdv.upv.gov.cz/webapp/resdb.print_detail.det?pspis=PT/2023-112&plang=CS Patent No. 310 146, Pallet for storing passenger car parts and method of storing them. https://isdv.upv.gov.cz/webapp/resdb.print_detail.det?pspis=PT/2023-111&plang=CS The applicant and owner of both patents is SA, Prof. Dynybyl, Ing. Starý and Dr. Bradáč of ŠAU are listed among the inventors of both patents.

[30] Specify the specific type of result. Add rows as needed.

Note 1: Please list and describe the results already applied in practice or heading towards application in practice with existing or prospective impact on the society (e.g., domestic or foreign patents, sold licenses, spin-offs, prototypes, varieties and breeds, methodologies, significant analyses, surveys, expert outputs for policymaking or other forms of non-publication outputs, etc.). Indirect results of research, development and creative activities with documented societal impact, e.g. expert activities, services to the public/government/scientific community, may also be reported.

TRANSFER OF RESULTS INTO PRACTICE

3.5 Transfer of results into practice

The evaluated unit shall briefly describe its system for transferring results into practice. It shall also indicate up to five of the most typical users of its results, whether in the university environment or in the non-university application/corporate sphere, detailing how it collaborates with them and how it seeks out new users (using a maximum of five specific examples).

It will also indicate whether and how it commercialises R&D&I results (e.g. selling licences, setting up start-up or spin-off companies, etc.)[31], providing brief description of the commercialisation methods used. The effectiveness of the transfer of results and the commercialisation of R&D&I results will be described using a selection of results (max. five) listed in annex table (Table 3.4.1).[32]

Additionally, the evaluated unit shall briefly comment on the funds received during the period of 2019–2023 from non-public, non-grant sources (e.g. licences sold, spin-off revenues, donations, etc.). A full summary shall be provided in annex table (Table 3.5.1).

Maximum 500 words plus 200 words for each provided example of finding a new user of results and commercialisation.

Self-assessment:

ŠAU has achieved notable success in contract research, with its annual capacity to oversee up to 10 contract projects for the corporate sector and organisations such as AutoSAP. The demand from users consistently surpasses the institution's staffing capabilities. The Škoda Auto is the largest beneficiary of the outcomes, with ŠAU undertaking numerous contract research projects annually in selected areas of Škoda Auto. These include solutions in the field of logistics, technical solutions, projects in the field of education, and solutions in the field of economics and finance.

Another regular user is the AutoSAP association, for which the ŠAU develops an annual statistical data processing concept and macroeconomic analysis.

An overview of all contract research projects for the period under review is given in Table 3.3.2, which currently represents the sole means of commercialising the results produced on behalf of the client. Due to the prevailing nature of research (although in recent years, research offering technical and technological solutions is also gaining importance) and the size of the evaluated unit, the University does not focus on establishing start-ups or spin-off companies. Notably, the Univesity's involvement in the Operational Programme Enterprise and Innovations for Competitiveness project under the Applications programme resulted in developing a predictive application with the potential for licensing to prospective buyers. However, this initiative did not ultimately materialise.

[31] In the case of military HEIs, their specific position is taken into account when evaluating the commercialisation/evaluation of R&D&I results.
[32] If the commercialisation of R&D&I results is carried out in this way.

Consequently, the institution has no revenue from non-grant sources, with the exception of donations received from its founder, partner companies, and contributions made to the organisation of the ICAI international conference (see Table 3.5.1).

Table 3.5.1 - Summary of non-public revenues received during the period under evaluation

Type of revenue	Revenue (in thousands CZK/EUR)				
	2019	2020	2021	2022	2023
Donations from Skoda Auto for equipment for the ETCNH	0	0	234 thous. CZK / 9,231 EUR	0	835 thous. CZK / 32,939 EUR
Donations to the ICAI conference	0	0	0	50 thous. CZK / 1,973 EUR	0
Total	0	0	234 thous. CZK / 9,231 EUR	50 thous. CZK / 1,973 EUR	835 thous. CZK / 32,939 EUR

Note: Enter funds raised for R&D&I from non-public sources besides grants or contract research (e.g., licences sold, spin-off company revenues, donations, etc.) in the calendar year.

POPULARISATION OF VAVAI

3.6 The most important activities in the field of popularisation of R&D&I and communication with the public

The evaluated unit shall briefly describe its main activities related to the popularisation of R&D&I and communication with the public (e.g. popularisation lectures, citizen science initiatives, etc.) during the period of 2019–2023 and provide up to 10 examples that it considers the most significant.

Maximum 500 words plus 200 words for each example given.

Self-assessment:

Each year, ŠAU organises a Research Open Day (ROD) event to communicate the results of research activities to the professional and lay public (see examples for more information). The ŠAU Research Centre is also involved in communicating the results of the University's research and creative activities and continuously conducts public seminars in hybrid form on current topics related to the automotive industry. Research Centre staff member Ing. Michal Hrubý is also involved in communicating current economic topics in the media, e.g. by publishing articles in popular online periodicals or participating in discussions and podcasts. Popularisation of science is also carried out through lectures by the ŠAU academics, tailored for high school students.

The following list enumerates the most significant activities:

(1) Research Open Day

This day-long lecture series is held once a year in January, with the 13th year in 2023. In 30- to 50-minute time slots, ŠAU academics present their research projects, whether nationally or internationally funded, contract research projects or those funded by the Student Grant

Competition or the Internal Grant Agency (i.e., from the funds awarded to ŠAU by the Ministry of Education, Youth and Sports) The event is conducted in a hybrid format.

The event was held on the following dates: 13th year: 12 January 2023; 12th year: 12 January 2022; 11th year: 13-14 January 2021; 10th year: 15-16 January 2020.

(2) Seminary "Smart car data - how to share and protect it at the same time?"

This seminar was held in a hybrid form on 2 November 2023, and the issue of collecting and protecting data collected by smart cars from the point of view of Czech and EU law was presented during the event by the research centre's doc. JUDr. Václav Šmejkal, PhD, DEA in cooperation with Mgr. Miroslav Černý, PhD from the Intellectual Property Department of Škoda Auto.

(3) Seminary "The Czech Automotive Industry and the Czech Automotive Market"

This seminar was conducted on 20 October 2023 in a hybrid format. The participants were guided through the subject matter by analysts from Česká spořitelna (Erste group), namely Tereza Hrtúsová, Tomáš Kozelský and Radek Novák. The analysts explained the importance of the automotive industry for the Czech economy, compared the production and sales of cars in the years before and after the global financial crisis, and demonstrated the development of the number of registered cars and their prices over time. They also discussed the state of electromobility in the Czech Republic.

(4) Participation of an ŠAU Research Centre employee in the Café Europa online debate

The debate, which was entitled "Automotive transport in Europe - how will it be affected by the new EU legislation?", was also attended by Lucie Krčmářová, Director of the Department of Sectoral Expertise and Industrial Policy at the Ministry of Industry and Trade of the Czech Republic, Luděk Niedermayer, Member of the European Parliament, member of TOP 09, and Zdeněk Petzl, Executive Director of the Automotive Industry Association (AutoSAP). A salient point of discussion was the established CO2 standards for passenger cars, which include a gradual reduction to zero exhaust emissions for new cars sold from 2035 or the newly proposed EURO 7 emission standard (https://1url.cz/y1xDm). – only in Czech

(5) Participation of an ŠAU Research Centre in the Hospodářské noviny podcast

Research Centre employee Ing. Michal Hrubý commented on the issue of investment opportunities from the point of view of the sustainable economy in this podcast, which was published on 6 January 2023.

(Nejlepší investice do udržitelné ekonomiky jsou teď úspory, říká expert | Hospodářské noviny (HN.cz)) - The podcast's title was "The best investment in a sustainable economy now is savings, says expert" and it was published by Hospodářské noviny (HN.cz) - only in Czech

(6) An article by an ŠAU Research Centre researcher for CEE Energy News

The article, titled "New industrial policies and the CEE automotive industry: the "lesser of two evils" vote ahead?", was published by Ing. Michal Hrubý in the online periodical CEE Energy News on 21 August 2023.

(New industrial policies and the CEE automotive industry: the "lesser of two evils" vote ahead? - CEENERGYNEWS)

(7) Contribution to Het Financieele Dagblad by a member of the ŠAU Research Centre

Ing. Michal Hrubý, a member of the ŠAU Research Centre, provided commentary on the postponement of the decision to establish an additional European Volkswagen gigafactory in collaboration with Han Dirk Hekking. The article was published in Het Financieele Dagblad on 5 November 2023.

(Tsjechië wacht niet langer op mega-investering van Volkswagen) – only in German

(8) The participation of academics from ŠAU in the Green Week event organised by Škoda Auto a.s.

Since 2021, Škoda Auto has been organising an event called Green Week for its employees, during which invited experts present current topics in the field of sustainability to the participants in the form of lectures, discussions and talks. Several academics from ŠAU across departments regularly participate as speakers at the event.

9) EDU.Lab roadshow partnership

Skoda Auto University has been a partner of the EDU.Lab initiative of Škoda Auto a.s. since the project's inception in 2021. The initiative is dedicated to promoting technical education among primary and secondary school students, with a mobile laboratory facilitating interactive introductions to contemporary technologies such as 3D printing, artificial intelligence, and virtual reality. Skoda Auto University academic staff are involved in the initiative as lecturers. (https://skodaauto-edulab.cz/) – only in Czech

10) The presentation of doc. Ing. Pavel Mertlík, CSc. and Mgr. Pavel Neset, PhD in the media on current economic topics

For instance, on 4 December 2023, the Rector of ŠAU, Mertlík, was invited to comment on the prevailing economic situation in the Czech Republic as a distinguished economist.

(https://www.ceskatelevize.cz/porady/10095426857-interview-ct24/223411058041204/) – only in Czech

11) Pavel Neset (a head of the Economics and Law Department) is a regular media presence as a member of the National Economic Council of the Czech Government (NERV).

IMPLEMENTATION OF RECOMMENDATIONS

3.7 Implementation of the recommendations in Module 3

The evaluated unit will briefly describe how it has implemented the recommendations for Module 3 from the previous evaluation period, if applicable.

Maximum 1000 words.

Self-assessment:

The IEP 2020 evaluation made the following main recommendations for the ŠAU:
The full text of each recommendation can be found in the document IEP Evaluation Report (2020).

Recommendation 3.2
ŠAU Response: The University has been involved in 6 HE consortia since 2020, but none have achieved funding.

Year	Call	Title
2020	HORIZON H2020-MG-2020-SingleStage-INEA	**AUTCIT**: Automatisation in Transport and Strategic Solution not only for Labour Market in Interaction City-Industrial Zone
2022	HORIZON-CL5-2022-D6-01	**ADeSuS CCAM VITAS**: Advanced Decision Support Systems for CCAM Vehicles Integrated in Traffic Management Systems for Smart-cities
2022	HORIZON-CL5-2022-D6-02-05	**D-MOTION**: Digital Multi-Level Governance Models for Intelligent Integration of Multi-Modal Transport Network by Multi-Actor Data Exchange
2024	HORIZON-WIDERA-2023-ACCESS-07	**EXACE Hub**: EXcellence Hub for AI Technologies in -utonomous C-onnected E-lectric Vehicles
2024	HORIZON-WIDERA-2024-ERA-02	**AMPLIFIERS:** Advancing Multi-sector Pathways between Academia and Business to Leverage Innovation, Foster Career, Interoperability and Amplify Circulation of Skilled and Entrepreneurial Research Workforce
2025	HORIZON-MISS-2024-CIT-01	**NEXTLOGIC**: Next-Gen Urban Freight Logistics for Net Zero Emissions Through Innovative Solutions

For instance, the EXACE Hub (EX-cellence Hub for AI Technologies in A-autonomous -onnected E-electric Vehicles) proposal attained a commendable score yet was not granted funding due to budgetary constraints. Since 2023, ŠAU has been engaged in COST Action projects with notable success (see 4.12). On 1 January 2025, an accomplished project manager was appointed. The portfolio of contract research sponsors in the Czech Republic has expanded with new companies, but attracting foreign sponsors has not yet been possible.

Recommendation 3.3
ŠAU Response: The project of the Technology Agency of the Czech Republic (Beta2 programme) project focused on the issue of study programmes in the field of automotive in cooperation with the Technical University of Ostrava was successful. In this project ŠAU demonstrated its erudition in this area. ŠAU also gained two contract research projects, "Research on the attractiveness of the Mladá

Boleslav region" and "Research on the attractiveness of the Rychnov region", essential for ŠAU as the most critical employer in those regions.

Recommendation 3.4
ŠAU Response: In the area of contract research, the project portfolio has expanded to include projects in the fields of education, marketing, finance, mechanical and electrical engineering. The same applies to the Technology Agency of the Czech Republic applied research projects: see indicator 3.3.

Recommendation 3.5
ŠAU Response: A methodology for measuring the impact of research on society has not yet been developed. However, ŠAU has extended its scope in contract research beyond Škoda Auto to other companies such as Siemens, Scania, V-Floors, AutoSAP.

Recommendation 3.6
ŠAU Response: Efforts to attract projects from national providers were only partially successful; see Technology Agency of the Czech Republic projects. In the area of international projects, we have described above the efforts to attract HE and international projects of the The Czech Science Foundation (GACR) Of the 11 projects submitted to the GA CR in 2020-2024, nine had an international overlap (lead agency initiative or classic bilateral project), and two projects were submitted with a national partner. Only smaller BTHA projects, EAA Norway grants and Erasmus+ projects with a research focus were successful.

Recommendation 3.7
ŠAU Response: The expansion of the portfolio of contract research providers has been described above. The same applies to the two current projects funded by the Technology Agency of the Czech Republic. The National Center of Competences project on 3D Industrial Printing has 25 partners, mainly from the business sector, and ŠAVŠ leads the VRTOUCH project with TERRAMED and JaNo.

Recommendation 3.8, 3.9
ŠAU Response: ŠAU has not yet made any progress in the issue of spin-off companies, but as will be described in the subsequent modules, with the new research direction of the ŠAU Research Centre in the area of transfer, the first steps in this area will be taken.

Recommendation 3.10, 3.11
ŠAU Response: We support Erasmus+ mobility of academics for networking purposes; solid research cooperation with academics from OTH Regensburg (Germany) takes place in the context of several BTHA grants. The University supports about 20 trips to international conferences annually, where networking takes place as a side-effect of paper presentations and expert discussions. Several academics have been involved in COST Action projects at different levels (see 4.12). The University has introduced and is refining financial incentives in open calls to publish peer-reviewed papers with international researchers and to obtain international and foreign grants by joining international consortia.

Recommendation 3.12
ŠAU Response: The ŠAU's website has been redesigned and updated, including the English version. ŠAU has produced a simple information brochure on the research focus of ŠAU, https://www.savs.cz/en/file-download/1146 , which can also be distributed electronically. More detailed information is available under QR codes. Popularization of science has been included as a bonus activity in the R&D performance evaluation. Cooperation with secondary schools in the region

is very active, and our students are recruited from these schools. The university actively cooperates with the city of Mladá Boleslav.

Overall assessment
ŠAU Response: The University participated in several Horizon Europe consortia during the evaluation period, but none proved sufficiently competitive and were not funded. Nine grants were submitted in the framework of bilateral grants and lead agency calls of the The Czech Science Foundation (GACR). However, even in these competitions, the teams from ŠAU did not obtain funding, although teams from public universities in the Czech Republic were also invited to join the project consortia. It is submitted that successful participation in international COST Action networks can serve as a springboard for entering competitive Horizon Europe consortia and other prestigious international projects.

A LIST OF SUPPORTING DOCUMENTS/LINKS FOR MODULE 3

Document name	No. criteria	Location (link in HTML)
IEP Evaluation Report (2020) *	3.7.	https://savsmb.sharepoint.com/:b:/r/sites/vat/International%20Evaluation%20Panel%202025/Documents/IEP%20Evaluation%20Report%20(2020).pdf?csf=1&web=1&e=mrro5J

* To open the document, you will need to log in after clicking the link.
Please use this login details:
Username: iep@o365.savs.cz
Password: Hodnoceni1457

Programmes and Specializations	3.1	https://www.savs.cz/en/study-programmes-and-specializations
ŠAU Departments	3.1	https://www.savs.cz/en/contacts
ŠAU Research Centre	3.1	https://www.savs.cz/en/skoda-auto-university-research-center-187lp
Automotive Study	3.1	https://www.savs.cz/en/sau-annual-study-94lp
ICAI Conference	3.1	https://www.savs.cz/en/conference-icai

Educational Technical Centre Na Hejdovce	3.1	https://www.savs.cz/en/educational-tc-na-hejdovce-227lp
International Projects	3.1	https://www.savs.cz/en/other-projects
ACBS Acreditation	3.1	https://www.savs.cz/en/news/sau-successfully-defended-its-acbsp-accreditation-until-2034-426
METAL Conference Participation (Radim Lenort, Pavel Wicher)	3.2	https://www.metalconference.eu/en/committees
GERPISA (Michal Hrubý)	3.2	https://www.gerpisa.org/en
Project FAST Result 1 – in Czech with a summary in English	3.4	https://autosap.cz/wp-content/uploads/2023/10/d1-desk-research-recent-studies-reviewed-v83-release-final.pdf
Project FAST Result 2 - in Czech with a summary in English	3.4	https://autosap.cz/wp-content/uploads/2023/11/d2-desk-research-analysis-of-the-impact-of-the-transformation-to-the-stakeholders-operating-in-the-czech-republic.pdf
Project FAST Result 3 - in Czech with a summary in English	3.4	https://autosap.cz/wp-content/uploads/2024/06/fast-strategicky-dokument-cz.pdf
Project FAST Result 4 - in Czech only	3.4	https://autosap.cz/wp-content/uploads/2024/06/navrhy-doporuceni-final.pdf
Digital Czechia in Digital Europe (publication)	3.4	https://cld.bz/udtthwt
Patent No 310 074	3.4	https://isdv.upv.gov.cz/webapp/resdb.print_detail.det?pspis=PT/2023-112&plang=CS
Patent No 310 146	3.4	https://isdv.upv.gov.cz/webapp/resdb.print_detail.det?pspis=PT/2023-111&plang=CS
Participation of an ŠAU Research Centre Employee In the Café Europa Online Debate	3.6	https://1url.cz/y1xDm

Participation of an ŠAU Research Centre in the Hospodářské noviny Podcast	3.6	Nejlepší investice do udržitelné ekonomiky jsou teď úspory, říká expert | Hospodářské noviny (HN.cz)
An article by an ŠAU Research Centre Researcher for CEE Energy News	3.6	New industrial policies and the CEE automotive industry: the "lesser of two evils" vote ahead? - CEENERGYNEWS
Contribution to Het Financieele Dagblad by a Member of the ŠAU Research Centre	3.6	Tsjechië wacht niet langer op mega-investering van Volkswagen
EDU.Lab Roadshow Partnership	3.6	https://skodaauto-edulab.cz/
The Presentation of doc. Ing. Pavel Mertlík, CSc. and Mgr. Pavel Neset, PhD in the Media on Current Economic Topics	3.6	https://www.ceskatelevize.cz/porady/10095426857-interview-ct24/223411058041204/
ŠAU R&D Brochure	3.7	https://www.savs.cz/en/file-download/1146

SELF-EVALUATION REPORT FOR MODULES 4 AND 5

HIGHER EDUCATION INSTITUTION NAME: Škoda Auto University

COMPANY REGISTRATION NUMBER (CRN): 29142890

MODULE 4 – VIABILITY

ORGANISATION AND MANAGEMENT OF R&D&I

4.1 Organisation and management of R&D&I

The HEI will briefly describe its organisational structure[1] and describe the R&D&I management system including the role of the HEI´s central management, the management of faculties, and the HEI´s institutes in organizing and managing R&D&I. It should also describe the role and structure of the technical and economic apparatus.

Maximum 1000 words.

Self-assessment:

The evaluated unit, Škoda Auto University, does not consist of faculties. It is headed by a Director, the sole statutory body, given the institution its legal entity. The Director represents all departments of the university. The Rector is the highest representative of the academic community. In cooperation with the Vice-Rector for Science and Research, the Rector manages R&D&I at the ŠAU. The Vice-Rector for Science and Research is assisted by two other Vice-Rectors: the Vice-Rector for Student Affairs and Quality Management and the Vice-Rector for International Relations. In addition, Heads of Departments play an essential role in the management of R&D&I, who periodically evaluate the staff of a given department, draw up personal development plans with them and evaluate the implementation of these plans with them annually. The evaluated unit is divided into nine departments according to their professional focus: Finance and Accounting; Human Resources Management; Informatics; Languages and Intercultural Competences; Law and Economics; Marketing and Management; Mechanical and Electrical Engineering; Production, Logistics and Quality Management; Quantitative Methods.

The academic bodies of the University play a pivotal role in the management of R&D&I. The ŠAU Academic Board is responsible for expressing its opinion on science and research management matters and approving the annual update and implementation of the ŠAU Strategic Plan in the domain of science and research.

The Internal Evaluation Board of the ŠAU plays a pivotal role in the realm of management and quality assurance in science and research. It is responsible for approving the University's Internal Evaluation Report and the annual endorsement of the fulfilment of quality standards across all domains of the University's activities, including R&D. This endorsement is formalised through an addendum to the aforementioned report.

Study programme guarantors are entrusted with several responsibilities, including conducting research relevant to the study programme and primarily responsible for obtaining and addressing external grants within the relevant or related field of study; they also select professionally relevant international partners for research projects and submit proposals for international grants with them

[1] A graphical representation of the organisational structure will be provided as an annex.

(see the document 01 – Guarantor of Study Program_OS.39.02). The same applies, mutatis mutandis, to specialisation guarantors.

The ŠAU Grant Committee is responsible for the approval of Internal Grant Agency (IGA) projects *(see the document 02 - ŠAU Internal Grant Agency (IGA))*, Grant Competitions of Excellence (GCE) from Long-Term Conceptual Development of Research Organisation funds (LCDRO) *(see the document 03 – Principles of the In-house Excellence Grant Competition ŠAU 2025)*, Student Grant Competitions (SGC) from University Specific Research funds *(see the document 04 – Principles of the Student Grant Competition)*, (both funds from the Ministry of Education), and the supervision of these projects. The Editorial Board of the ŠAU is responsible for the annual approval of the ŠAU Editorial Plan and the publication of professional books and study guides. Comprehensive details regarding the composition of each body can be found on the ŠAU website: https://www.savs.cz/en/academic-bodies.

The management of the University establishes the strategic direction, which is subsequently reflected in internal regulations binding on all ŠAU employees. The Vice-Rector for Science and Research is responsible for preparing the R&D&I guidelines, which are then approved by the University management in cooperation with the Research and Creative Activities Department staff, which has three full-time positions. The Research and Creative Activities Department supports academic staff in their research activities. The unit provides administrative support for project, publication, and R&D&I communication activities. In conjunction with the accounting and controlling, human resources, legal and marketing offices, the Research and Creative Activities department constitutes the technical and economic foundation of the institution.

The Vice-Rector for Science and Research is furthermore responsible for the Library's operation and is the direct supervisor of the Head of the Library, under whom two female staff members work. The Vice-Rector for Science and Research is also responsible for the ŠAU Research Centre, which currently employs three part-time researchers and three external analysts from Česká spořitelna, a.s. The Research Centre has been established from a previously supported initiative of a dedicated research team that focuses on research in the automotive field, and the extension of its research scope will be described below.

The list of documents and links:

01 – Guarantor of Study Program OS.39.02

https://savsmb.sharepoint.com/:b:/r/sites/vat/International%20Evaluation%20Panel%202025/Documents/Internal%20Regulations/Guarantor%20of%20Study%20Program_OS.39.02.pdf?csf=1&web=1&e=ANz3Be

02 - ŠAU Internal Grant Agency (IGA)

https://savsmb.sharepoint.com/:b:/r/sites/vat/International%20Evaluation%20Panel%202025/Documents/Internal%20Regulations/%C5%A0AU%20Internal%20Grant%20Agency%20(IGA).pdf?csf=1&web=1&e=fgEHrp

03 – Principles of the In-house Excellence Grant Competition ŠAU 2025

https://savsmb.sharepoint.com/:b:/r/sites/vat/International%20Evaluation%20Panel%202025/Documents/Internal%20Regulations/Principles%20of%20the%20In-house%20Excellence%20Grant%20Competition%20%C5%A0AU%202025.pdf?csf=1&web=1&e=G6UCPy

04 – Principles of the Student Grant Competition

https://savsmb.sharepoint.com/:b:/r/sites/vat/International%20Evaluation%20Panel%202025/Documents/Internal%20Regulations/Principles%20of%20the%20Student%20Grant%20Competition.pdf?csf=1&web=1&e=ZKXoMP

R&D&I QUALITY MANAGEMENT AND SUPPORT SYSTEM

4.2 System of support for a quality R&D&I environment and incentive measures for quality science

The HEI will briefly describe the systemic incentive measures/tools to support quality R&D&I (if applicable). For each measure/tool described, an example will be provided to illustrate the effectiveness of the measure/tool in practice (e.g. number of projects supported by internal grants, statistics on the use of advisory systems, number of newly established research teams, etc.). The description will pay particular attention to:

- A system of support for attracting national and international projects of projects.
- A system for project consultancy/management/administrative support.
- Science management (e.g., personnel and financial capacity for R&D&I transfer, personnel and financial capacity of the project acquisition support system, science managers, data analysts, business and innovation advisors, etc.).
- The existence of internal funding schemes.
- Strategy/opportunities for establishing new research teams (including international ones) and supporting them within the HEI (e.g. sharing of R&D&I equipment, laboratory and information facilities, administrative support, etc.).
- Support system for students and early career researchers[2].
- a system to support excellent science (e.g. support for excellent scientists, research teams, PhD students, collaborations, infrastructure, etc.).
- A system of support for interdisciplinary research and collaboration within the HEIs.
- The concept of providing conditions for the emergence of new, high-quality research directions/topics, especially those with application potential.

Maximum 300 words per point.

Self-assessment:

- Support system for obtaining projects (national and international)

Annually, the ŠAU issues open calls for proposals, offering subsidies for national and international projects. The evaluation of projects is based on their size and significance, with the relevant criteria documented in the attached guidelines *(see the document file 01 – Open Calls)*. In addition to these incentives, academic personnel are incentivised through a system of creditable hours (CH) for successfully securing projects, as outlined in the attached "Guidelines for Determining the Personal Evaluation of Academic Staff". Annex No. 2 of this Guidelines quantifies the number of CH for project acquisition according to the project size, and the number of CH obtained impacts the determination of the personal remuneration of academic staff *(see the document file 02 - Guidelines for Determining the Personal Evaluation of Academic Staff OS.28.03)*. The supporting role of the Research and Creative Activity department shall be described below.

Example: In the period under review, ŠAU was involved in 39 contract research projects, five national and ten international projects.

- Project consultancy/management/support administration system

The three Research and Creative Activities Department staff members have a split research project agenda by provider. They provide information support to academics on individual project calls; administrative support in preparing projects and their implementation; assistance in the disbursement of grant funds in cooperation with the Controlling and Accounting departments; and reporting in the form of interim and final project reports. In addition, the department keeps a running record of all projects undertaken. For projects of a more complex nature (for example,

[2] Student grants, support for PhD students, postdocs and early career scientists.

certain Technology Agency of CR and Programme Johannes Amos Comenius calls), ŠAU utilises external project support.

Example: The Technology Agency of CR VRTOUCH project was obtained thanks to the support of the project company Grantex.

- Science management (e.g., personnel and financial capacity for transferring R&D&I results to society, personnel and financial capacity of the project acquisition support system; science managers, data analysts, business and innovation advisors, etc.)

Publication activities in the form of scientific articles, scientific books, contributions to conference proceedings, or results of applied research are primarily financed from the university budget, partly from grant funds (conference fees, Article Processing Charges (APC), and costs for the publication of scientific books). ŠAU annually announces open calls for scientific articles *(see the document file 01 – Open Calls)* and, recently, for scientific books *(see the document file 01 – Open Calls)*. The transfer of results in the form of media outputs by the University's academics is facilitated by the Marketing Communications Department in collaboration with the Research and Creative Activities Department.

Example: In the period under review, ŠAU expended a total of CZK 1,525,000 (60, 157 EUR) from its budget on the participation of academics in conferences abroad, as well as CZK 732,000 (28, 875 EUR)on APCs, CZK 1,830,000 (72, 189 EUR) on academic activities, and CZK 541,000 (21, 341 EUR) for the publication of scientific books.

- In-house grant possibilities

Since 2021, ŠAU has provided annual support to several research projects within the ŠAU Internal Grant Agency (IGA) from the funds allocated for LCDRO. Since 2025, the Excellence Grants Competition (GCE) has been announced from the same source. Since 2016, the ŠAU has received from the Ministry of Education support for specific university research, from which it annually announces the internal Student Grant Competition for projects with Master's students (SGC).

Example: In the period under review, the ŠAU addressed eleven internal projects, including six SGC projects and five IGA projects. These projects resulted in several valuable publications for the university, while the SGC projects involved students in research activities.

- Strategies/opportunities to establish new research teams (including international ones) and support them within the university (e.g. sharing of instrumentation, laboratory R&D&I equipment, administrative support, etc.)

ŠAU has not yet formulated a strategy for establishing and supporting research teams. However, developing such a strategy is one of the University's short-term objectives. There is a high level of sharing of best practices within the institution. Given the size of the unit under evaluation, it is possible to organise workshops on sharing good practices, given the informal communication channels that have been set up. Although grassroots, this initiative is receiving comprehensive backing from the university's administration and is incorporated into the annual staff workshops.

Example: As of the conclusion of 2024, two workshops were conducted on utilising the Web of Science database and the engagement with the research team, with a focus on the cultivation of professional networks. However, as previously mentioned, this initiative has not yet been formally established.

- support system for students and early career researchers[3]

The ŠAU invites research-oriented Master's students to participate in SGC projects. Master's students may also participate in IGA projects and contract research projects. Potential participants are directed to the ŠAU website: https://www.savs.cz/en/im-interested-in-science-286lp and via the institution's social media accounts. The primary liaison for such students is the Research and Creative Activities Department, in collaboration with the Marketing Department. The institution has not yet developed a system of support for early career researchers due to the age structure of the academic staff and the absence of a doctoral programme. However, the establishment of an Innovation Incubator is planned for 2025, which will be linked to establishing the Transfer Centre. This Innovation Incubator will serve both students and academics.

Example: student participation in conferences.
Since 2023, ŠAU has been a co-organiser of a scientific international student conference, vwich is organised by five universities from the Czech Republic, Poland and Slovakia. In both years, the ŠAU students achieved first place in the competition for the best presentation. In 2023, the 6th International Student Scientific Conference mŠVOK was held in the University of Zielona Góra. In 2024, the 7th Conference mŠVOK was held in the ŠAU campus.

Example: Involvement of students in contract research projects of the Department of Logistics, Production Management and Quality:
- 2022: Conceptual use of flexible unit load AGVs on an automotive assembly hall - students Lukáš Jón, Aneta Klusoňová, Namadevan Yuvanesh Kanna
- 2023: Expert support for implementing lean production principles in the service processes of SCANIA CZECH REPUBLIC, s.r.o. - students Matěj Karhan, Denis Mašika
- 2023: Logistic concept for the use of waste packaging material for packaging in the dispatch centre - students Ema Hrubešová, Simona Larišová
- Design, construction and installation of handling systems using Karakuri principles - students Ema Hrubešová, Ondřej Svoboda, Jan Mudroch.

- System of support for excellent science (e.g. support for excellent scientists, research teams, PhD students, collaboration, infrastructure, etc.)

The promotion of excellent science is facilitated by a system of open calls *(see the document file 01 – Open Calls)*, the wording of which demonstrates financial bonuses both for the quality of journals in which researchers publish and for collaboration with renowned scientists or universities. The same applies, mutatis mutandis, to the production of scientific books. Also, the remuneration for obtaining a grant is graded according to the size and reputation of the project obtained. A new internal Grant of Excellence (GCE) competition has been launched for 2025. The underlying principles of the present competition are attached *(see the document 03 – Principles of the In-house Excellence Grant Competition ŠAU 2025)*. The ŠAU staffing policy, which aims to promote excellence in research and development (R&D) by allocating researchers and academics, is described in more detail in Indicator 4.5.

Example: Open Calls and Excellence Grant Competition *(see the document folder 01 – Open Calls, and the document 03 – Principles of the In-house Excellence Grant Competition ŠAU 2025)*

- System for supporting interdisciplinary research and collaboration within HEIs

ŠAU has established a Research Club communication platform, facilitating four annual meetings across departments and research centres to discuss collaborative opportunities on joint projects and publications. This platform operates within MS Teams, serving as an online meeting forum and a continuous information channel about project calls, relevant workshops and other events. Concurrently, there is an opportunity to participate in staff workshops and to share good practices to promote collaboration on R&D&I activities. Last but not least, every year at ŠAU, there is a Research Open Day, which is not only for the general public but especially for academics of the evaluated unit to get acquainted with the project activities of colleagues and to establish possible collaboration across the departments of the HEI.

Examples: Research Club and the annual Research Open Day.

- Concept of providing conditions for new high-quality research directions/topics, especially with application potential

A new branch of research at the ŠAU Research Centre with application potential is the focus on knowledge and technology transfer from 2025. Several internal grant titles of the ŠAU (see above) allow researchers to compete for relatively generous grant support concerning the size of the HEI without thematic restrictions.

The list of documents and links:

01 – Open Calls

https://savsmb.sharepoint.com/:f:/r/sites/vat/International%20Evaluation%20Panel%202025/Documents/Internal%20Regulations/Open%20Calls?csf=1&web=1&e=8knEk3

02 – Guidelines for Determining the Personal Evaluation of Academic Staff OS.28.03

https://savsmb.sharepoint.com/:f:/r/sites/vat/International%20Evaluation%20Panel%202025/Documents/Internal%20Regulations/Guidelines%20for%20Determining%20the%20Personal%20Evaluation%20of%20Academic%20Staff%20OS.28.03?csf=1&web=1&e=a00Yic

03 – Principles of the In-house Excellence Grant Competition ŠAU 2025

https://savsmb.sharepoint.com/:b:/r/sites/vat/International%20Evaluation%20Panel%202025/Documents/Internal%20Regulations/Principles%20of%20the%20In-house%20Excellence%20Grant%20Competition%20%C5%A0AU%202025.pdf?csf=1&web=1&e=G6UCPy

[3] udent grants, support for PhD students, postdocs and early career scientists.

4.3 Quality control system for R&D&I environment

The HEI will briefly describe the system of internal and external evaluation of research units, including the following aspects:

- Internal and external evaluation of R&D&I quality: This includes the evaluation of R&D&I by the HEI´s authorities, the evaluation of research teams (if such a system exists), and the involvement of international scientific councils or other independent advisory bodies in quality control and of R&D&I management.
- The ethical aspects of research: This includes adherence to ethical principles and good scientific practice, compliance with related legislation (codes of ethics, ombudspersons, ethics committees and ethics hotlines, and systems for reporting whistleblowing and ethical misconduct).

The HEI shall demonstrate the functioning of the quality control systems in the R&D&I environment by examples (e.g., brief information on the evaluations carried out and their results, specific examples of the use of whistleblowing or the handling of ethical violations, etc.).

Maximum 500 words plus 200 words for each example described (max. five).

Self-assessment:

- Internal and external evaluation of R&D&I quality: evaluation of R&D&I by university authorities, evaluation of research teams (if such a system exists), involvement of international scientific councils or other independent advisory bodies in quality control and management of R&D&I

ŠAU boasts a sophisticated and operational system of quality assessment for individual activities, as delineated in the Principles of the System of Quality Assurance *(see the document 01 – Principles of the System of Quality Assurance NO.17.02)*. Additionally, ŠAU has established an Internal Evaluation Board (IEB) https://www.savs.cz/en/academic-bodies, which is entrusted with managing this system. The IEB is tasked with preparing an Internal Evaluation Report (IER), a task to be completed at least once every five years. The report will be accompanied by annual supplements monitoring its implementation. The existence of a functioning quality management system was one of the decisive grounds for obtaining institutional accreditation from the National Accreditation Office in 2024. An annual evaluation of the fulfilment of the ŠAU strategic plan in the field of R&D by the Rector's advisory board, the IEB and the ŠAU Academic Board is also a feature of the system.

- The ethical aspects of research, including compliance with ethical principles and good scientific practice, as well as relevant legislation (codes of ethics, ombudsman institutes, ethics committees and ethics hotlines, systems for whistleblowing and dealing with ethical violations, etc.)

Since 2021, ŠAU has had a Code of Ethics *(see the document 02 – Code of Ethics)*, and its third part deals with ethical principles of scientific work. Every academic staff member is familiar with it, and the Code is binding to them. The Code of Ethics implies the obligation to establish an ŠAU Ethics Committee, which has been effectively functioning at the Academy since its establishment. ŠAU has also adopted a Whistleblower protection *(see the document 03 – Whistleblower protection OS.72.01)*. The ŠAU also has two ombudsmen (https://www.savs.cz/en/contacts). The assessed unit has also joined the NNTB - Don't Let It Be (NNTB – Nenech to být in Czech) platform, which can also be used to report offences against the Code of Ethics (https://www.savs.cz/en/faceup-223lp).

Example: The Ethics Committee has convened seven times since its establishment in 2021 and has addressed a total of four complaints as of 1 March 2025.

The list of documents and links:

01 – Principles of the System of Quality Assurance NO.17.02

https://savsmb.sharepoint.com/:b:/r/sites/vat/International%20Evaluation%20Panel%202025/Documents/Internal%20Regulations/Priniciples%20of%20the%20System%20of%20Quality%20Assurance%20NO.17.02.pdf?csf=1&web=1&e=6h6o4E

02 – Code of Ethics

https://savsmb.sharepoint.com/:b:/r/sites/vat/International%20Evaluation%20Panel%202025/Documents/Internal%20Regulations/Code%20of%20Ethics_EN.pdf?csf=1&web=1&e=J8BLYv

03 – Whistleblower protection OS.72.01

https://savsmb.sharepoint.com/:b:/r/sites/vat/International%20Evaluation%20Panel%202025/Documents/Internal%20Regulations/Whistleblower%20protection%20OS.72.01.pdf?csf=1&web=1&e=u8gV6n

4.4 Sustainability and resilience of R&D&I

The HEI will describe the arrangements for sustainability and increasing the resilience of R&D&I, if such a system exists, and provide examples of its implementation. These include:

- The sustainable development concept (strategy, objectives, plan and implementation).
- Social responsibility strategy.
- A knowledge transfer system, if it is established at central level.[4]
- The third role, the transfer of R&D&I results to society and interaction with local actors.
- The concept of research data management (data collection, access and sharing of data, use of the information obtained for R&D&I management, responsibility for data files, archiving and backup of data).
- Ethics and personal data protection.
- Intellectual property protection.
- Ensuring institutional resilience (resistance to foreign influence, cyber security, risk prevention, prevention of misuse of R&D&I and knowledge transfer results, a system to prevent or mitigate the negative impacts of R&D&I and knowledge transfer in society).
- Digitisation and the use of smart technologies.
- The institutional strategy for Open Science 2.0/Open Access (if one exists), including information on the operation of the institutional repository or similar tools.
- A system for training undergraduate and postgraduate students as well as staff in the field of intellectual property protection and technology transfer.

The HEI will demonstrate the effectiveness of its procedures by examples (e.g., the number of people trained in intellectual property protection and technology transfer, data on the usage of Open Access repositories, handling of risk incidents, etc.).

Maximum 300 words per point.

Self-assessment:

- Sustainable Development Concept (strategy, objectives, plan and method of implementation)

The development of a Sustainability Action Plan was initiated in 2023 to provide a framework for the activities that have been initiated and those that have been executed by the assessed unit over

[4] If the knowledge transfer system is decentralised to the unit level, the HEI shall describe how the system works.

the preceding years. The document is accessible to all employees via the ŠAU website and the staff portal (https://www.savs.cz/en/sustainability-161lp).

The document is structured into the following sections: Healthy Lifestyles and Care for the ŠAU Community; Equal Opportunities for All; Supporting the Region; Strategic Partnerships; Education for Sustainability; Creativity; Digitisation and IT; Mobility and Transport; Catering; and Responsible Purchasing. The specific activities planned under Creative Activity are as follows:

1) Analysis of development opportunities in the field of sustainability education and research
2) Providing assistance to research initiatives focused on sustainability.
3) Support for students' final theses on sustainability-related topics.

The following example illustrates the implementation of the strategy: In 2024, internal workshops were organised to identify potential opportunities and risks. The Sustainability Action Plan is currently (March 2025) being disseminated to the entire academic community and operational staff.

- Corporate Social Responsibility Strategy

The CSR strategy of the ŠAU is delineated in the Social Responsibility and the University's Third Role *(see the document 01 – Social responsibility and the University's third role).* The assessed unit perceives social responsibility in three areas: Social, environmental and economic.

The social pillar is the most developed part of the strategy. ŠAU encourages its employees to participate in volunteer events by allowing them to take a day of paid time off and informing them about events organised in the region.

Concerning the environmental pillar, representatives of the University are involved in Škoda Auto's activities aimed at caring for the environment, and the topics of ecology and ecological solutions are also written into the subjects taught.

Implementation example: Notably, in response to the ongoing conflict in Ukraine, the university proactively initiated educational initiatives, offering integration and language courses for Ukrainian children and adults residing in the host country. Further details pertaining to this initiative can be accessed here: https://www.savs.cz/en/integration-projects-at-ŠAU-247lp. The institution has also supported local institutions, such as the Mladá Boleslav Senior Citizens' Home, and has cooperated with the non-profit organisation Fokus, which provides social services.

- The establishment of a knowledge transfer system at a central level

At present, due to the prevailing research focus of ŠAU, the establishment of a knowledge transfer system has not yet been realised. However, ŠAU plans to direct its research efforts towards this objective within the Research Centre, with the subsequent establishment of a knowledge and technology transfer system.

- The third role, the transfer of R&D&I results to civil society and interaction with local actors

a) In relation to the application sphere, it includes mainly educational activities, contract and application projects, as well as the involvement of experts from practice in educational activities.

b) In relation to the professional community, it includes participation in professional organisations and conferences and educational activities for the professional public in the framework of lifelong learning courses.

c) In relation to the general public, the activity of the ŠAU experts is focused on providing input on general, social and civic issues through media coverage public discussions.

d) In higher education, ŠAU participates in representative bodies and fosters inter-university cooperation, both in the Czech Republic and abroad.

f) ŠAU also works with primary and secondary schools, as well as non-formal education institutions in the regions where it operates.

Examples:

The ŠAU is a part of the Škoda Auto a.s. education system, together with the Škoda Auto Secondary Vocational School of Mechanical Engineering and the Škoda Academy, which provide professional training for employees.

ŠAU plays a key role in the public life of Mladá Boleslav, organizing professional lectures and seminars. Its campus serves as a cultural and social hub for the city. The ŠAU participated in research on the perceived attractiveness of the Mladá Boleslav region and the Rychnov region.

The ŠAU Research Centre also organises four publicly accessible expert lectures per year, and every two years, the ICAI (International Conference on Automotive Industry) is held, the plenary part of which is made available to the general public.

In collaboration with Impact Hub Mladá Boleslav, ŠAU hosts events like the Entrepreneurship Brunch. Additionally, it co-organized the "City of Electromobility" exhibition with the Czech Technical University, the City of Mladá Boleslav, and the Škoda Auto Foundation.

- Research data management concepts (collection, access and sharing of data, use of the information obtained for R&D&I management, responsibility for data files, archiving and backup of data)

The records of research projects are kept by the R&D department, which prepares the data for internal use, for reporting to providers and for the Czech Statistical Office's R&D statistics. The concept of research data management is currently being prepared.

- Ethics and data protection

ŠAU has a Personal data protection since 2018, which is attached and binding for all employees *(see the document 02 - Personal data protection OS.41.01).* It contains the principles for handling personal data, organisational measures to protect personal data, rules for the acquisition, collection, storage, use, dissemination and retention of personal data, and the rules for obtaining consent for the processing of personal data. Research ethics is also addressed in the previously mentioned Code of Ethics. Furthermore, the Institution has issued an Information Memorandum on the protection of personal data concerning conferences, seminars and other professional events, which is available at the bottom of the ŠAU website: https://www.savs.cz/en/conferences-and-seminars

- Protection of intellectual property

The ŠAU issued the first directive on the protection of intellectual property in 2015 and has since been subject to several updates, the most recent of which can be found in the attached appendix *(see the document 03 – Protection of intellectual property OS.8.03*). This document details the principles for dealing with intellectual property, the legal rights and obligations of the parties involved, the methods of notification and registration of intellectual property objects (IPR), the principles for remuneration of authors of employee works, and the matter of inventions and university works. Given the further development of ŠAU, the orientation towards technical disciplines and the focus on knowledge and technology transfer, an update of these guidelines is planned for Q3 2025.

- Ensuring institutional resilience (resilience against foreign influence, cybersecurity, risk treatment, prevention of misuse of R&D&I and knowledge transfer results, system to prevent or mitigate adverse impacts of R&D&I and knowledge transfer on society)

ŠAU fulfils key aspects of institutional resilience in R&D:
Financial stability – long-term diversification of funding sources, i.e., tuition fees, donations from the founder and other donors, project activities.
Academic autonomy – ŠAU is independent of political or economic pressures, allowing for long-term autonomy in research.
Adaptability and innovation - the HEI is able to respond to technological changes, new research directions, and crises (e.g., the pandemic of the novel coronavirus and geopolitical crises in the world).
Ethical mechanisms include transparency, promotion of open science and avoidance of plagiarism.

Human capital is supported by measures that encourage researchers, students and administrative personnel, with a focus on preventing burnout and promoting diversity and inclusion. In accordance with the requirements of the Cybersecurity Act, the ŠAU has several internal regulations governing this area. The overarching document is the Information Security Management System Policy *(see the document file 04 – Information Security Management System Policy NO.30.02).* ŠAU has established and maintains an Information Security Management System overseen by an Information Security Manager.

In alignment with the IT Security Directive, the principles of IT security rules have been established, alongside the Information Systems Access Directive *(see the document file 05 - Access to Information Systems OS.47.01 4)*, which deals with the approval, granting, and withdrawal of rights to individual information systems of the HEI. A further related directive is the Human Resources Security Policy *(see the document 06 – Human Resources Security Policy SOP.10.01)*, which establishes principles and requirements applicable to employees at all stages of their organisational lifecycle. In line with the recommendations of the Ministry of Education, the ŠAU does not establish research cooperation with universities and researchers from high-risk countries such as China and Russia.

- Digitisation and the use of smart technologies

ŠAU has been proactive in encouraging employees and students to utilise contemporary technologies. In the early days of the 2020 pandemic, the institution transitioned to online learning with remarkable expediency, becoming among the first universities to offer its students and staff a peer-to-peer connection through the MS Teams platform. Concurrently, the university has adopted the Office 360 platform for file and information sharing, ensuring accessibility for all members of the academic community and staff. The ŠAU has also been proactive in supporting its academic staff in acquiring and developing AI competencies, evidenced by the organisation of workshops on the subject since the early days of the technology. Notably, augmented reality technology has been integrated into the laboratory facilities. Concurrently, the technical, IT and logistics disciplines at the university have undergone significant development, with the establishment of the Educational Technical Centre Na Hejdovce (ETCNH) in 2023, located in proximity to the main building in Mladá Boleslav. The ETCNH is equipped with state-of-the-art technology available to students and academic staff.

Last but not least, the academics at ŠAU have an Academic Information System (AIS), in which each academic has an interface where they can access timetables, room occupancy, internal regulations, list of publications (data collection is ongoing with high support from the Research and Creative Activity Department), project activities, etc.

- The institutional strategy for Open Science 2.0/Open Access (if applicable) is also available, including information on the operation of the institutional repository or similar tools

ŠAU is committed to the responsible handling of rights to staff works and/or data generated by research projects in progress. Therefore, access to the university repository, which is operated by the Faculty of Informatics of Masaryk University in Brno, was established in 2023. In addition to ŠAU, it is used by 30 other institutions, including public and state universities, private universities and higher vocational schools. The repository's function is to collect and archive staff and other works that exist in written form. The repository can be accessed here: the repository of scientific works https://repozitar.cz/?lang=en - only in Czech. Within the submitted project Programme Johannes Amos Comenius framework, which aims to develop a research organisation, the ŠAU is committed to developing an institutional strategy for Open Science. Thus, this strategy is envisaged in the short term.

- A system for training undergraduate and postgraduate students and staff in intellectual property protection and technology transfer

ŠAU has not yet established a system for education in the field of IP protection; however, it will be included in the forthcoming doctoral programme as one of the compulsory subjects. All employees of the HEI are obliged to familiarise themselves with the organisational directive on IP protection. In the area of technology transfer, no guidelines have yet been developed for the HEIs, given their current research focus.

The list of documents and links:

01 – Social Responsibility and the University's Third Role

https://savsmb.sharepoint.com/:b:/r/sites/vat/International%20Evaluation%20Panel%202025/Documents/Internal%20Regulations/Social%20responsibility%20and%20the%20University%E2%80%99s%20third%20role_NO.29.01_EN.pdf?csf=1&web=1&e=wNFvv4

02 – Personal data protection OS.41.01

https://savsmb.sharepoint.com/:b:/r/sites/vat/International%20Evaluation%20Panel%202025/Documents/Internal%20Regulations/Personal%20data%20protection%20OS.41.01.pdf?csf=1&web=1&e=IcbfT8

03 – Protection of intellectual property OS.8.03 EN

https://savsmb.sharepoint.com/:b:/r/sites/vat/International%20Evaluation%20Panel%202025/Documents/Internal%20Regulations/Protection%20of%20intellectual%20property_OS.8.03_EN.pdf?csf=1&web=1&e=jdQG1Z

04 – Information Security Management System Policy NO.30.02 EN

https://savsmb.sharepoint.com/:f:/r/sites/vat/International%20Evaluation%20Panel%202025/Documents/Internal%20Regulations/Information%20Security%20Management%20System%20Policy_NO.30.02_EN?csf=1&web=1&e=mNxuw0

05 - Access to Information Systems OS.47.01 4 EN

https://savsmb.sharepoint.com/:f:/r/sites/vat/International%20Evaluation%20Panel%202025/Documents/Internal%20Regulations/Access%20to%20Information%20Systems%20OS.47.01_4_EN?csf=1&web=1&e=bLcajw

06 – Human Resources Security Policy SOP.10.01

https://savsmb.sharepoint.com/:b:/r/sites/vat/International%20Evaluation%20Panel%202025/Documents/Internal%20Regulations/Human%20Resources%20Security%20Policy%20SOP.10.01.pdf?csf=1&web=1&e=EmSAeL

PERSONNEL POLICY

4.5 Structure of human resources

The HEI shall describe the current state, age structure, degree of internationalization and development trends of the staff involved in R&D&I, along with their distribution by a job title and gender for the period of 2020–2024 as detailed in annex tables (Tables 4.5.1 to 4.5.3) (including the provision of technical and economic facilities).

Maximum 1000 words.

Self-assessment:

The gender representation corresponds to the professional focus of the accredited study programmes: the technically oriented SPs are taught exclusively by men, while women predominantly teach the economically oriented SPs. Academic staff have a distribution of performance in the ratio of 60% teaching activities and 40% creative activities. The Research Centre employs three researchers who are exclusively engaged in research activities, see https://www.savs.cz/en/skoda-auto-university-research-center-187lp. As of 1 February 2025, on the recommendation of the IEP 2020, the ŠAU currently allocates four academic staff members with the prerequisites for carrying out high-quality research activities to the position of "academic staff with a predominantly scientific focus". These academics have a performance distribution of 30% teaching and 70% research, and the University expects to benefit from this arrangement in the form of more high-quality projects and publications. For further details, please refer to the Guidelines for Determining the Personal Evaluation of Academic Staff and Annex No. 2 of this Directive *(see the document file 01 – Guidelines for Determining the Personal Evaluation of Academic Staff OS.28.03)*. It should be noted that all changes to the remuneration of ŠAU employees must be discussed with the KOVO Škoda Auto Union in advance. Therefore, this delay in adopting the modifications to the Directive and its subsequent implementation is to be expected.

The list of documents and links:

01 – Guidelines for Determining the Personal Evaluation of Academic Staff OS.28.03

https://savsmb.sharepoint.com/:f:/r/sites/vat/International%20Evaluation%20Panel%202025/Documents/Internal%20Regulations/Guidelines%20for%20Determining%20the%20Personal%20Evaluation%20of%20Academic%20Staff%20OS.28.03?csf=1&web=1&e=LM5WLP

4.5.1 Staff involved in R&D&I of the university (FTE) in the period under review

Academic/professional position	Total 2020	Of which women [%]	Of which foreign [%][5]	Total 2024	Of which women [%]	Of which foreign [%]
Professor	6.6	7.6 %	0 %	6.6	4.5 %	0 %
Associate Professor	11.7	32.5 %	0 %	12.6	32.5 %	0 %
Assistant Professor	24	33.8 %	4.2 %	25.8	40.7 %	3.9 %
Assistant	5.1	0 %	0 %	5.2	11.5 %	0 %
R&D Personnel[6]	0	0 %	0 %	0	0 %	0 %
Researchers in other categories[7]	0	0 %	0 %	1	0 %	0 %
Technical and economic staff[8]	26.43	84.9 %	0 %	32.4	82.4 %	3 %
Early career researcher[9]	0	0 %	0 %	0	0 %	0 %
Scientific, research and development staff involved in teaching activities	3	100 %	0 %	4.1	100 %	24 %
Total number of foreign nationals	1	0 %		3	100 %	

Note: The categories professor, associate professor, assistant professor, assistant, other scientific, research and development staff, scientific staff not falling into other categories and technical and economic staff are mutually exclusive, i.e. one staff member is reported under one category only. Scientific, research and development staff involved in teaching activities and early career researchers are reported collectively for all the above-mentioned categories.
Note: The average number of hours worked is calculated as the ratio of the total number of hours actually worked during the reference period, from 1 January to 31 December, by all staff (including agreement on work activity, excluding agreement on work performance) to the total annual working time pool per full-time employee. The full- time status of the worker in the evaluated unit is always reported. If an employee holds more than one type of full-time job within the evaluated unit, the total sum of the two shall be reported.

4.5.2 Percentage of HEI´s staff involved in R&D&I, categorized by age structure, job title, and gender in the year 2020 (number of physical employees and staff)

Academic/professional position	Under 29 years [%]		30-39 years [%]		40-49 years [%]		50-59 years [%]		60-69 years [%]		70 years and over [%]	
	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women
Professor	0.0%	0.0%	0.0%	0.0%	2.1%	0.0%	2.1%	0.0%	2.1%	0.0%	3.2%	2.3%
Associate Professor	0.0%	0.0%	1.1%	0.0%	5.3%	2.3%	4.3%	0.0%	3.2%	4.5%	1.1%	2.3%
Assistant Professor	0.0%	0.0%	7.4%	9.1%	13.8%	6.8%	8.5%	9.1%	3.2%	0.0%	0.0%	0.0%
Assistant	1.1%	0.0%	2.1%	0.0%	2.1%	0.0%	1.1%	0.0%	0.0%	0.0%	0.0%	0.0%
Early career researcher [10]	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

[5] Researchers with Slovak citizenship are not considered foreign.
[6] The category "Other scientific, research and development personnel" includes technical and professional personnel who are not directly involved in R&D&I but are indispensable for the research activity (e.g. operators of research facilities).
[7] The category "Researchers not falling under other categories" includes all other staff who cannot be classified under any of the above categories (e.g. independent researcher/scientist).
[8] Who participates in the management and support of R&D&I in the institution.
[9] See Definition of Terms in Methodology HEI2025+.
[10] See Definition of Terms in Methodology HEI2025+.

R&D Personnel [11]	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Researchers in other categories [12]	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Technical and economic staff [13]	7.4%	13.6%	13.8%	29.5%	4.3%	2.3%	6.4%	11.4%	1.1%	0.0%	0.0%	0.0%
Scientific, research and development staff involved in teaching activities	0.0%	0.0%	1.1%	2.3%	1.1%	2.3%	1.1%	2.3%	0.0%	0.0%	0.0%	0.0%

Note: The total number of employees/workers as of 31.12. of the calendar year in question is to be given, irrespective of the proportion of full-time equivalents, but only in an employment relationship, i.e. not including persons working parttime agreements. Other types of contractual relationships under the Civil Code that involve purchase of services are not included.

4.5.3 Percentage of HEI´s staff involved in R&D&I, categorized by age structure, job title, and gender in the year 2024 (number of physical employees and staff)

Academic/professional position	Under 29 years [%]		30-39 years [%]		40-49 years [%]		50-59 years [%]		60-69 years [%]		70 years and over [%]	
	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women
Professor	0.0%	0.0%	0.0%	0.0%	1.9%	0.0%	1.9%	0.0%	3.8%	0.0%	2.9%	1.7%
Associate Professor	0.0%	0.0%	1.9%	0.0%	2.9%	1.7%	3.8%	3.4%	2.9%	1.7%	1.9%	3.4%
Assistant Professor	0.0%	0.0%	3.8%	5.2%	12.4%	8.6%	9.5%	8.6%	1.9%	0.0%	1.0%	0.0%
Assistant	0.0%	0.0%	1.0%	1.7%	1.0%	0.0%	2.9%	0.0%	0.0%	0.0%	0.0%	0.0%
Early career researcher [14]	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
R&D personnel [15]	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Researchers in other categories [16]	1.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Technical and economic staff [17]	5.7%	8.6%	16.2%	29.3%	6.7%	6.9%	5.7%	8.6%	1.0%	0.0%	0.0%	0.0%
Scientific, research and development staff involved in teaching activities	0.0%	0.0%	1.9%	3.4%	0.0%	0.0%	3.8%	6.9%	0.0%	0.0%	0.0%	0.0%

Note: The total number of employees/workers as of 31.12. of the calendar year in question is to be given, irrespective of the proportion of full-time equivalents, but only in an employment relationship, i.e. not including persons working parttime agreements. Other types of contractual relationships under the Civil Code that involve purchase of services are not included.

[11] The category "Other scientific, research and development personnel" includes technical and professional personnel who are not directly involved in R&D&I but are indispensable for the research activity (e.g. operators of research facilities).
[12] The category "Researchers not falling under other categories" includes all other staff who cannot be classified under any of the above categories (e.g. independent researcher/scientist).
[13] Who participates in the management and support of R&D&I in the institution.
[14] See definitions in Methodology HEI2025+.
[15] The category "Other scientific, research and development personnel" includes technical and professional personnel who are not directly involved in R&D&I but are indispensable for the research activity (e.g. operators of research facilities).
[16] The category "Researchers not falling under other categories" includes all other staff who cannot be classified under any of the above categories (e.g. independent researcher/scientist).
[17] Who participates in the management and support of R&D&I in the institution.

4.6 Academic and Research Careers

The HEI will briefly describe the central system for HR recruitment, placing particular emphasis on recruitment from outside the HEI, especially from abroad, as well as system of career development of academic and research staff, if such system exists. Information will be provided on:

- Career development rules and legislation related to the recruitment and career development of domestic and foreign employees (e.g. Career Code, HR Award, OTMR policy, etc.).
- International tenders.
- The process of new employee adaptation and mentoring.
- Transparent distribution of institutional time, attitudes towards chaining of contracts and senior academic positions.
- Rules for filling senior positions in the context of R&D&I.
- The rules and support system of sabbaticals.
- Measures for the return of workers after a stay in an external workplace, including a foreign workplace.
- Arrangements for workers to return after maternity/parental leave or other career breaks (e.g. caring for family members).
- Other relevant information at HEI discretion.

The HEI shall provide a reference to an existing career code or similar document (if one exists). The HEI shall describe the effectiveness of the systems used with examples (e.g. a model example of the adaptation process, a specific anonymised example of an academic's career path, statistics on the return after maternity/parental leave or career breaks before and after the implementation of the measures, etc.).

Maximum 300 words per point.

Self-assessment:

- Career development policies and legislation governing the recruitment and career development of domestic and foreign employees (e.g., Career Code, HR Award, OTMR policy, etc.)

The principle of equal treatment of all employees, irrespective of gender and nationality, is consistently upheld in the context of career development. As part of the HR Award process, which commenced in 2024, an action plan has been formulated, with the preparation of the Career Code scheduled for 1/2026.

- International tenders

ŠAU was among the first private HEIs in the country to obtain the status of a research organisation for recruiting researchers from third countries in 2024, a status that, among other things, significantly speeds up visa procedures. A system for recruiting staff from abroad is in preparation based on this new status.

- The process of adaptation of new staff and mentoring

The adaptation process for new staff is described in detail in the organisational directive adopted in May 2024 *(see the document 01 – Employee Adaptation Process OS.69.01)*. The directive sets out the entire adaptation process. Also, it includes an Employee Adaptation Plan form, which lists the initial

training the new employee must complete, including the name of the mentor who will guide the individual through the adaptation process.

- Transparent distribution of institutional time, attitude towards chaining of contracts and academic leadership positions

The distribution of institutional time is based on the recruitment process of male and female staff and, where appropriate, on the career development of male/female staff. Institutional FTEs are approached taking into account the institution's specific needs and its staff's characteristics. The institution shall manage fixed-term contracts under the applicable legislation. When a fixed-term staff member is recruited, the contract is converted into an open-ended contract after the first year. However, an exception to this is when the recruitment is transparently implemented as a replacement for a staff member on maternity leave.

- Guidelines for filling senior positions in the context of R&D&I

The process for filling senior positions in the context of R&D is based on the recruitment process for both male and female staff, with the quality of the employee's scientific activity being a key consideration in the selection process.

- Procedures and system for the support of the so-called sabbaticals

The rules and system for the support of the so-called sabbaticals are laid down in the document Working hours *(see the document 02 – Working hours OS.59.03)*, which sets out the application procedure. The Institution will consider applications in the light of the specific needs and size of the workplace.

- Arrangements for the return of staff after a stay at an external site, including a foreign facility

In the case of a long-term stay, the procedure is governed by the organisational directive Adaptation Process of Employees. For a short-term stay, the employee is treated on an individual basis. As a rule, the employee's Superior coordinates the process of engagement in activities after return. The integration of these staff members is facilitated by the fact that even during absences from the ŠAU, the staff members are sent all information emails concerning the running of the HEI.

- Measures to support the return of workers after maternity/parental leave or other career breaks (e.g. caring for family members)

An employee's return from maternity/parental leave (ML/PL) or other career breaks is governed by the Employee Adaptation Process organisational policy, which defines the adaptation process upon return from ML/PL. Even during ML/PL, all employees receive information e-mails and can participate online in regular all-employee workshops twice a year, where key information on the functioning of the HEI is presented. The creation of the career regulations is planned for 1/2026.

- Examples of the effectiveness of the systems used (e.g. a model example of the adaptation process, a specific anonymised example of an academic's career path, statistics on staff returns after maternity/parental leave or career breaks before and after the implementation of the measures, etc.)

A model example of the adaptation process: An associate professor in the Department of Management and Marketing started her employment on 1 September 2024; the Adaptation Plan was handed over to her on 3 September 2024; a mentor was appointed to guide the academic staff

member through the whole process including initial training, familiarisation with the organisational guidelines and other organisational norms. On 2 December 2024, the adaptation plan was evaluated in the presence of the mentor and the employee's Supervisor, with the employee's comments on the adaptation process.

Example of career path of an academic staff member: An academic staff member (associate professor) with extensive scientific research and publication activities became one of the founding members of the new Research Centre of Škoda Auto University as an independent researcher.

Statistics on employees' return after maternity/parental leave or career break.

- In 2021, there were three female academics on ML/PL in total.
- In 2022, the total number of female academics on ML/PL increased to four.
- In 2023, two female academics returned to part-time employment, and from the subsequent academic year onwards, their status will revert to that prior to their ML/PL.
- In 2024, the remaining two female academics returned to part-time employment, and from the subsequent academic year onwards, their status will revert to that prior to their ML/PL.

The list of documents and links:

01 – Employee Adaptation Process OS.69.01

https://savsmb.sharepoint.com/:f:/r/sites/vat/International%20Evaluation%20Panel%202025/Documents/Internal%20Regulations/Employee%20Adaptation%20Process%20OS.69.01?csf=1&web=1&e=oa9Dxx

02 – Working hours OS.59.03

https://savsmb.sharepoint.com/:b:/r/sites/vat/International%20Evaluation%20Panel%202025/Documents/Internal%20Regulations/Working%20hours%20OS.59.03.pdf?csf=1&web=1&e=8DAGGI

4.7 Gender equality measures

The HEI will briefly describe the measures relating to the application of gender equality in the areas required for assessment criteria 4.5, 4.6, with an emphasis on:

- Gender equality in recruitment and career development.
- Legislation and documents regulating gender equality (e.g. Gender Equality Plan, Action Plans, strategic documents for equality, including links to overarching strategies, etc.).
- The filling of leadership positions (including gender balance in leadership positions, see Table 4.7.1).
- Nominations to professional bodies.
- Evaluation and remuneration.
- Measures to reconcile the work and family life of researchers (flexible working hours, flexible forms of work, maternity/parental leave management, facilitating child/dependent care, age management in relation to gender).
- Measures to eliminate negative workplace behaviour such as mobbing and sexual harassment.

The HEI shall provide evidence of the examples from practice (e.g. use of flexible working hours, dealing with cases of mobbing or sexual harassment, compliance with the principles of gender equality in HEI professional bodies, etc.).

Maximum 300 words per point.

Self-assessment:

- Gender equality system in the recruitment and career development process

The HR office always publishes job advertisements using gender-sensitive language. The recruitment process is carried out with the help of a selection committee, which is regularly trained on the system of non-discrimination in the selection process. ŠAU distances itself from sexual harassment, gender-based violence, any form of discrimination and any other harassing behaviour that may harm female employees. Equal treatment of all male and female employees is consistently maintained in career development. An action plan has been devised to facilitate the acquisition of an HR Award (for which an application was submitted in early 2024), with the composition of the Careers Code scheduled for 1/2026.

- Legislation and documents governing gender equality (e.g. Gender Equality Plan, Action Plans, Equality Strategy documents including links to overarching strategies etc.)

The existing 2022 Gender Equality Plan is currently being updated for up to 2029. A Code of Ethics is in place *(see the document 01 – Code of Ethics)* and published on the university website, and all staff members must familiarise themselves with it. The Ethics Committee has been established in response to the Code of Ethics and deals with cases of violations of the Code of Ethics.

- Filling of senior management positions (including gender balance in leadership positions, see Table 4.7.1)

ŠAU employs a congruent methodology in the internal selection procedure for senior management positions, as in the case of the external selection procedure, where the primary indicator of the quality of a candidate is their previous career experience and skills relevant to the senior management position.

- Appointment to professional bodies

Nominations to professional bodies are based on meeting the requirements of the call for nominations for the specific body. Nominations are proposed by the Vice-Rector for Science and Research based on meeting the criteria of the ŠAU call for academics, taking into account their work capacity. The Rector approves the proposal.

- Evaluation and remuneration

The evaluation of academic staff is carried out once a year. Evaluated by the Head of the Department or Research Centre based on the Personal Development Plan (PDP). Academic staff will receive a personal evaluation based on the Guidelines for Determining the Personal Evaluation of Academic Staff and Annex No. 2 of this policy *(see the document file 02 – Guidelines for Determining the Personal Evaluation of Academic Staff OS.28.03)*. The evaluation process may also encompass future research activities, including the potential attainment of higher academic or research degrees.

- Measures to reconcile the family and working life of researchers (flexible working hours, flexible forms of work, management of maternity/parental leave, facilitation of child/dependent care, age management concerning gender)

ŠAU emphasises an individual approach to the needs of all its male and female employees, offering five flexible forms of working in line with the nature of each job. An overview and options for each flexible form of work are located on the employee portal, which is available to all internal staff. The available flexible forms of work include but are not limited to flexible working hours (fixed core, flexible start and end), home office options (individual approach in agreement with the supervisor), reduced hours (most commonly 0.8, 0.5 and 0.3), compressed working week (possibility of working shorter hours, e.g. Mon-Thu) and flexible shift planning (creating your work schedule). The overarching objective of these measures is to enhance the harmonisation of professional obligations and personal commitments. Each employee is regarded as unique and accorded the utmost respect following their circumstances.

- Measures to eliminate negative behaviour in the workplace, such as mobbing or sexual harassment

ŠAU has a Code of Ethics in force, which every male and female employee must read and act in accordance with. The university has an Ethics Committee empowered to deal with reported cases of inappropriate behaviour by male/female employees. The ŠAU also has a Directive Procedure for handling sexual harassment and other types of inappropriate behaviour *(see the document 03 – Procedure for handling sexual harassment and other types of inappropriate behaviour OS.61.01),* which sets forth procedures for addressing offences in this area. In addition, the university has appointed two ombudspersons to whom cases can be reported. Furthermore, a functioning NNTB platform, Don't Let It Be, is in place to report inappropriate behaviour, among other things. The university website contains a link to the individual ombudspersons and the NNTB app (https://www.savs.cz/en/faceup-223lp). Furthermore, the University has a whistleblowing protection system, the details of which are set out in the Whistleblower protection *(see the document 04 – Whistleblower protection OS.72.01)*.

The list of documents and links:

01 – Code of Ethics

https://savsmb.sharepoint.com/:b:/r/sites/vat/International%20Evaluation%20Panel%202025/Documents/Internal%20Regulations/Code%20of%20Ethics_EN.pdf?csf=1&web=1&e=bXD84Q

02 – Guidelines for Determining the Personal Evaluation of Academic Staff OS.28.03

https://savsmb.sharepoint.com/:f:/r/sites/vat/International%20Evaluation%20Panel%202025/Documents/Internal%20Regulations/Guidelines%20for%20Determining%20the%20Personal%20Evaluation%20of%20Academic%20Staff%20OS.28.03?csf=1&web=1&e=TNV9DR

03 – Procedure for handling sexual harassment and other types of inappropriate behaviour_OS.61.01
https://savsmb.sharepoint.com/:f:/r/sites/vat/International%20Evaluation%20Panel%202025/Documents/Internal%20Regulations/Procedure%20for%20handling%20sexual%20harassment%20and%20other%20types%20of%20inappropriate%20behaviour_OS.61.01_EN?csf=1&web=1&e=Xi8B6b

04 – Whistleblower protection OS.72.01

https://savsmb.sharepoint.com/:b:/r/sites/vat/International%20Evaluation%20Panel%202025/Documents/Internal%20Regulations/Whistleblower%20protection%20OS.72.01.pdf?csf=1&web=1&e=eq4lkC

4.7.1 Gender balance in management positions

Senior staff	2020		2024	
	Men	Women	Men	Women
Director	**1**	**0**	**0**	**1**
Rector	1	**0**	**1**	**0**
Vice-Chancellor	**2**	**1**	**2**	**1**
Dean[18]	N/A	N/A	N/A	N/A
Academic Senate	**4**	**2**	**7**	**4**
Scientific/Artistic/Academic Council (Board)	**21**	**6**	**25**	**5**
Quaestor	**1**	**1**	**0**	**0**
Board of Directors	**3**	**0**	**2**	**1**

Note: If one person holds more than one of these positions within the HEI, he/she will be counted in each.

[18] or other head of a relevant work unit of a higher education institution under Section 22(1) of the Higher Education Act performing R&D&I activities, regardless of the designation.

4.8 Mobility of academic and research staff (including sectoral and inter-sectoral mobility)

The HEI shall describe in a concise and structured manner its strategies and objectives for the mobility of academic and research staff (including PhD students), with particular emphasis on mobility related to the development of excellent science and interdisciplinary (intersectoral) mobility. The HEI shall identify potential barriers to mobility, including gender-based barriers. The HEI shall provide information on long-term stays abroad by its own academic staff or, conversely, by foreign staff at the HEI being evaluated.[19]

The achievement of the set objectives will be demonstrated by the HEI by describing specific examples of mobility or by brief statistics on mobility during the period of 2020–2024.

Maximum 500 words plus 200 words for each example given (max. five examples with a specific description of the relevance of mobility to the stated objectives).

Self-assessment:

The strategy of ŠAU in the field of mobility is described in the Internationalisation Strategy, which is Attachment No. 1 of the ŠAU Strategic Plan for the period from 2021 *(see the document 01 - ŠAU Strategic Plan 2021-2025).* The main objective is to involve ŠAU staff in research networks related to the automotive sector.

The HEI is developing an internationalisation strategy emphasising the mobility of academic staff. Mobility is mainly promoted through short-term stays under the Erasmus+ programme and other international mobility research projects.

	Project	2020	2021	2022	2023	2024
1	SusTrans; 2021-1-FI01-KA220-HED-000031998	0	2	1	8	3
2	CIICP: 2020-1-CZ01-KA203-078355	0	0	8	9	0
3	2020-1-CZ01-KA103-077347	0	1	34	0	0
4	2020-1-CZ01-KA107-077930	0	0	5	0	0
5	2021-1-CZ01-KA131-HED-000011738	0	0	17	30	0
6	2022-1-CZ01-KA131-HED-000055393	0	0	3	32	1
7	2023-1-CZ01-KA131-HED-000136607	0	0	0	13	48
8	2024-1-CZ01-KA171-HED-000226119	0	0	0	0	0
9	International Capacity Building in InNovation, Transfer and Entrepreneurship with a focus on ShaRed Expertise in HEIs	0	0	3	5	3

Beyond the mobility implemented through international projects, the University also supports staff networking from its resources. This support has been implemented through the annual adoption of a Scientific Conference Travel Plan, which has been developed in line with the University's strategic objectives and the academic staff member's personal development plan. Preference is given to international trips with the potential to develop international collaboration in joint publications and research projects. The number of academic staff drawing on the academic travel budget is shown in the table below:

[19] Long-term mobility means an uninterrupted period of more than three months.

Year	Number of Academics Staff
2021	17
2022	14
2023	10
2024	15

ŠAU supports the involvement of academic staff in international research networks. Networking takes place mainly in automotive-related fields. An essential step in this area is systematically promoting academic staff participation in the GERPISA network's international conferences. At the same time, the ŠAU expects to fulfil its commitment to organising the prestigious GERPISA conference in the Czech Republic in 2027. From 2023 onwards, academics will be involved in international networks within COST Actions projects (see indicator 4.12).

In alignment with its strategic objectives, ŠAU participates in an international network called the Automotive Skills Alliance (ASA). The primary objective of the ASA is to facilitate the green and digital transformation of the workforce through the reskilling and upskilling automotive workers. The involvement in this network has resulted in establishing professional contacts and the prospect of contributing to consortia that have submitted project proposals to Horizon Europe.

Identifying the primary impediment to long-term scientific mobility within the ŠAU context pertains to the fact that most academic personnel are encumbered by an onerous teaching schedule. Concurrently, the predominance of instruction in Czech within the institution hinders the long-term mobility of foreign academics.

However, given the growing interest among international students in pursuing English-language programmes at ŠAU, there is anticipated to be an increase in the number of foreign experts within the academic community in the coming years, thereby leading to a greater emphasis on mobility.

Examples of specific mobilities:

Department of Human Resource Management:

Ongoing mobility (on-site, online) within tandem courses is a result of the long-term collaboration in research on tandem teaching, peer learning, PBL and challenge-based learning. Mobility takes place with partners from Germany, Sweden and Finland. These mobilities started in the period 2021-2022.

Department of Production, Logistics and Quality Management:

Department members have long been involved in Erasmus+ projects and smaller BTHA-type projects, where both inbound and outbound types of mobility have been implemented. At the same time, the department has a long-standing cooperation with partners from Poland, whose academic staff participated in two mobility activities at ŠAU in 2024. In September, a one-week incoming mobility of Judyta Kabus (Czestochowa University of Technology) was implemented, which resulted in the publication of Jimp (doi: https://doi.org/10.22306/al.v11i3.537). In the same period, a one-month incoming mobility of Marcin Staniek (Silesian University of Technology) was carried out. This mobility resulted in establishing a research collaboration and the ambition to submit a joint international applied project, which is now in preparation. The Department also cooperates with a

partner university in Germany (OTH Regensburg), whose academic staff member, prof. Thomas Liebetruth, regularly completes internships at the Department based on BTHA projects.

The list of documents and links:

01 - ŠAU Strategic Plan 2021-2025

https://savsmb.sharepoint.com/sites/vat/International%20Evaluation%20Panel%202025/Forms/AllItems.aspx?id=%2Fsites%2Fvat%2FInternational%20Evaluation%20Panel%202025%2FDocuments%2FInternal%20Regulations%2F%C5%A0AU%20Strategic%20Plan%202021%2D2025%2Epdf&parent=%2Fsites%2Fvat%2FInternational%20Evaluation%20Panel%202025%2FDocuments%2FInternal%20Regulations

RESEARCH INFRASTRUCTURE

4.9 Research infrastructure

The HEI will describe the system for acquiring/optimizing expensive instruments and equipment, as well as refurbishing outdated expensive instruments. The HEI will also briefly present the internal organisation of the research infrastructure (including technology, expensive instruments, and instrumentation)[20]. The HEI will describe the system of sharing (including external research entities) of instruments and instrumentation, including expensive instruments and instrumentation units, referred to as 'core facilities' (if such a system exists). The HEI will demonstrate the effectiveness of the systems with examples (e.g., specific instruments acquired/optimised and their relevance to the achievement of research objectives, examples of sharing of expensive instruments and instrumentation, statistics on sharing of expensive instruments and instrumentation, etc.). The HEI will briefly comment on the data in Table 4.9.1.

The HEI shall also indicate whether it hosts large research infrastructure projects. The name and a brief description will be provided.

Maximum 500 words plus 200 words for each example given (max. five examples).

Self-assessment:

In September 2023, ŠAU became the first private university in the country to open the Educational Technical Centre Na Hejdovce (ETCNH) (https://www.savs.cz/en/educational-tc-na-hejdovce-227lp).

System for purchasing expensive instruments and equipment

The technical laboratories of ŠAU are continuously equipped to meet the needs of R&D activities. The system of acquiring and renewing instruments and equipment is based on three primary sources: own investments, donations from sponsors and external and internal R&D projects. ŠAU has received instruments from corporate partners, such as HW and SW, worth tens of millions of Euros.

The internal organisational structure is divided into the following groups:

[20] The definition of research infrastructure is set out in the Framework for State Aid for Research, Development and Innovation (2014/C 198/01) and Commission Regulation (EU) No 651/2014 of 17 June 2014 declaring certain categories of aid compatible with the internal market in accordance with Articles 107 and 108 of the Treaty.

Engineering and Materials, which includes virtual prototyping (Creo SW), virtual reality (HTC VIVE PRO HW, VRUT SW), materials testing (UMZ 5 tearing machine) and 3D printing (MK3St, MK4S, Průša XL).

The **Production, Logistics and Quality** group is responsible for the development of karakuri handling systems based on the modular system and the 3D design software BEEWATEC, smart logistics using the computer process simulation software Plant Simulation, the e-can system IKS and the digital twin twinzo, and in the field of quality, mixed reality applications for product auditing.

The **Electrical engineering, automation and robotics** field encompasses the KUKA KR4 R600 robot, Simatic S7-1500 6x PLC, Simatic S7-1200 6x PLC, ten oscilloscopes and other measuring equipment.

The **Data Centre of the Department of Informatics** (DCDI) is equipped with an IBM Power Systems, IBM (AS/400), Fujitsu and DELL technologies infrastructure, enabling the implementation of sophisticated numerical algorithms (e.g. finite element method, boundary element method and others) in the field of stress, deformation, natural frequency, heat flow and fluid flow simulation.

Detailed specification of DCDI systems:

IBM Power Systems (such as #5802; IBM 750 Express (8233-E8B); #5802; and others);

x86 servers (such as 7310-CR3 HMC (server) - xSeries 336; IBM x336 - MT-M 8837-PCM - xSeries 336; and others).

Examples of instrument use and their relevance to achieving research goals; examples of sharing expensive instruments and instrumentation:

The research centre for thermal management of drive trains is being built with the help of sponsorship donations from Škoda Auto a.s., contract research projects and own resources. The workplace is shared with Škoda Auto a.s. The development and research results of the workplace are implemented in the company's development activities. The KUKA robot and the Simatic S7 PLC are shared with AIKIT. DCDI provides technical infrastructure as a platform for user assistance to the Department of Production Control, Logistics and Quality of ŠAU, AIKIT and the IBM COMMON ČR technology operator community.

The shredder purchased with its funds is used in the NCC project for industrial 3D printing. In the subproject of this NCC, research tasks are solved that are directly aimed at practical applications in the automotive sector with the potential for use by Škoda Auto a.s.

The utilisation of the Simatic S7-1500 system is instrumental for the experimental research of a functional sample of the "Modular drilling rig", which is the outcome of the Technology Agency of CR project FW06010555.

Comments on Table 4.9.1:

The financial resources allocated for the acquisition of small fixed assets were utilised in 2023 for the purchase of MS Hobby chassis and in 2024 for the procurement of 3D printing equipment.

SW costs in 2023 were allocated to the acquisition of the XR Application.

Furthermore, expenditures on other fixed assets in 2023 and 2024 were allocated to electro tables and Microsoft Hololens 2 data glasses.

4.9.1 Summary of expenditure/costs on research infrastructure and equipment for the period under review (including related non-investment and personnel costs).

Costs/expenses in thous. CZK/EUR/year	2020	2021	2022	2023	2024	Total value of assets[21]
Costs/expenses related to the acquisition of small fixed assets for R&D&I				70 thous. CZK / 2,762 EUR	65 thous. CZK / 2,564 EUR	135 thous. CZK / 5,326 EUR
Cost of repairs and maintenance of equipment						
Acquisition of tangible (DH) and intangible (DN) assets for R&D&I (investments)						
Of which software				113 thous. CZK / 4,458 EUR		113 thous. CZK / 4,58 EUR
Of which other intangible fixed assets						
Of which land, buildings and structures						
Other intangible fixed assets (machinery, apparatus, equipment, etc.				788 thous. CZK / 31,085 EUR	3242 thous. CZK / 127,890 EUR	4030 thous. CZK / 158,975 EUR
Total infrastructure spending in years[22]				971 thous. CZK / 38,304 EUR	3307 thous. CZK / 130,454 EUR	4278 thous. CZK / 168,758 EUR

[21] Enter the sum of the row.
[22] Enter the sum of the column.

FINANCES

4.10 Budget and structure of financial resources

The HEI shall provide and comment on an overview of the total R&D&I budget in the period of 2020–2024, broken down by organisational units of the evaluated HEI and by source of funds (Table 4.10.1). The HEI shall also comment on the shares of total costs/outputs covered by public and non-public sources by type of R&D&I for the period under evaluation as shown in Table 4.10.2.

As complementary data, the university will provide an overview of prestigious research projects obtained during the period of 2020–2024 (ERC[23], MSCA[24], HHMI[25], HFSP[26], NSF[27], Horizon Europe[28], NIH[29], Wellcome Trust[30], EDF[31], OP JAK[32], OP TAK[33], NPO[34], GA ČR[35], TA ČR[36] etc.). Include information on the amount of funding received and whether the HEI were principal investigator or co-investigator in Tables 4.10.3, 4.10.4 and 4.10.5.[37]

In addition, the HEI will describe in more detail up to five of the most important projects from the list of prestigious individual projects abroad (ERC, MSCA, HHMI, HFSP, NSF, etc.), providing basic information at the HEI's discretion and regardless of the funder: title, field of expertise, agency, amount of funding, other project participants, and other relevant information as appropriate.

A maximum of 500 words plus 200 for each example of a prestigious international individual project given.

Self-assessment:

Due to the size of the ŠAU, we do not break down the R&D&I budget for the period under review into organisational units. However, we consider the budget for the whole unit under evaluation.

With the performance ratio of academic staff set at 60% teaching and 40% research activities, ŠAVŠ spent CZK 119,021,000 (4, 695, 108 EUR) on the proportionate part of salaries for research activities in the period under review. This amount is included in the last column of Table 4.10.1. In the same column are included funds from own budget for participation of academics mainly in foreign

[23] The European Research Council (ERC) is part of the 'Excellent Science' pillar of Horizon Europe. The ERC funds cutting-edge research by supporting individual Principal Investigators and their research teams.
[24] Marie Skłodowska-Curie Action (MSCA) is part of the "Excellent Science" pillar of Horizon Europe and is also aimed at supporting young researchers, including PhD students.
[25] Howard Hughes Medical Institute - a non-profit organization in the USA significantly supporting international biomedical research.
[26] Human Frontier Science Program - an international programme to support research, particularly in the natural sciences and computer science.
[27] National Science Foundation (USA).
[28] Horizon Europe - the EU's 9th Framework Programme for research and innovation, running from 2021-2027.
[29] National Institutes of Health (NIH) - an agency under the United States Department of Health and Human Services. NHI is a major player in project support for biomedical research.
[30] major UK private foundation supporting mainly biomedical research.
[31] European Defence Fund.
[32] Operational Programme Jan Ámos Komenský - Priority 1 - Research and Development - multiannual programme under the MINISTRY OF EDUCATION, Youth and Sports. Within the framework of the OP JAK it is possible to draw financial resources from the European Structural and Investment Funds (ESIF) in the period 2021-2027.
[33] Operational Programme Technologies and Applications for Competitiveness. The European Regional Development Fund (ERDF) is available in the period 2021-2027 to co-finance business projects in the areas of research, development and innovation, digitalisation and digital infrastructure, business development, smart and sustainable energy and the circular economy.
[34] National Recovery Plan - under Pillar 5 - Research, Development and Innovation of the National Recovery Plan, the Recovery and Resilience Facility (RRF) is available for the period 2022-2026.
[35] Grant Agency of the Czech Republic.
[36] Technology Agency of the Czech Republic.
[37] The military and the police HEIs, as parts of the organisational unit of the state, are treated specifically in terms of the possibility to participate in the projects.

conferences in the amount of CZK 1,525,000 (60, 157 EUR) funds for Article Processing Charges in the amount of CZK 732,000 (28, 875 EUR) for remuneration in open calls *(see the document file 01 – Open Calls)* and publication agreements in the amount of CZK 1,830,000 (72, 189 EUR) and for publishing scientific books in the amount of CZK 541,000 (20, 726 EUR). It also includes donations received amounting to CZK 1,719,000 (67, 810 EUR). This amount is also considered the funds received for contract research of CZK 11,920,000 (470, 216 EUR).

ŠAU received more than CZK 17,000,000 (670, 611 EUR) from public donors, including support for LCDRO and specific research support from the Ministry of Education, the Operational Programme Enterprise and Innovations for Competitiveness project and Technology Agency of CR projects. From abroad, ŠAU received support from The Bavarian-Czech Academic Agency (Bayerisch-Tschechische Hochschulagentur; BTHA), EEA Grants and Norway Grants.

The list of documents and links:

01 – Open Calls

https://savsmb.sharepoint.com/:f:/r/sites/vat/International%20Evaluation%20Panel%202025/Documents/Internal%20Regulations/Open%20Calls?csf=1&web=1&e=zRcEuI

4.10.1 Total budget of the HEI

Name of the HEI unit	Total budget in thous. CZK/EUR	Percentage of public funding in the Czech Republic	Share of public funding from abroad in %	Percentage of funding from other sources
Škoda Auto University	154,505 thous. CZK / 6,094,872 EUR	17,134 thous. CZK / 11.09 %	857 thous. CZK / 0.55 %	136 514 thous. CZK / 88.36 %

4.10.2 Share [%] of total costs/outputs by type of R&D&I paid from public and non-public sources

	2020	2021	2022	2023	2024	Total
Basic research	28 %	18 %	15 %	12 %	16 %	18 %
Applied Research	49 %	55 %	57 %	56 %	54 %	54 %
Experimental development and innovation	23 %	27 %	28 %	32 %	30 %	28 %
Total	100	100	100	100	100	100

Note: For definitions see Definition of Terms in Methodology HEI2025+.

4.10.3 Projects supported by a foreign provider

In the role of beneficiary								
Provider / Investor	Programme/Grant Scheme	Project name	Support (in thousands CZK/EUR)				
			2020	2021	2022	2023	2024
EHP Norway funds (1 project)		Promoting Digitalization and Active Citizenship in Teaching Bachelor and Master Courses		143 thous. CZK / 5,625 EUR	268 thous. CZK / 9,375 EUR		
Total				143 thous. CZK/ 5,625 EUR	268 thous. CZK/ 9,375 EUR		
In the role of another participant							
Provider / Investor	Programme/Grant Scheme	Project name	Support (in thousands CZK/EUR)				
			2020	2021	2022	2023	2024
BTHA (6 projects)	Academic projects	-	308 thous. CZK / 12,152 EUR	188 thous. CZK / 7,417 EUR	43 thous. CZK / 1,697 EUR	67 thous. CZK / 2,644 EUR	21 thous. CZK / 830 EUR
Total			308 thous. CZK / 12,152 EUR	188 thous. CZK / 7,417 EUR	43 thous. CZK / 1,697 EUR	308 thous. CZK / 12,152 EUR	188 tis. CZK / 7,417 EUR

Note: For co-sponsorship projects, please only indicate the amount of funding for the evaluated HEI.

4.10.4 Projects supported by the Czech provider

In the role of beneficiary							
Provider / Investor	Programme/Grant Scheme	Project name	Support (in thousands CZK/EUR)				
			2020	2021	2022	2023	2024
Technology Agency of CR	Éta	New e-Government challenges in a Europe-wide Context to Increase the Competitiveness of the Czech Republic	1,653 thous. CZK / 65,191 EUR	519 thous. CZK / 20,452 EUR			
Total			1,653 thous. CZK / 65,191 EUR	519 thous. CZK / 20,452 EUR			
In the role of another participant							

Provider / Investor	Programme/Grant Scheme	Project name	Support (in thousands CZK/EUR)				
			2020	2021	2022	2023	2024
Operational Programme Enterprise and Innovations for Competitiveness	Application	Development of New SW by DYNAMIC FUTURE Ltd. Predictive Planning Application 4.0.	1,653 thous. CZK / 65,191 EUR	519 thous. CZK/ 20,452 EUR	-	-	-
Technology Agency of CR	Beta2	Proposal for a Strategic Framework for Higher Education for the Automotive Sector	-	-	257 thous. CZK / 10,113 EUR	1,052 thous. CZK / 41,472 EUR	260 thous. CZK / 10,257 EUR
Technology Agency of CR	NCC	National Centre of Competence for Industrial 3D Printing	-	-	-	1,576 thous. CZK / 62 156 EUR	1,800 thous. CZK / 71,006 EUR
Technology Agency of CR	Trend	Modular Drilling Rig for Space-Constrained Applications with Environmentally Friendly Drive (VRTOUCH)	-	-	-	998 thous. CZK / 39,359 EUR	1,065 thous. CZK / 42,012 EUR
Total			1,653 thous. CZK / 65,191 EUR	519 thous. CZK / 20,452 EUR	257 thous. CZK / 10,113 EUR	3,626 thous. CZK / 142,987 EUR	3,125 thous. CZK / 123,275 EUR

Note: Please summary list GA CR, TA CR and other departmental projects. For co-sponsor projects, please indicate the financial volumes for the HEI. Projects financed from EU structural funds and focused exclusively on R&D&I (e.g. OP JAK, OP TAK, NPO) and projects financed from regional sources focused exclusively on R&D&I list individually. For co-sponsoring projects, please indicate the financial volumes for the evaluated HEI only.

4.10.5 Projects supported from non-public sources

In the role of beneficiary							
Provider / Investor	Project name	Support (in thousands CZK/EUR)					
		2020	2021	2022	2023	2024	
Škoda Auto a.s.	Progressive technology for the internal logistics of an Automotive Manufacturer		234 thous. CZK /9,231 EUR				
Škoda Auto a.s.	Application of Augmented Reality in the Automotive Industry's Industry 4.0 Practices			250 thous. CZK /9,862 EUR			
Škoda Auto a.s.	Quality Management Using a Practical Application of Augmented Reality in Industry 4.0				250 thous. CZK / 9,862 EUR		
Škoda Auto a.s.	Product Quality Control Using a Practical Application of Machine Vision in Industry 4.0					250 thous. CZK /9,862 EUR	
Škoda Auto a.s.	Intelligent Technologies for the Development of the Production and Logistics Laboratory					175 thous. CZK /6,903 EUR	
Škoda Auto a.s.	Quality Control Using Practical Application of Augmented Reality and Machine Vision in Industry 4.0					200 thous. CZK /7,890 EUR	
Škoda Auto a.s.	Modernisation of Teaching - Equipment and Operation of the ICT Laboratory			225 thous. CZK /8,876 EUR			
Škoda Auto a.s.	E-board - an Information (and marketing) Tool of the Department of Informatics of ŠAU;					225 thous. CZK /8,876 EUR	

	UPS0 Eaton 9SX 6000VA/5400W - Backup power supply for the data centre of the Department of Informatics of ŠAU					
Škoda Auto a.s.	Purchase of a Collaborative Robot				125 thous. CZK /4,931 EUR	
Škoda Auto a.s.	Model and Prototype Solutions for Electrical and Electronic Systems in Automobiles			100 thous. CZK /3,945 EUR		
Total		0	234 thous. CZK /9,231 EUR	575 thous. CZK / 22,683 EUR	375 thous. CZK / 14,793 EUR	850 thous. CZK / 33,531 EUR

In the role of another participant						
Provider / Investor	Project name	Support (in thousands CZK/EUR)				
		2020	2021	2022	2023	2024
N/A	N/A					
Total						

Note: Indicate, for example, sponsorship donations, resources generated from other own economic activities, foreign subsidy programmes of private entities.

4.11 Rules for the use of institutional support for the LCDRO

The HEI will describe the strategy and rules for the use of institutional support for the LCDRO in the management of institutionally supported research activities (e.g., prioritisation of research topics by the HEI according to individual needs, internal grant agencies, incentive tools, support for excellent science) and the method for distribution of institutional support to individual departments/research teams for the period of 2020–2024. The impact on the management of institutionally supported research activities will be described by the HEI using specific examples (e.g. distribution of institutional support in the period of 2020–2024 depending on the evaluation results, examples of supported excellent science projects, etc.).

Maximum 500 words plus 200 words for each example given (max. five examples).

Self-assessment:

The ŠAU became a beneficiary of the LCDRO in 2021 based on the results of the evaluation in 2020. As of 1 March 2021, the ŠAU adopted the document The purpose and utilisation of institutional support in the long-term conceptual development of ŠAU OS.50.01 *(see the document 01 - The purpose and utilisation of institutional support in the long-term conceptual development of ŠAU OS.50.01*). Following this directive, the support was used in two ways: to support research projects of the Internal Grants Agency and to pay for APCs, personal expenses of researchers and costs related to participation in scientific conferences. Since establishing the ŠAU Research Centre in 2023, in addition to funding IGA projects, the remaining part of the support has been dedicated to paying salary costs to internal and external researchers of the Centre. The obligatory outputs of IGA projects are scientific articles in journals indexed in the Web of Science and Scopus databases in a minimum number corresponding to the number of years of the project or results of applied research in technical fields. The aim is to support ŠAU's publishing activities. The IGA principles are attached *(see the document 02 - ŠAU Internal Grant Agency (IGA)).*

Use of part of the LCDRO support in IGA projects in 2021-2025 in CZK

	2021	2022	2023	2024	2025	Note
Multidisciplinary Approaches to Value Chain Sustainability in Automotive Ing. Eva Jaderná, Ph.D. at all.	200,000	196,355				

Application of Artificial Intelligence to Solve Economic, Managerial and Technical Problems in the Automotive Industry doc. Ing. Jiří David, Ph.D. at all.	200,000	200,000	171,352			
Exploring the Roles and Managerial Practices of Top Management in the Digital Transformation of Automotive Companies in the Czech Republic Mgr. Emil Velinov, Ph.D. at all.			300,000			The project was terminated early due to the termination of the employment with the main investigator.
Implications of the Successful Development of Electromobility in the Tax Mix of the Czech Republic in the Context of EU Policies Ing. Lukáš Moravec, Ph.D. at all.		300,000	300,000	300,000		
Application of Innovative Trends in the Automotive Sector Ing. Josef Bradáč, Ph.D. at all.				270,000	270,000	
Globalization and the Development of Škoda Car's Language Policy over the Last 25 Years. Language Management in Practice PhDr. Dagmar Sieglová, Ph.D. at all.					243,000	
Total	400,000	696,355	771,352	570,000	513,000	

The list of documents and links:

01 – The purpose and utilisation of institutional support in the long-term conceptual development of ŠAU OS.50.01

https://savsmb.sharepoint.com/:b:/r/sites/vat/International%20Evaluation%20Panel%202025/Documents/Internal%20Regulations/The%20purpose%20and%20utilisation%20of%20institutional%20support%20in%20the%20long-term%20conceptual%20development%20of%20%C5%A0AU%20OS.50.01.pdf?csf=1&web=1&e=831xYK

02 - ŠAU Internal Grant Agency (IGA)

https://savsmb.sharepoint.com/:b:/r/sites/vat/International%20Evaluation%20Panel%202025/Documents/Internal%20Regulations/%C5%A0AU%20Internal%20Grant%20Agency%20(IGA).pdf?csf=1&web=1&e=6SLNWq

NATIONAL AND INTERNATIONAL COOPERATION

4.12 Important collaborations in R&D&I

The HEI will describe specific cases of R&D&I collaboration at the national level (maximum five examples) and the international level (maximum five examples), including examples of concrete results and impacts in the field of R&D&I beneficial for the HEI during the period of 2020–2024.

Maximum 300 words per example.

Self-assessment:

Examples of cooperation in R&D&I at national level:

1) Project **Development of New SW by DYNAMIC FUTURE Ltd. Predictive Planning Application 4.0.**

Provider: Ministry of Industry and Trade, Operational Programme Enterprise and Innovation for Competitiveness; main researcher: Prof. Ing. Radim Lenort, Ph.D. The project was led by the corporate partner, DYNAMIC FUTURE Ltd. The project focused on the development of a universal software application for predictive operational planning and production control, which enables more efficient use of production capacity and optimization of production processes. These innovations reflect the current needs of industrial practice, thus contributing to ŠAU's long-term strategy to promote sustainable development and innovation. The project has resulted in a functional application that enables efficient capacity balancing through the use of predictive simulation and automation of production scheduling. In this way, the PPA 4.0 application supports the digital transformation of industrial enterprises, which aligns with ŠAU values such as sustainability and technological innovation. The application has already been piloted in the industry, with its first commercial implementation in a company in the food industry. The project has also reinforced the interdisciplinary nature of research at ŠAU. The combination of knowledge in business process simulation, mathematics, statistics and digitalization of production systems illustrates the university's ability to integrate knowledge from different disciplines and transform it into practical solutions for industry. By involving its researchers, the ŠAU has also demonstrated its role as a key partner in applied research, directly impacting industrial practice. With this project, ŠAU demonstrated its contribution to developing innovative solutions and consolidated its position as a trusted partner for the industry.

2) Project **Modular Drilling Rig for Space-Constrained Applications with Environmentally Friendly Drive (VRTOUCH)**

Provider: Technology Agency of CR, Programme Trend; main researcher from ŠAU: Prof. Ing. Vojtěch Dynybyl, Ph.D.; Main investigator: JaNo, s.r.o.; ŠAU and Teramed, s.r.o., fulfill the role of another participants.

The project will result in a drilling rig designed for geological and construction surveys. Its added value lies in the fact that it can be disassembled into units weighing up to 50 kg, that it is equipped with electric drives to ensure environmental safety at the drilling site, and that it is equipped with sensors that enable data to be collected and processed for BIM (Building Information Model) purposes.

The result is a working prototype: a working prototype of a drilling rig for drilling core exploration boreholes in confined and inaccessible areas for geotechnical exploration. The rig will be powered by an environmentally friendly drive equipped with mechatronic elements and digital technologies that will allow the control and optimisation of the drilling process using artificial intelligence algorithms while generating digital progress information.
ŠAU has made the following contributions to the project: the conceptualisation of the drill, its design, 3D modelling of concepts, technical calculations, design technology and material selection,

electrical and electronic equipment, control, collection and archiving of drill operating data, the application of artificial intelligence methods, and the application of experimental methods for verification of the functional sample.
ŠAU is primarily concerned with developing research activities, with a particular emphasis on applied research. The primary objective of this applied research is to facilitate the connection between the academic and industrial spheres.
The project integrates interdisciplinary activities from engineering, automatic control, sensors and geology while incorporating elements of artificial intelligence.

3) Project **National Centre of Competence for Industrial 3D Printing**

Provider: Technology Agency of CR; Programme National Competence Centers; main researcher from ŠAU: Prof. Ing. Radim Lenort, Ph.D. The project's main objective is to create a National Centre of Competence for industrial 3D printing of polymer materials. The project coordinator is the Technical University of Liberec. ŠAU is one of 25 academic, research, and industrial partners. Within the centre's framework, ŠAU has solved two sub-projects focused on developing materials with advanced properties and the circular economy of additive manufacturing. In addition to leading technical universities, it has collaborated with industry leaders, Škoda Auto a.s. and Prusa Polymers, on these sub-projects. The project thus contributes directly to the fulfilment of the mission of ŠAU as an internationally renowned educational institution linked to industry, especially the automotive industry. Thanks to the cooperation with partners, the project supports ŠAU's ability to reflect the latest scientific trends and provide students with practical experience linked to real industry challenges. At the same time, the project is in line with the university's values of sustainability and social responsibility. The innovations developed have significant potential for application in the automotive industry and other sectors. The project also strengthens interdisciplinary cooperation between chemical engineering, materials research, digital technologies and industrial automation. In doing so, the ŠAU supports the sustainability of production processes and fulfils its vision of combining academic excellence with practical results that respond to industry needs. Through ŠAU's involvement in this project, the university demonstrates its role as a partner in delivering concrete solutions to industrial challenges, further enhancing its attractiveness to students and employers. Integrating project results into educational activities and their application in practice thus contributes to fulfilling the university's long-term strategic goals.

4) Project **Proposal for a Strategic Framework for Higher Education for the Automotive Sector**

Provider: Technology Agency of CR; Programme Beta 2; Beneficiary: VSB - Technical University of Ostrava, Faculty of Electrical Engineering and Informatics; other participant: ŠAU; main researcher from ŠAU: Assoc. Prof. Pavel Štrach, Ph.D.; project duration: October 2022 - March 2024
The project resulted in two outputs:

1) Hkonc Output

Recommendations for adapting or updating policy documents, e.g., economic policy, industry, education, and R&D&I. The Hkonc output was developed based on analysing trends in skills and jobs and using available European and domestic resources. The work also included consultations with Czech and international experts, a questionnaire survey and a series of workshops with industry, educational institutions and other stakeholders to verify and validate the proposed recommendations. The results of these activities provided the basis for the formulation of the final recommendations.

2) O-Output

Recommendations for modifications to existing Higher Education Institution (HEI) curricula or the establishment of new curricula.

O-class results were developed through questionnaire surveys, focus group discussions, and outreach to appropriate respondents such as alumni and universities. Work on Output O included analyses of current educational programmes, consultations with experts, and online alumni surveys. The results of these activities provided the basis for the formulation of final recommendations, which were subjected to final discussions, verification and validation with relevant stakeholders.

The project team consisted of 16 members from both universities. The staff representation was 9:5 in favour of the ŠAU. There was very close cooperation between the project researchers and the end user of the results, the Ministry of Industry and Trade, and with representatives from the Ministry of Education, who actively participated in the workshops implemented within the project.

5) Contract research project **Universal Combs I-II**

Provider: Škoda Auto a.s.; main researcher from ŠAU: Prof. Ing. Vojtěch Dynybyl, Ph.D.; partner: Technical University of Liberec, Faculty of Mechanical Engineering.

The project aimed to identify a novel solution for mounting combs in pallets intended to transport flat car parts, such as sheet metal and glass. The prevailing solution is currently implemented in a manner that necessitates the production of unique combs for each new part, thereby ensuring their secure mounting. The project's scope encompassed research and the proposal of approximately 20 design variants. Following a thorough evaluation, two variants were selected for incorporation into the production prototype. A comprehensive patent search was conducted on both variants, resulting in the filing of two patents. A prototype of one of the variants was constructed and subjected to rigorous testing in the subsequent year.
The involvement of ŠAU in the project:
ŠAU developed and evaluated the variants and subsequently prepared complete documentation for producing one type of universal comb.
Project results:
Patent No. 310 074, Pallet for storing passenger car glass.
Patent No. 310 146, Pallet for storing car parts and method of storing them.

Examples of R&D&I cooperation at the international level:

1) Project **CIMA**

In cooperation with the TalTech School of Business and Governance, ŠAU has been awarded a project in the Chartered Institute of Management Accountants (CIMA) international competition. The project focuses on ESG reporting from the perspective of selected Czech and Estonian stakeholders, including large and medium-sized enterprises, auditors, professional organisations, and banks. The project is scheduled to be conducted during the 2024-2025 period, with a project team comprising Jiří Strouhal and Josef Horák from ŠAU. This project is particularly relevant in the context of the increasing number of companies required to publish non-financial statements in the European Union from 2024 to 2025.

2) Project **COST Action - CA22110 LIAISE**

ŠAU is participating in the international COST Action CA22110 LIAISE, which is dedicated to circular economy and industrial symbiosis. Jiří Strouhal, who is the head of WG4 Dissemination and Exploitation and the scientific communication officer of this COST Action, is representing ŠAU in the management committee (https://www.cost.eu/actions/CA22110/#tabs+Name:Management%20Committee). In the

project's initial year, the initiative successfully identified examples of industrial symbiosis adaptation across continents, encompassing both successfully and less successfully implemented cases. In the subsequent year, the project shifted to identifying and creating a database of industrial symbiosis stakeholders, a primary task of Working Group 4 (WG4), led by J. Strouhal. Josef Horák, Eva Jaderná, and Hana Volfová also make significant contributions. The duration of the action is from 2023 to 2027.

3) Project **COST Action – CA21107 DIGI-net**

Project COST Action 21107: Work Inequalities in Later Life Redefined by Digitalisation (DIGI-net) focuses on the impact of digitalisation on work inequalities in later life, aiming to bridge gaps in current research and link scientific knowledge to policy - making. The project brings together disciplines and experts from academia and non-academia, including trade unions, NGOs and employers. The project's scope encompasses five key areas: social inequalities among workers, the impact of organisational culture on older workers, the link between the digitalisation of work and health, policy analysis on digitalisation, and the media image of older workers. The project is under the auspices of Masaryk University Brno, with which Assoc. Prof. Jiřina Bokšová and Dr. Horák are affiliated. The current activities are being implemented based on the requirements of the project leader, Dr. Ondřej Pavelek. These activities include the preliminary work for an international study that aims to analyse the employment policies of selected EU Member States and third countries concerning the employment of workers aged 55 and over. In addition to preparing documents for the study, he participates in online meetings and, soon, in a training school organised under this grant.

4) Project BTHA **Preliminary Research of Corporate Logistics and Supply Chain Resilience Capabilities**
As part of this project, ŠAU, in cooperation with the University of Applied Sciences in Regensburg, Germany, identified and analysed resilience capabilities suitable for increasing the resilience of industrial supply chains. The research was based on a systematic literature review and in-depth semi-structured interviews with representatives of industrial companies in the Czech Republic and Germany. The collaboration resulted in a conceptual framework for building resilience in automotive supply chains and a general concept of a maturity model for assessing supply chain resilience. These results were published at two international scientific conferences and presented at two professional logistics conferences. They serve as a basis for creating a fully functional maturity model in the form of a publicly available web-based database tool.

Examples of specific results and R&D&I implications for the university are provided in Section 3.4 and Table 3.4.1 of SER M3.

STUDIES

4.13 Doctoral studies

The HEI will briefly describe the organisation of the doctoral studies (if there are any doctoral study programmes[38]). HEI will comment on:

- Structure and organization of studies.
- A system of cooperation between PhD students and their supervisors.
- Basic statistics (including drop-out rate, student workload, etc.).
- Information on promotion and recruitment schemes.
- Cooperation within doctoral studies (e.g., Czech Academy of Sciences, application sphere, building open study programmes for foreign nationals and creating international networks of study programmes, "joint degree", "cotutelle", etc.).
- Student care system (e.g. counselling, wellbeing care, career guidance).
- A system for tracking the future careers of graduates[39].
- Other relevant data, such as the existence of a doctoral school, basic soft skills courses, etc. at the discretion of the HEI.

The HEI shall support this with appropriate examples (e.g. a model example of doctoral student cooperation with their supervisor, statistics on collaboration within doctoral studies, specific examples within doctoral studies, statistics on the use of student care systems, etc.).

Maximum 300 words per point.

Self-assessment:

N/A

ŠAU currently lacks accredited doctoral programmes; however, it aspires to submit a techno-economic Industrial Innovation Management programme for accreditation as early as 2025 (see also indicator 4.13 for further details).

IMPLEMENTATION OF RECOMMENDATIONS

4.14 Implementation of the recommendations in Module 4

The HEI will briefly describe how it has implemented the recommendations for Module 4 from the previous evaluation period, if applicable.

Maximum 1000 words

Self-assessment:

The IEP 2020 evaluation made the following main recommendations for the ŠAU: The full text of each recommendation can be found in the document IEP Evaluation Report (2020).

Recommendation 4.1, 4.2, 4.3, 4.4 and 4.5

ŠAU response: Following the evaluation, ŠAU increased its participation in international research consortia, particularly Horizon Europe. Despite involvement in consortia, funding has not yet been secured. ŠAU also submitted 11 basic research projects to the Czech Science Foundation (GA CR),

[38] If the HEI does not organise any doctoral programme, it will explicitly state this information in the self-evaluation report.
[39] The HEI will list the top five highest ranked graduates in academia, the private sector, and public administration over the past five years.

with nine involving foreign partners, but none were funded. However, since 2023, researchers have participated in COST Action project networks and in CIMA project.

To support project development, the R&D department provides systematic training on project calls. In 2024, ŠAU recruited an experienced project manager to prepare major project proposals for the Operational Programme Technology Applications and Competitiveness (OP TAK).

The ŠAU facilitates academic participation in webinars to enhance academic writing skills. Furthermore, since 2024, mentoring young researchers in the principles of scientific work has been in place.

The ŠAU has prioritised the automotive sector in its project calls and, more broadly, manufacturing issues, a strategy that has yielded the success of three Technology Agency of CR projects (see Indicator 4.12).

The ŠAU Research Centre (ŠAU RC) was established in 2023 with a focus on sustainable development issues in the automotive industry. The Centre's establishment was accompanied by the involvement of three researchers and collaborating academics from the ŠAU departments, leading to the Centre's integration into the international GERPISA network. This resulted in ŠAU being invited to co-organize the GERPISA annual conference in 2027. The Centre has continued in publishing an annual automotive study (https://www.savs.cz/en/sau-annual-study-94lp) hosting the ICAI conference (https://www.savs.cz/konference-icai) and organizing seminars. (https://www.savs.cz/en/conferences-and-seminars-archive-214lp). At the turn of 2024/25 it also started to focus on information and technology transfer issues.

The twice-yearly workshops for all university staff are being organized repeatedly addressed the support of academics in research, with external speakers delivering talks on topics such as the issue of questionable journals and the use of AI in research. An output of the workshop was the document Predatory Journal Directive *(see the document 01 - Suspicious (Predatory) Journals OS 66.01).*

The ŠAU formed a cadre of academics who dedicate half of usual time to teaching and for whom were established time and financial conditions for conducting high-quality research activities. In addition, ŠAU created new positions for academics whose sole commitment is to research activities.

Recommendation 4.6, 4.7, 4.8 and 4.9

ŠAU response: At the turn of the year 2024/25, the ŠAU initiated intensive discussions on the focus of the future PhD programme, involving the best researchers from technically, cyber and economically oriented departments, and prepared accreditation materials that were submitted to six evaluators from the National Accreditation Bureau (NAB) for review as part of the internal accreditation process, then to the Internal Evaluation Board (IEB) and finally to the ŠAU Academic Board. The internal accreditation process is scheduled for completion in June 2025. The programme aims to cultivate highly qualified specialists proficient in the fields of industrial management, manufacturing, digitisation, automation, data analytics and economics with an emphasis on the automotive and engineering industries.
ŠAU enters into MoU agreements and establishes collaborative research partnerships with prestigious universities internationally, E.g. Wroclaw University of Economics and Business (a joint submission for the Horizon Europe NEXTLOGIC project). Master's degree programme students are involved in SGC, IGA and contract research projects. Students participate in the preparation of publication outputs under the guidance of researchers.

Recommendation 4.10, 4.11, 4.12 and 4.13

ŠAU response: The internationalisation of R&D has been reflected in establishing new contacts with universities within Horizon Europe project consortia. Since 2023, ŠAU researchers have participated successfully in the COST Action project consortia, including in leadership roles (WG manager, scientific communication officer). The Research Centre's strategic emphasis on DeepTech, encompassing smart sensors, AI, and data analytics, is particularly noteworthy. The RC is now prioritising the attraction of industrial research and experimental development projects, intending to enhance the technological readiness of advanced technology solutions and showcase highly innovative processes, products, and services in select deep tech areas.
In 2024 the first young foreign researcher was recruited to the Production, Logistics and Quality Management Department, while an experienced researcher and project manager was appointed to the position of the RC Director.

The recently formulated Open Call 2025 is also fostering collaboration with eminent foreign scientists and research institutes.

Recommendation 4.14, 4.15, 4.16, 4.17 and 4.18

ŠAU response: The recommendation to employ foreign researchers has only recently started to be implemented at ŠAU. Internationalisation is now included in the motivational tools as Open Calls *(see the document 02 – Open Calls)*. A Talent Management Workshop was organised to identify the main research gaps of these staff. Nevertheless, in the period under review, one academic completed the habilitation procedure, and two academics started the procedure.

Concurrently, the regulations pertaining to minimum publication requirements have been instituted, stipulating that solely indexed publications and other outcomes of creative endeavours are now acknowledged within the institution's internal evaluation and remuneration framework, following the 2017+ Methodology for the Evaluation of Research Organisations.

Recommendation 4.19 and 4.20

ŠAU response: As previously mentioned, considerable effort has been made to secure international projects during the evaluation period. Furthermore, the ongoing training of project support staff within the R&D department has been highlighted.

Then there is a plan to establish a reward system for successful projects and to provide financial bonuses to proponents whose project proposal achieves a good rating but is not funded due to lack of funding from the provider.

ŠAU has instituted a detailed report on international conferences and research networking trips in 2024.

Recommendation 4.21, 4.22 and 4.23

ŠAU response: The position of the ŠAU Academic Board has been strengthened with the representatives from other cooperating companies outside Škoda Auto a.s. https://www.savs.cz/en/academic-bodies, such as Adastra, AIKIT, and Deloitte.

In 2024, a workshop was convened with key ŠAU stakeholders, including foreign global companies (Škoda Auto a.s., AIKIT, Adastra, Siemens etc.). The workshop focused on the ŠAU's direction, resulting in a trend towards strengthening engineering, computer science and cybernetics. These results have been used to innovate the Master's program in Industrial Management, and the design

of a PhD programme. It is expected that these workshops will continue and evolve into an embryonic research advisory body of the university.

The list of documents and links:

01 - Suspicious (Predatory) Journals OS 66.01

https://savsmb.sharepoint.com/sites/vat/International%20Evaluation%20Panel%202025/Forms/AllItems.aspx?id=%2Fsites%2Fvat%2FInternational%20Evaluation%20Panel%202025%2FDocuments%2FInternal%20Regulations%2FSuspicious%20%28Predatory%29%20Journals%20OS%2E66%2E01%2Epdf&parent=%2Fsites%2Fvat%2FInternational%20Evaluation%20Panel%202025%2FDocuments%2FInternal%20Regulations

02 – Open calls file

https://savsmb.sharepoint.com/sites/vat/International%20Evaluation%20Panel%202025/Forms/AllItems.aspx?id=%2Fsites%2Fvat%2FInternational%20Evaluation%20Panel%202025%2FDocuments%2FInternal%20Regulations%2FOpen%20Calls&newTargetListUrl=%2Fsites%2Fvat%2FInternational%20Evaluation%20Panel%202025&viewpath=%2Fsites%2Fvat%2FInternational%20Evaluation%20Panel%202025%2FForms%2FAllItems%2Easpx

A LIST OF SUPPORTING DOCUMENTS/LINKS FOR MODULE 4

Document name	No. criteria	Location (link in HTML)
Study Programme Guarantor Directive, OS 39.02*	4.1	https://savsmb.sharepoint.com/sites/vat/International%20Evaluation%20Panel%202025/Forms/AllItems.aspx?id=%2Fsites%2Fvat%2FInternational%20Evaluation%20Panel%202025%2FDocuments%2FInternal%20Regulations%2FGuarantor%20of%20Study%20Program%5FOS%2E39%2E02%2Epdf&parent=%2Fsites%2Fvat%2FInternational%20Evaluation%20Panel%202025%2FDocuments%2FInternal%20Regulations
Open Call: Obtain a national research grant awarded by a public funding body*	4.2	https://savsmb.sharepoint.com/sites/vat/International%20Evaluation%20Panel%202025/Forms/AllItems.aspx?id=%2Fsites%2Fvat%2FInternational%20Evaluation%20Panel%202025%2FDocuments%2FInternal%20Regulations%2FOpen%20Calls%2FOVG2025%5FEN%2Epdf&parent=%2Fsites%2Fvat%2FInternational%20Evaluation%20Panel%202025%2FDocuments%2FInternal%20Regulations%2FOpen%20Calls
Open Call: Obtain an international research grant by a public funding body*	4.2	https://savsmb.sharepoint.com/sites/vat/International%20Evaluation%20Panel%202025/Forms/AllItems.aspx?id=%2Fsites%2Fvat%2FInternational%20Evaluation%20Panel%202025%2FDocuments%2FInternal%20Regulations%2FOpen%20Calls%2FOVMG2025%5FEN%2Epdf&parent=%2Fsites%2Fvat%2FInternational%20Evaluation%20Panel%202025%2FDocuments%2FInternal%20Regulations%2FOpen%20Calls
Open Call: Publication of a scientific article in the WoS or SCOPUS database in the field of Social Sciences relevant to the professional part of the accredited study programmes*	4.2; 4.14	https://savsmb.sharepoint.com/sites/vat/International%20Evaluation%20Panel%202025/Forms/AllItems.aspx?id=%2Fsites%2Fvat%2FInternational%20Evaluation%20Panel%202025%2FDocuments%2FInternal%20Regulations%2FOpen%20Calls%2FOVC2025%5FEN%2Epdf&parent=%2Fsites%2Fvat%2FInternational%20Evaluation%20Panel%202025%2FDocuments%2FInternal%20Regulations%2FOpen%20Calls
Open call: Publication of scholarly books in prestigious foreign and Czech publishers relevant to the professional*	4.2	https://savsmb.sharepoint.com/sites/vat/International%20Evaluation%20Panel%202025/Forms/AllItems.aspx?id=%2Fsites%2Fvat%2FInternational%20Evaluation%20Panel%202025%2FDocuments%2FInter

part of the accredited study programmes*		nal%20Regulations%2FOpen%20Calls%2FOVK2025%5FEN%2Epdf&parent=%2Fsites%2Fvat%2FInternational%20Evaluation%20Panel%202025%2FDocuments%2FInternal%20Regulations%2FOpen%20Calls
Principles of the System of Quality Assurance NO.17.02*	4.3	https://savsmb.sharepoint.com/sites/vat/International%20Evaluation%20Panel%202025/Forms/AllItems.aspx?id=%2Fsites%2Fvat%2FInternational%20Evaluation%20Panel%202025%2FDocuments%2FInternal%20Regulations%2FPriniciples%20of%20the%20System%20of%20Quality%20Assurance%20NO%2E17%2E02%2Epdf&parent=%2Fsites%2Fvat%2FInternational%20Evaluation%20Panel%202025%2FDocuments%2FInternal%20Regulations
Protection of intellectual property OS. 08.03*	4.4	https://savsmb.sharepoint.com/sites/vat/International%20Evaluation%20Panel%202025/Forms/AllItems.aspx?id=%2Fsites%2Fvat%2FInternational%20Evaluation%20Panel%202025%2FDocuments%2FInternal%20Regulations%2FProtection%20of%20intellectual%20property%5FOS%2E8%2E03%5FEN%2Epdf&parent=%2Fsites%2Fvat%2FInternational%20Evaluation%20Panel%202025%2FDocuments%2FInternal%20Regulations
Information Security Management System Policy NO.30.02 EN*	4.4	https://savsmb.sharepoint.com/sites/vat/International%20Evaluation%20Panel%202025/Forms/AllItems.aspx?id=%2Fsites%2Fvat%2FInternational%20Evaluation%20Panel%202025%2FDocuments%2FInternal%20Regulations%2FInformation%20Security%20Management%20System%20Policy%20NO%2E30%2E02%20EN&newTargetListUrl=%2Fsites%2Fvat%2FInternational%20Evaluation%20Panel%202025&viewpath=%2Fsites%2Fvat%2FInternational%20Evaluation%20Panel%202025%2FForms%2FAllItems%2Easpx
Personal data protection OS.41.01*	4.4	https://savsmb.sharepoint.com/sites/vat/International%20Evaluation%20Panel%202025/Forms/AllItems.aspx?id=%2Fsites%2Fvat%2FInternational%20Evaluation%20Panel%202025%2FDocuments%2FInternal%20Regulations%2FPersonal%20data%20protection%20OS%2E41%2E01%2Epdf&parent=%2Fsites%2Fvat%2FInternatio

		nal%20Evaluation%20Panel%202025%2FDocuments%2FInternal%20Regulations
Access to Information Systems OS.47.01*	4.4	https://savsmb.sharepoint.com/sites/vat/International%20Evaluation%20Panel%202025/Forms/AllItems.aspx?id=%2Fsites%2Fvat%2FInternational%20Evaluation%20Panel%202025%2FDocuments%2FInternal%20Regulations%2FAccess%20to%20Information%20Systems%20OS%2E47%2E01%204%20EN&newTargetListUrl=%2Fsites%2Fvat%2FInternational%20Evaluation%20Panel%202025&viewpath=%2Fsites%2Fvat%2FInternational%20Evaluation%20Panel%202025%2FForms%2FAllItems%2Easpx
Employee Adaptation Process OS.69.01*	4.6	https://savsmb.sharepoint.com/sites/vat/International%20Evaluation%20Panel%202025/Forms/AllItems.aspx?id=%2Fsites%2Fvat%2FInternational%20Evaluation%20Panel%202025%2FDocuments%2FInternal%20Regulations%2FEmployee%20Adaptation%20Process%20OS%2E69%2E01
Gender Equality Plan*	4.7	https://www.savs.cz/en/file-download/764
Personal development plan*	4.7	https://savsmb.sharepoint.com/sites/vat/International%20Evaluation%20Panel%202025/Forms/AllItems.aspx?id=%2Fsites%2Fvat%2FInternational%20Evaluation%20Panel%202025%2FDocuments%2FInternal%20Regulations%2FPersonal%20Development%20Plan%2Epdf&parent=%2Fsites%2Fvat%2FInternational%20Evaluation%20Panel%202025%2FDocuments%2FInternal%20Regulations
Social responsibility and the University's third role NO.29.01*	4.6	https://savsmb.sharepoint.com/sites/vat/International%20Evaluation%20Panel%202025/Forms/AllItems.aspx?id=%2Fsites%2Fvat%2FInternational%20Evaluation%20Panel%202025%2FDocuments%2FInternal%20Regulations%2FSocial%20responsibility%20and%20the%20University%E2%80%99s%20third%20role%5FNO%2E29%2E01%5FEN%2Epdf&parent=%2Fsites%2Fvat%2FInternational%20Evaluation%20Panel%202025%2FDocuments%2FInternal%20Regulations
The purpose and utilisation of institutional support in the long-term	4.11	https://savsmb.sharepoint.com/sites/vat/International%20Evaluation%20Panel%2

conceptual development of ŠAU OS. 50.01*		02025/Forms/AllItems.aspx?id=%2Fsites%2Fvat%2FInternational%20Evaluation%20Panel%202025%2FDocuments%2FInternal%20Regulations%2F%C5%A0AU%20Internal%20Grant%20Agency%20%28IGA%29%2Epdf&parent=%2Fsites%2Fvat%2FInternational%20Evaluation%20Panel%202025%2FDocuments%2FInternal%20Regulations
ŠAU Internal Grant Agency (IGA)*	4.1; 4.11	https://savsmb.sharepoint.com/sites/vat/International%20Evaluation%20Panel%202025/Forms/AllItems.aspx?id=%2Fsites%2Fvat%2FInternational%20Evaluation%20Panel%202025%2FDocuments%2FInternal%20Regulations%2F%C5%A0AU%20Internal%20Grant%20Agency%20%28IGA%29%2Epdf&parent=%2Fsites%2Fvat%2FInternational%20Evaluation%20Panel%202025%2FDocuments%2FInternal%20Regulations
Principles of the In-house Excellence Grant Competition ŠAU 2025*	4.1; 4.2	https://savsmb.sharepoint.com/:b:/r/sites/vat/International%20Evaluation%20Panel%202025/Documents/Internal%20Regulations/Principles%20of%20the%20In-house%20Excellence%20Grant%20Competition%20%C5%A0AU%202025.pdf?csf=1&web=1&e=MkaPqb
Principles of the Student Grant Competition ŠAU 2025*	4.1	https://savsmb.sharepoint.com/sites/vat/International%20Evaluation%20Panel%202025/Forms/AllItems.aspx?id=%2Fsites%2Fvat%2FInternational%20Evaluation%20Panel%202025%2FDocuments%2FInternal%20Regulations%2FPrinciples%20of%20the%20Student%20Grant%20Competition%2Epdf&parent=%2Fsites%2Fvat%2FInternational%20Evaluation%20Panel%202025%2FDocuments%2FInternal%20Regulations
Code of Ethics*	4.3; 4.7	https://savsmb.sharepoint.com/sites/vat/International%20Evaluation%20Panel%202025/Forms/AllItems.aspx?id=%2Fsites%2Fvat%2FInternational%20Evaluation%20Panel%202025%2FDocuments%2FInternal%20Regulations%2FCode%20of%20Ethics%5FEN%2Epdf&parent=%2Fsites%2Fvat%2FInternational%20Evaluation%20Panel%202025%2FDocuments%2FInternal%20Regulations

Guidelines for the determination of the personal remuneration of academic staff OS.28.03 and Attachment No. 2 of this Directive*	4.5; 4.7	https://savsmb.sharepoint.com/sites/vat/International%20Evaluation%20Panel%202025/Forms/AllItems.aspx?id=%2Fsites%2Fvat%2FInternational%20Evaluation%20Panel%202025%2FDocuments%2FInternal%20Regulations%2FGuidelines%20for%20Determining%20the%20Personal%20Evaluation%20of%20Academic%20Staff%20OS%2E28%2E03&viewid=07b9ff87%2Dc81f%2D4da9%2D9b0a%2D212f6b940893
Working Hours OS.59.03*	4.6; 4.7	https://savsmb.sharepoint.com/sites/vat/International%20Evaluation%20Panel%202025/Forms/AllItems.aspx?id=%2Fsites%2Fvat%2FInternational%20Evaluation%20Panel%202025%2FDocuments%2FInternal%20Regulations%2FWorking%20hours%20OS%2E59%2E03%2Epdf&parent=%2Fsites%2Fvat%2FInternational%20Evaluation%20Panel%202025%2FDocuments%2FInternal%20Regulations
ŠAU Strategic Plan*	4.8	https://savsmb.sharepoint.com/sites/vat/International%20Evaluation%20Panel%202025/Forms/AllItems.aspx?id=%2Fsites%2Fvat%2FInternational%20Evaluation%20Panel%202025%2FDocuments%2FInternal%20Regulations%2F%C5%A0AU%20Strategic%20Plan%202021%2D2025%2Epdf&parent=%2Fsites%2Fvat%2FInternational%20Evaluation%20Panel%202025%2FDocuments%2FInternal%20Regulations
Predatory (Suspicious) Journals Directive OS 66.01*	4.14	https://savsmb.sharepoint.com/sites/vat/International%20Evaluation%20Panel%202025/Forms/AllItems.aspx?id=%2Fsites%2Fvat%2FInternational%20Evaluation%20Panel%202025%2FDocuments%2FInternal%20Regulations%2FSuspicious%20%28Predatory%29%20Journals%20OS%2E66%2E01%2Epdf&parent=%2Fsites%2Fvat%2FInternational%20Evaluation%20Panel%202025%2FDocuments%2FInternal%20Regulations

* To open the documents, you will need to log in after clicking the link.
Please use this login details:
Username: iep@o365.savs.cz
Password: Hodnoceni1457

Academics Bodies, Committees	4.1	https://www.savs.cz/en/academic-bodies
Students R&D	4.2	https://www.savs.cz/en/im-interested-in-science-286lp
Academics Bodies: International Evaluation Board	4.3	https://www.savs.cz/en/academic-bodies
Contacts: Ombudsmen	4.3	https://www.savs.cz/en/contacts
Don't let it be Platform	4.3	https://www.savs.cz/en/faceup-223lp
Sustainability Action Plan	4.4	https://www.savs.cz/en/sustainability-161lp
CSR Activities: Integration Project	4.4	https://www.savs.cz/en/integration-projects-at-ŠAU-247lp
Memorandum on the Protection of Personal Data Concerning Conferences, Seminars and Other Professional Events	4.4	https://www.savs.cz/en/conferences-and-seminars
Repository	4.4	https://repozitar.cz/?lang=en
The Research Centre	4.5	https://www.savs.cz/en/skoda-auto-university-research-center-187lp
Don't Let It Be Platform	4.7	https://www.savs.cz/en/faceup-223lp
Cooperation with Czestochowa University of Technology: Article	4.8	https://doi.org/10.22306/al.v11i3.537
Educational Technical Centre Na Hejdovce	4.9	https://www.savs.cz/en/educational-tc-na-hejdovce-227lp)
COST Action - CA22110 LIAISE: Jiří Strouhal in Management Committee	4.12	https://www.cost.eu/actions/CA22110/#tabs+Name:Management%20Committee
Automotive Study	4.14	https://www.savs.cz/en/sau-annual-study-94lp
ICAI Conference	4.14	https://www.savs.cz/konference-icai
R&D Seminars	4.14	https://www.savs.cz/en/conferences-and-seminars-archive-214lp
Academics Bodies: Academic Board	4.14	https://www.savs.cz/en/academic-bodies

MODULE 5 - STRATEGY AND POLICIES

5.1 Mission and vision of the evaluated institution in R&D&I

The HEI will briefly describe its mission and vision with emphasis on R&D&I in general and its R&D&I capacities in the implemented R&D&I fields[40] (Tables 5.1.1 and 5.1.2). In particular, the HEI's vision covers the following five-year period and must relate to the strategic objectives of the Provider, the National Policy on Research, Development, and Innovation of the Czech Republic 2021+, the Gender Equality Strategy 2021-2030, and other higher national and supranational strategic documents in the field of R&D&I (Table 5.1.3). The HEI shall complement the description with active references to its Strategic plan for the teaching, scholarly, scientific, research, development, artistic, and other creative activities of the higher education institution (regarding the results and recommendations from the previous evaluation period, if the evaluated HEI participated in it). The HEI shall describe how the vision and mission were implemented during the period of 2020–2024.

Maximum 2000 words.

Self-assessment:

ŠAU mission statement since 2023:

- ŠAU offers unique study programmes falling within the technical areas of education and the areas of education in computer science and economics,
- ŠAU's curriculum is aligned with the most recent developments in scientific and educational research,
- ŠAU combines academic excellence with opportunities for students to gain practical experience through internships and work experience,
- ŠAU engages in national and international research projects,
- ŠAU is committed to responding to the needs of leading companies in the automotive industry,
- ŠAU has achieved a high level of internationalisation,
- ŠAU is committed to the principles of sustainability, diversity and social responsibility,
- ŠAU's third role encompasses its national, regional, and local contributions.

ŠAU vision statement since 2023:

- ŠAU is an internationally renowned university linked to industry, especially the automotive industry,
- ŠAU is attractive to talented and highly motivated Czech and international students,
- ŠAU provides relevant knowledge, skills and practical experience, ensuring high employability of graduates.

Concerning the relevant R&D component of the **ŠAU's mission**, the HEI is poised to expand its research scope in the forthcoming years, particularly in technical disciplines and informatics (cf. Tables 5.1.1 and 5.1.2).

The institution shall continue cooperating closely with its founder, the Škoda Auto a.s., in R&D, especially in applied and contract research projects. At the same time, however, it will become more emancipated and focus on research cooperation with other companies and universities in the Czech Republic and, as part of internationalisation, on project and publication cooperation with universities of similar focus abroad.

The successful fulfilment of **ŠAU's Vision** in the domain of R&D will be reflected in the university's enhanced attractiveness to foreign partners, particularly in collaborative projects. The successful

[40] For so-called R&D&I capacities, see Definition of Terms in Methodology HEI2025+.

accreditation of doctoral studies will contribute to developing research activities at both the national and international levels, with doctoral students becoming an asset in this regard. This will result in a positive shift in the age structure of the academic staff and a greater appeal of the institution for PhD students and postdoctoral researchers from abroad.

In the area of R&D, the ŠAU has followed the Ministry's Strategic Plan for the Higher Education Sector for the period from 2021 (SPM), specifically in priority objectives 3 and 4, as set out in its Strategic Plan for the period from 2021 (ŠAU SP).

Priority Objective 3 - To increase the efficiency and quality of PhD studies

ŠAU Strategic Plan, 2021-2025: The ŠAU 2025+ Strategy mandated the management of the CSR to obtain accreditation of the PhD programme in Economics and Management by the end of 2025. ŠAU has focused primarily on building adequate staff capacity and orienting institutional research on the topic of Sustainable Development of the Automotive Industry in the Contemporary Economy, which could also be a supporting topic for partial research assignments of future PhD programme students.

Evaluation: As previously stated, this objective was not accomplished primarily due to the inability to procure a significant international project, a prerequisite for the accreditation of the PhD programme. Consequently, the implementation plan 2025 of the ŠAU Strategic Plan stipulates: "ŠAU will integrate the staff and research capacities of the PM, PEMI, and EM study programmes to fulfil the accreditation criteria and seek accreditation for PhD studies with a predominantly technical orientation. By the close of 2024, an initial analysis of the options and requisites was conducted, encompassing the delineation of the areas, subject composition, potential supervisors and research projects of the respective umbrella. The framework was discussed at the ŠAU plenaries. In 2025, the expectation is to prepare an accreditation application in Q1, then submit it to the ŠAU authorities, and subsequently to the NAB in Q2."

Priority Objective 4 – Strengthen strategic management and effective use of R&D capacity in HEIs

ŠAU Strategic Plan, 2021-2025: Most of ŠAU's study programmes are professionally oriented, reflecting the institution's commitment to applied and oriented research in collaboration with relevant industry and public sector partners. This commitment is further evidenced by the university's dedication to responding to societal needs expressed by these partners. In the 2021-2025 period, the institution will place increased emphasis on grant applications for projects under the Horizon Europe calls. Due to its size and focus, ŠAU does not possess independent research centres. However, it does enter into publication agreements with selected academic staff, the essence of which is to reduce the requirement for the scope of teaching activities over several years and to dedicate the capacity thus freed up to research and development activities (as of 2021). ŠAU has been systematically working on developing international mobility of students and staff, both academic and non-academic, for some time. Evidence of the success of ŠAU in this area can be seen in the fact that it receives one of the highest amounts of Erasmus+ funding among Czech universities concerning its size. However, a limiting factor in internationalising the academic staff is that a decisive part of teaching at ŠAU is done in the Czech language. Nevertheless, ŠAU has consistently cultivated an open and inclusive culture.

Evaluation: In this priority objective, ŠAU made a concerted effort to achieve the goals outlined in the Ministry's Strategic Plan, with varying degrees of success. ŠAU demonstrated its commitment to enhancing research quality and internationalisation by submitting proposals for Horizon Europe and international projects of the Czech Science Foundation (GA CR), participating in COST Action projects, and contributing to the CIMA project. In applied research, ŠAU's achievements were notable, mainly through the successful execution of Technology Agency of CR projects. This accomplishment fulfilled the requirement stipulated by the Ministry of Education to orient research

towards addressing societal needs. In 2023, ŠAU established a Research Centre, a significant development in its commitment to research excellence. Furthermore, ŠAU has consistently demonstrated its prowess in mobility, both for academic and operational staff and students. Notably, ŠAU has transitioned from conventional publication agreements to establishing academic staff positions with a predominantly scientific focus and researchers, as outlined in indicator 4.5.

The ŠAU Strategic Plan, Implementation Plan for 2025, states: "From 1 July 2024, the minimum publication standards have been tightened to achieve greater balance in the field of creative activity. Concurrently, these standards have been integrated into the revised Guidelines on determining personal evaluation, which will be updated in 2025, considering the prevailing circumstances and standards in evaluating R&D activities in the Czech Republic and internationally. This update aims to enhance the visibility of the ŠAU following the evaluated benchmarks. In 2025, ŠAU will establish research teams within and across departments focusing on the University's institutional research sub-topics. This research aims to study aspects of sustainable development of the automotive industry in the current economy and developments in industry, logistics, and artificial intelligence. ŠAU will prioritise the cultivation of international research collaborations, notably by providing financial support to academics involved in or contributing to international Horizon Europe consortia and other global research funding schemes such as COST Action and MSCA. The objective is to methodically establish conditions conducive to acquiring international research projects. The research teams will be pivotal in accomplishing this objective.

Furthermore, ŠAU shall strongly encourage publications with foreign co-authors, for which a guideline will be issued in 2025 to promote collaboration with prestigious foreign institutions."

In research management and implementation, ŠAU adheres to several strategic objectives outlined in the **National Policy on Research, Development and Innovation of the Czech Republic 2021+**.

Objective 2: To support research organisations in creating motivating working conditions and developing the potential of people across the R&D spectrum.

ŠAU has set ambitious working conditions within its research activities, aspiring to become an attractive employer and enabling its employees to balance work and parental responsibilities. This commitment is further demonstrated by its application for the HR Excellence in Research Award (HR Award) in 2024, which recognises excellence in caring for human resources in a research environment.

Objective 3: To enhance the quality and international pre-eminence of research and development in the Czech Republic, rendering the Czech Republic more receptive and appealing to international research and development, and to augment the integration of R&D&I in the European Research Area.

In the period under review, the ŠAU sought to join the European Research Area. This objective was partially met by active participation in consortia of Horizon Europe proposals, which did not achieve funding. However, participation in COST Action projects and involvement in the GERPISA research network was successful.

Objective 4: To promote the expansion of cooperation between research and application in research, development and innovation was also met.

In the period under review, ŠAU cooperated with the business sector, inter alia, by participating in the applied research projects of the Operational Programme Enterprise and Innovations for Competitiveness and Technology Agency of CR call for applications.

Objective 5: To develop research, development and innovation in enterprises and the public sector.

By solving dozens of contract research projects for the business sector, the ŠAU contributed to increasing funds from business sources to implement R&D.

The ŠAU's commitment to gender equality in the scientific profession is anchored in the **ŠAU Gender Equality Strategy 2021-2030**, which was initiated in 2022 with the formulation of its own Gender Equality Plan. This plan is subject to regular evaluation and is currently being updated until 2029 *(see the document 01 - Gender Equality plan).*

The list of documents and links:

01 Gender Equality Plan

https://www.savs.cz/en/file-download/764

5.1.1 R&D&I capacities of HEI in the year 2025

Field of Research	FORD	FORD share [%]	Predominant type of research	Total share of field of reaserch [%]
1. Natural Sciences	1.1 Mathematics	6%	Applied research	14%
	1.2 Computer and information sciences	8%	Applied research	
	1.3 Physical sciences	0%	Zvolte položku.	
	1.4 Chemical sciences	0%	Zvolte položku.	
	1.5 Earth and related environmental sciences	0%	Zvolte položku.	
	1.6 Biological sciences	0%	Zvolte položku.	
	1.7 Other natural sciences	0%	Zvolte položku.	
2. Engineering and Technology	2.1 Civil engineering	0%	Zvolte položku.	13%
	2.2 Electrical engineering, Electronic engineering, Information engineering	4%	Applied research	
	2.3 Mechanical engineering	9%	Applied research	
	2.4 Chemical engineering	0%	Zvolte položku.	
	2.5 Materials engineering	0%	Zvolte položku.	
	2.6 Medical engineering	0%	Zvolte položku.	
	2.7 Environmental engineering	0%	Zvolte položku.	
	2.8 Environmental biotechnology	0%	Zvolte položku.	
	2.9 Industrial biotechnology	0%	Zvolte položku.	
	2.10 Nanotechnology	0%	Zvolte položku.	
	2.11 Other engineering and technologies	0%	Zvolte položku.	
3. Medical and Health Sciences	3.1 Basic medicine	0%	Zvolte položku.	0%
	3.2 Clinical medicine	0%	Zvolte položku.	
	3.3 Health sciences	0%	Zvolte položku.	
4. Agricultural and veterinary sciences	4.1 Agriculture, Forestry, and Fisheries	0%	Zvolte položku.	0%
	4.2 Animal and Dairy science	0%	Zvolte položku.	
	4.3 Veterinary science	0%	Zvolte položku.	

	4.4 Other agricultural sciences	0%	Zvolte položku.	
5. Social Sciences	5.1 Psychology and cognitive sciences	2%	Zvolte položku.	68%
	5.2 Economics and Business	57%	Balanced basic and applied research	
	5.3 Education	5%	Balanced basic and applied research	
	5.4 Sociology	0%	Zvolte položku.	
	5.5 Law	4%	Balanced basic and applied research	
	5.6 Political science	0%	Zvolte položku.	
	5.7 Social and economic geography	0%	Zvolte položku.	
	5.8 Media and communications	0%	Zvolte položku.	
	5.9 Other social sciences	0%	Zvolte položku.	
6. Humanities and the Arts	6.1 History and Archaeology	0%	Zvolte položku.	5%
	6.2 Languages and Literature	5%	Applied research	
	6.3 Philosophy, Ethics and Religion	0%	Zvolte položku.	
	6.4 Arts (arts, history of arts, performing arts, music)	0%	Zvolte položku.	
	6.5 Other Humanities and the Arts	0%	Zvolte položku.	
Total		100 %	-	100 %

5.1.2 Target R&D&I capacities of HEI for the next five-year period

Field of Research	FORD	FORD share [%]	Predominant type of research	Total share of field of reaserch [%]
1. Natural Sciences	1.1 Mathematics	6%	Applied research	22%
	1.2 Computer and information sciences	16%	Applied research	
	1.3 Physical sciences	0%	Zvolte položku.	
	1.4 Chemical sciences	0%	Zvolte položku.	
	1.5 Earth and related environmental sciences	0%	Zvolte položku.	
	1.6 Biological sciences	0%	Zvolte položku.	
	1.7 Other natural sciences	0%	Zvolte položku.	
2. Engineering and Technology	2.1 Civil engineering	0%	Zvolte položku.	23%
	2.2 Electrical engineering, Electronic engineering, Information engineering	9%	Applied research	
	2.3 Mechanical engineering	14%	Applied research	
	2.4 Chemical engineering	0%	Zvolte položku.	
	2.5 Materials engineering	0%	Zvolte položku.	
	2.6 Medical engineering	0%	Zvolte položku.	
	2.7 Environmental engineering	0%	Zvolte položku.	
	2.8 Environmental biotechnology	0%	Zvolte položku.	
	2.9 Industrial biotechnology	0%	Zvolte položku.	
	2.10 Nanotechnology	0%	Zvolte položku.	
	2.11 Other engineering and technologies	0%	Zvolte položku.	
3. Medical and Health Sciences	3.1 Basic medicine	0%	Zvolte položku.	0%
	3.2 Clinical medicine	0%	Zvolte položku.	

	3.3 Health sciences	0%	Zvolte položku.	
4. Agricultural and veterinary sciences	4.1 Agriculture, Forestry, and Fisheries	0%	Zvolte položku.	0%
	4.2 Animal and Dairy science	0%	Zvolte položku.	
	4.3 Veterinary science	0%	Zvolte položku.	
	4.4 Other agricultural sciences	0%	Zvolte položku.	
5. Social Sciences	5.1 Psychology and cognitive sciences	2%	Applied research	50%
	5.2 Economics and Business	40%	Balanced basic and applied research	
	5.3 Education	5%	Applied research	
	5.4 Sociology	0%	Zvolte položku.	
	5.5 Law	3%	Balanced basic and applied research	
	5.6 Political science	0%	Zvolte položku.	
	5.7 Social and economic geography	0%	Zvolte položku.	
	5.8 Media and communications	0%	Zvolte položku.	
	5.9 Other social sciences	0%	Zvolte položku.	
6. Humanities and the Arts	6.1 History and Archaeology	0%	Zvolte položku.	5%
	6.2 Languages and Literature	5%	Applied research	
	6.3 Philosophy, Ethics and Religion	0%	Zvolte položku.	
	6.4 Arts (arts, history of arts, performing arts, music)	0%	Zvolte položku.	
	6.5 Other Humanities and the Arts	0%	Zvolte položku.	
	Total	100 %	-	100 %

5.1.3 Relation to the strategic objectives of the provider and strategic documents in the field of R&D&I

Strategic document	Follow-up
The Strategic Plan of the Ministry of Higher Education for the period from 2021 Strategic Plan of the Ministry for HE from 2021+	Priority Objectives 3 and 4
National Policy on Research, Development and Innovation of the Czech Republic 2021+ https://vyzkum.gov.cz/FrontClanek.aspx?idsekce=932081	Priority Objectives 2, 3, 4 and 5
Gender Equality Strategy 2021-2030 https://vlada.gov.cz/cz/ppov/rovne-prilezitosti-zen-a-muzu/dokumenty/zakladni-dokumenty-rady-216828/	8.1.4 Gender equality in the science

5.2 Research and development objectives

The HEI will describe its intentions and goals for the next five-year period. The objectives in the field of research development, innovation, and knowledge transfer as well as the objectives in the field of cooperation with public administration, entrepreneurs, and non-profit organisations will be described in relation to the mission, vision and disciplinary capacities of the HEI. Furthermore, the objectives for the development of the HEI as a research organisation will be described, in the areas of human potential development, institutional resilience, the implementation of open science and adherence to the principles of ethics, scientific integrity, and good practice, and their interrelationship with R&D&I objectives. The objectives described must be consistent with the Strategic plan for the teaching, scholarly, scientific, research, development, artistic and other creative activities of the higher education institution.

Maximum 2000 words.

Self-assessment:

The ŠAU aims to consolidate its position as a research organisation, particularly emphasising applied research, innovation, and knowledge transfer into practice, especially in areas related to increasing publication in prestigious scientific journals and active cooperation with foreign institutions. In the field of education in Economics, a significant share of basic research will be maintained and further developed. From 2025 onwards, the ŠAU shall systematically support the creation of research teams focusing on sustainable mobility, digitalisation and the use of artificial intelligence in industry. Furthermore, a key step will be to strengthen knowledge and technology transfer between academia and business, enabling more effective use of research results in practice.

Concurrently, the ŠAU is undertaking measures to consolidate its position within open science and scientific integrity. A pivotal initiative in this regard has been the establishment of an institutional repository, which is slated for seamless integration into the national repository infrastructure in the forthcoming years, thereby facilitating the broader dissemination of research outcomes. Moreover, the ŠAU is closely monitoring advancements in the European Open Science Cloud (EOSC), with plans to play an active role in its implementation. Concomitant with this, emphasis is placed on the quality of scientific work, adherence to ethical standards and promoting transparency in research activities. In this context, academics will be supported in scientific integrity and the effective use of digital tools for managing research projects and publications.

A further key priority is the development of cooperative relationships with industrial partners, public administration, and the non-profit sector. ŠAU cooperates closely with Škoda Auto a.s. and other companies in the field of applied research, focusing on the resolution of challenges related to electromobility, digitalisation of production processes, but also, for example, on the issue of 3D printing and suitable composite materials within the National Centre of Competence of the Czech Technical University. The institution has plans to expand this cooperation in the future, not only through joint research projects but also by involving experts from industry in teaching and research activities. Concurrently, ŠAU will strengthen cooperation with the public sector on smart mobility, sustainable urban development and innovative transport solutions.

The internationalisation of research and education is also a key component of the ŠAU's development goals, with the University placing significant emphasis on establishing and strengthening international partnerships and involvement in global research networks. The ŠAU is committed to the continuous development of international scientific cooperation, particularly in automotive-related research, utilising the platforms provided by the international scientific network GERPISA.

The ŠAU has already established double-degree programmes with European universities (see Indicator 3.1), and more recently, it has initiated a new international study programme on

Automotive Computing for Mobility Innovation, supported by the Erasmus Mundus Design Measures initiative. In the coming years, ŠAU plans to develop further exchange programmes for students and academics, including support for internships in international companies and institutions. Furthermore, there are plans to strengthen cooperation with selected partners outside the EU, especially in research and development. Another key area is developing the human potential and institutional resilience of ŠAU. Following the HR Award, the HEI will systematically support academic staff's professional growth and research skills development. It also plans to reduce the administrative burden on academic staff by digitising processes and using artificial intelligence in managing the research agenda. Finally, ŠAU shall promote equality of opportunity and develop talented researchers through mentoring programmes and targeted support for young scientists.

The period from 2025 to 2030 shall represent a significant milestone in advancing the ŠAU's position in science, research and innovation. With a strategic emphasis on applied research, international collaboration and close industry ties, the HEI is poised to become a prominent technological and economic research entity. This development is expected to directly influence the evolution of the automotive sector and broader society. The research and development objectives are closely linked to the university's long-term strategy and correspond to national and European priorities in the field of research, development and innovation.

In the forthcoming five-year period, ŠAU shall methodically enhance its research capacity, broaden its collaborative efforts with industrial partners, public administration and the non-profit sector, and fortify its engagement in international scientific networks. The primary objective is not solely to generate high-quality scientific outputs but also to reinforce the connection between academia and the practical application of research outcomes.

A principal objective of ŠAU is to obtain accreditation for the PhD programme in Industrial Innovation Management, which will focus on the interconnection of technical, cyber and economic disciplines. To achieve this goal, the HEI plans to strengthen research capacity in key areas, especially within existing study programmes, both in basic and applied research, and to create interdisciplinary research teams focused on current challenges in the automotive sector, Industry 4.0 and the digital transformation of enterprises. Concurrently, the infrastructure for research and innovation will be expanded, with a particular emphasis on the laboratories at the Educational Technical Centre Na Hejdovce in Mladá Boleslav.

Regarding research and development, ŠAU shall focus on consolidating excellence and internationalising scientific work. This objective shall be achieved by supporting the involvement of academic staff in international research projects and grant schemes, with a particular emphasis on the Horizon Europe programme and other European initiatives. Additionally, there will be an emphasis on increasing publication in prestigious scientific journals and active cooperation with foreign institutions. Another significant step will be to strengthen the transfer of knowledge and technology between academia and business to enable more effective utilisation of research results in practice.

5.3 Institutional tools and measures for the implementation of the research and development strategy

The HEI will describe its institutional and strategic tools (e.g., strategic management tools, tools created to support the implementation of research objectives, legal and organisational norms in relation to R&D&I support, etc.) that are designed to fulfil the research and development objectives for the next five-year period (Table 5.3.1), with an emphasis on:

- Supporting quality R&D&I.
- Excellent science.
- Innovative environment and increasing the international or disciplinary competitiveness of the HEI's research activities.
- Development of human potential.
- Institutional resilience.
- Adherence to ethical principles, scientific integrity and good practice in R&D&I.

Maximum 2000 words.

Self-assessment:

- Promoting high-quality R&D&I

The promotion of quality R&D&I is systematically promoted by the ŠAU using several instruments, including continuous refinement of the Open Calls (OC) for articles, national grants and international grants; a new Open Call for monographs (see Indicator 4.2.) (see the document file 01 – Open calls); modification of the Directive on the determination of personal evaluation of academic staff and Annex No. 2 of this Directive in 2024 (see Indicator 4.5.) (see the document 02 - Guidelines for Determining the Personal Evaluation of Academic Staff OS.28.03 and 03 - Annex 2 Guidelines for Determining the Personal Evaluation of Academic Staff OS.28.03) The Directive has increased the minimum performance in R&D required to obtain personal evaluation from 10% to 35% of the standard for this particular area. It has also created conditions for the inclusion of high-quality researchers in the category of academics with a predominant focus on research activities. It has also established a performance standard for researchers who are evaluated and receive personal remuneration exclusively for research activities. Additionally, a diversification has occurred at the opposite end of the spectrum, with academic staff now able to be classified as lecturers, where only teaching activities are assessed.

- Excellence in science

The latest version of the Open Calls introduces a series of incentive mechanisms to promote excellence in scientific research. These include bonuses for collaboration with prominent scientists or academic institutions and for publications resulting from international research projects. (see the document file 01 – Open Calls). Furthermore, the Excellence Grants Competition has been drafted in fall 2024, with its first call in February 2025 (see the document 04 - Principles of the In-house Excellence Grant Competition ŠAU 2025).

- Innovative environment and increasing the international or disciplinary competitiveness of the university's research activities

The establishment of the ŠAU Research Centre, now characterised by two parallel research lines, has contributed to creating an innovative environment and increased competitiveness in research. For more details, see Indicator 4.14 and recommendations 4.1 to 4.5.

- Development of human potential

ŠAU has created the necessary documentation and applied for the HR Excellence in Research Award (HR Award) for excellence in the care of human resources in a scientific environment in 2024; the

decision is currently awaiting the European Commission. Upon receipt, the implementation process will commence. In 2024, ŠAU was included in the list of research organisations approved to recruit researchers from third countries.

- Institutional resilience

ŠAU fulfils key aspects of institutional resilience in R&D:

- Financial stability: the diversification of funding sources will be pursued; as student numbers increase, tuition fee income will grow; beyond donations from the founder, ŠAU is systematically working on regular solicitation of donations from other corporate donors and income from project activities.
- Academic autonomy: ŠAU will continue to build independence from political or economic pressures, allowing for autonomy in research in the long term.
- Adaptability and innovation: ŠAU, given the quality of its academic staff and the processes it has set up, will be able to continue to respond to technological change and new research directions, as well as to crises in international relations.
- The adherence to ethical principles, scientific integrity and good practice in R&D&I is also paramount.

ŠAU adopted a Code of Ethics in 2021 (see Indicator 4.3). In its third part, the document discusses research area. It addresses the basic principles of scientific work from the perspective of research ethics, i.e. the use of research methods, intellectual property issues, authorship and citation issues, and the management of funds in connection with research. The plan, within the framework of the project submitted to the Programme Johannes Amos Comenius, includes creating and approving a Code of Ethics, which will deal exclusively with scientific activity in detail. It is anticipated that such a Code of Ethics will be created and adopted in 2026. The ŠAU also adopted a Predatory (Suspicious) Journals Directive in 2023 to help academics distinguish journals suitable for publishing their research.

The list of documents and links:

01 – Open calls file

https://savsmb.sharepoint.com/sites/vat/International%20Evaluation%20Panel%202025/Forms/AllItems.aspx?id=%2Fsites%2Fvat%2FInternational%20Evaluation%20Panel%202025%2FDocuments%2FInternal%20Regulations%2FOpen%20Calls&newTargetListUrl=%2Fsites%2Fvat%2FInternational%20Evaluation%20Panel%202025&viewpath=%2Fsites%2Fvat%2FInternational%20Evaluation%20Panel%202025%2FForms%2FAllItems%2Easpx

02 - Guidelines for Determining the Personal Evaluation of Academic Staff OS.28.03

https://savsmb.sharepoint.com/:b:/r/sites/vat/International%20Evaluation%20Panel%202025/Documents/Internal%20Regulations/Guidelines%20for%20Determining%20the%20Personal%20Evaluation%20of%20Academic%20Staff%20OS.28.03/Guidelines%20for%20Determining%20the%20Personal%20Evaluation%20of%20Academic%20Staff%20OS.28.03.pdf?csf=1&web=1&e=980DbR

03 - Annex 2 Guidelines for Determining the Personal Evaluation of Academic Staff OS.28.03

https://savsmb.sharepoint.com/:b:/r/sites/vat/International%20Evaluation%20Panel%202025/Documents/Internal%20Regulations/Guidelines%20for%20Determining%20the%20Personal%20Evaluation%20of%20Academic%20Staff%20OS.28.03/Annex%202_Guidelines%20for%20Determining%20the%20Personal%20Evaluation%20of%20Academic%20Staff%20OS.28.03.pdf?csf=1&web=1&e=2R974

04 - Principles of the In-house Excellence Grant Competition ŠAU 2025

https://savsmb.sharepoint.com/:b:/r/sites/vat/International%20Evaluation%20Panel%202025/Documents/Internal%20Regulations/Principles%20of%20the%20In-house%20Excellence%20Grant%20Competition%20%C5%A0AU%202025.pdf?csf=1&web=1&e=MkaPqb

5.3.1 Institutional tools and measures for the implementation of the research and development strategy

Name of instrument/measure	Description of the tool/measure	Implementation status	Year
Guidelines for Determining the Personal Evaluation of Academic Staff OS.28.03 and Annex No. 2 of this Directive	The Directive calls for an augmentation of the minimum performance requirements in R&D to determine personal evaluation, with a particular emphasis on academics with a predominantly scientific focus and those not encumbered with teaching responsibilities.	Implemented	2024
Open Calls for 2025	The emphasis on excellence and international collaboration is to be prioritised.	Implemented	2025

5.4 Implementation of the recommendations in Module 5

The HEI will briefly describe how it has implemented the recommendations for Module 5 from the previous evaluation period, if applicable.

Maximum 1000 words

Self-assessment:

The IEP 2020 evaluation made the following main recommendations for the ŠAU:
The full text of each recommendation can be found in the document IEP Evaluation Report (2020).

Recommendation 5.1

ŠAU response:

As outlined in the preceding modules, ŠAU has significantly intensified its endeavours in R&D internationalisation in the evaluation domain. Consequently, the institution has participated in six HE consortia and has submitted eleven Czech Science Foundation (GA CR) projects, nine of which have involved collaboration with international partners. Regrettably, these endeavours have not yet materialised as awarded projects. Notwithstanding, ŠAU has garnered substantial experience formulating proposals and has cultivated cooperation with novel international partners. Notably, ŠAU has successfully participated in COST Action projects and continues to pursue major international projects, as evidenced by the Horizon Europe NEXTLOGIC project submitted in February 2025. The same applies to projects in the field of basic research. Academic staff are supported administratively and have significant financial incentives for obtaining grants depending on their size and importance. In addition, a dedicated segment is incorporated into the institution's regular staff workshops, held biannually, focusing on specific research strategy subjects and assisting academics in preparing peer-reviewed articles per the 2017+ Methodology.

Recommendation 5.2

ŠAU response:
The ŠAU departments focus on different project groups, following their professional focus and the focus of their members, and the difficulty of obtaining research projects is determined by this professional focus. The departments have a different age structure, and their staffing does not always correlate with the teaching load, which results in uneven performance in project activities.
The deeper integration of ŠAU into the GERPISA network has been realised, and the institution has become a respected part of the network thanks to its involvement in its activities. Symbolically, this was demonstrated by the active participation of the President of the GERPISA network, Tommaso Pardi, in the ICAI 2024 conference, in which ŠAU was offered to host the annual GERPISA conference in 2027. Additionally, ŠAU is engaged in the activities of the Automotive Skills Alliance (ASA) network (https://automotive-skills-alliance.eu/) and is a member of the International Fiscal Association (IFA) (https://www.ifa.nl/).
The Gender Equality Plan has been implemented by ŠAU since 2022. However, a particular gender imbalance is primarily attributable to the disciplinary representation of the HEI's study programmes, i.e. the fields of economics and business are predominantly female, while engineering and technology are male-dominated.
Following the 2017+ Methodology and the IEP recommendation, the quality measure and the criterion for rewarding publications is henceforth to be exclusively the Article Influence Score (AIS). Publishing in predatory (suspicious) journals has been excluded from the reward system following the IEP recommendation (see Guidelines for Determining Personal Evaluation, section 4.2.1).

Recommendation 5.3 and 5.4

ŠAU response:
The ŠAU has established a diverse range of partnerships, extending beyond the confines of the automotive sector. The institution engages in collaborative research endeavours, encompassing both applied and contract-based projects, with external corporate and academic partners. The emergence of novel research themes centred on digitalisation and artificial intelligence is a testament to the institution's collaborative efforts with new partners, including prominent names such as Siemens, AIKIT and Adastra.

Recommendation 5.5

ŠAU response:
In alignment with the IEP recommendations, ŠAU has offered its expertise in the Horizon Europe consortia in which it is engaged, particularly in the economic aspects of project proposals. However, no significant international project has been secured to date. Nevertheless, the HEI is undeterred in its endeavours, and thanks to the contacts it has established, it is succeeding in joining more and more competitive consortia. The latest HE NEXT-GEN URBAN FREIGHT LOGISTICS FOR NET ZERO EMISSIONS THROUGH INNOVATIVE SOLUTIONS (NEXTLOGIC) project proposal was submitted in February 2025. In accordance with the IEP 2020 recommendation, the pan-European "lead top-notch" consortium, led by the prestigious Université du Luxembourg, incorporates 21 partners from eleven countries. In contrast to previous consortia, ŠAU has offered expertise in smart sensors, data analytics, and their utilisation in innovative and green cities.
Concurrently, an accreditation application file for a doctoral programme within industry, cybernetics and economics is being prepared, with further details provided in Indicator 4.14.

A LIST OF SUPPORTING DOCUMENTS/LINKS FOR MODULE 5

Document name	No. criteria	Location (link in HTML)
Gender Equality Plan*	5.1	https://www.savs.cz/en/file-download/764
Guidelines for Determining the Personal Evaluation of Academic Staff OS.28.03 and Annex No. 2 of this Directive *	5.3	https://savsmb.sharepoint.com/sites/vat/International%20Evaluation%20Panel%202025/Forms/AllItems.aspx?id=%2Fsites%2Fvat%2FInternational%20Evaluation%20Panel%202025%2FDocuments%2FInternal%20Regulations%2FGuidelines%20for%20Determining%20the%20Personal%20Evaluation%20of%20Academic%20Staff%20OS%2E28%2E03&viewid=07b9ff87%2Dc81f%2D4da9%2D9b0a%2D212f6b940893
Open Call: Publication of a scientific article in the WoS or SCOPUS database in the field of Social Sciences relevant to the professional part of the accredited study programmes*	5.3	https://savsmb.sharepoint.com/:b:/r/sites/vat/International%20Evaluation%20Panel%202025/Documents/Internal%20Regulations/Open%20Calls/OVC2025_EN.pdf?csf=1&web=1&e=JGM9Fu
Principles of the In-house Excellence Grant Competition ŠAU 2025*	5.3	https://savsmb.sharepoint.com/:b:/r/sites/vat/International%20Evaluation%20Panel%202025/Documents/Internal%20Regulations/Principles%20of%20the%20In-house%20Excellence%20Grant%20Competition%20%C5%A0AU%202025.pdf?csf=1&web=1&e=MkaPqb
IEP Evaluation Report (2020)*	5.3	https://savsmb.sharepoint.com/:b:/r/sites/vat/International%20Evaluation%20Panel%202025/Documents/IEP%20Evaluation%20Report%20(2020).pdf?csf=1&web=1&e=DLHD5M

*To open the documents, you will need to log in after clicking the link.
Please use this login details:
Username: iep@o365.savs.cz
Password: Hodnoceni1457

Strategic Plan of the Ministry for HE from 2021+	5.1	Strategic Plan of the Ministry for HE from 2021+
National Policy on Research, Development and Innovation of the Czech Republic 2021	5.1	https://vyzkum.gov.cz/FrontClanek.aspx?idsekce=932081

Gender Equality Strategy 2021-2030 (Condensed Version)	5.1	https://vlada.gov.cz/cz/ppov/rovne-prilezitosti-zen-a-muzu/dokumenty/zakladni-dokumenty-rady-216828/
Automotive Skills Alliance (ASA) network	5.4	https://automotive-skills-alliance.eu/
International Fiscal Association (IFA)	5.4	https://www.ifa.nl/