

**EVALUATION REPORT FOR EVALUATION OF RESEARCH
ORGANIZATION IN THE SEGMENT OF HIGHER EDUCATION
INSTITUTIONS IN YEAR 2025**

HIGHER EDUCATION INSTITUTION NAME: Charles University

COMPANY REGISTRATION NUMBER (CRN): 00216208

THE LIST OF EVALUATION UNITS IN MODULE 3:

Catholic Theological Faculty

Protestant Theological Faculty

Hussite Theological Faculty

Faculty of Law

First Faculty of Medicine

Second Faculty of Medicine

Third Faculty of Medicine

Faculty of Medicine in Plzeň

Faculty of Medicine in Hradec Králové

Faculty of Pharmacy in Hradec Králové

Faculty of Arts

Faculty of Science

Faculty of Mathematics and Physics

Faculty of Education

Faculty of Social Sciences

Faculty of Physical Education and Sport

Faculty of Humanities

Institute of the History of Charles University and Archive of Charles University

Centre for Theoretical Study

Centre for Economic Research and Graduate Education

Environment Centre

CHAIRPERSON OF INTERNATIONAL EVALUATION PANEL

Name and surname: **Sokratis Katsikas**

Phone number:

E-mail:

LIST OF INTERNATIONAL EVALUATION PANEL MEMBERS		
Name and surname	Position in IEP	Current position
Thierry Bonneau	member, FORD 5	University Paris-Panthéon-Assas, Professor
Roberto Cerbino	member, FORD 1	University of Vienna, Professor
Jari Eloranta	member, FORD 5	University of Helsinki, Professor
Vojtěch Fikar	MEYS methodologist	Ministry of Education, Youth and Sports, Ministerial Officer
Bernold Hasenknopf	member, FORD 1	Sorbonne University, Professor
Sokratis Katsikas	chair, member, FORD 1	Norwegian University of Science and Technology, Professor
Petr Kopecky	member, FORD 5	Leiden University, Professor
Joe O'Hara	member, FORD 5	Dublin City University, Professor
Ondrej Prostředník	member, FORD 6	Member of Slovak Parliament
Raymond Smith	member, FORD 6	Member of EUA, Higher Education Consultant
Magali Svrcek	member, FORD 3	Sorbonne University, Professor
Alexis Tadié	member, FORD 6	Sorbonne University, Professor
Kateřina Turková	IEP's secretary	Charles University, Research Support Officer
Henrik Wegener	member, FORD 3	University of Copenhagen, Professor

PROVIDERS METHODOLOGIST

Name and surname: **Vojtěch Fikar**

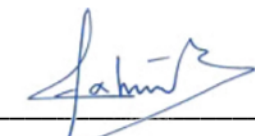
Phone number:

E-mail:

Date of on-site visit of higher education institution: 1st – 4th June 2025; online sessions on 25th June, 9th and 10th July 2025

In_Athens__ date __18.10.2025__

Signature


 (IEP chairperson)

1 EVALUATION REPORT IN MODULE 3

NAME OF EVALUATED UNIT: Catholic Theological Faculty

FORD: 6 - Humanities and the arts

SOCIAL CONTRIBUTION OF THE EVALUATED UNIT

3.1 Introductory information about the unit under evaluation

Indicator 3.1 is a non-evaluated indicator that provides basic information about the evaluated unit such as its mission and vision, organizational structure, size and staffing, or R&D&I capacities.

Commentary: The Catholic Theological Faculty (CTF) is part of the CU since the political changes after 1989. Like the other two theological faculties (PTF and HTF) before 1989 it was a self-standing institution of higher education supervised by the ministry of culture with limitations as far as the participation in international theological research and development is regarded. Aspects of social relevance were limited to topics of peace agenda very often serving the purpose of communist ideology. Three decades of existence within the CU in free democratic conditions contributed to the transformation of all three theological faculties into relevant academic institutions with a potential to increase their social relevance.

CTF stresses its mission *“to ensure that Christian thought is publicly, continuously and universally present in all efforts towards higher culture.”* (quoting its Statutes). Further the CTF *“sees its confessional definition, which is particularly relevant to theology, as an identity starting point through which it can benefit its students, the recipients of its creative work and key partners who are particularly associated with the Catholic Church.”*

Provided figures show stability in the number of personnel throughout the respective categories. The age profile of the personnel shows sustainable development of respective categories (assistant professor, associate professor, professor). The weak point is the gender balance of the academic staff. R&D&I capacities are divided in four different areas of FORD 6 while Philosophy, Ethics and Religion (6.3) represents only 53% of the total capacity. The other half of the total capacity is dedicated to Arts (6.4) and History (6.1).

RECOGNITION BY THE RESEARCH COMMUNITY

3.2 Recognition by the research community

Evaluate the position of the evaluated unit in the R&D&I research community based on the facts presented in indicator 3.2 and its annexed tables (3.2.1 to 3.2.5).

Rating [1–5]:

3 - Average

Qualitative assessment:

CTF reflects on the fact that its recognition by the research community varies depending on the area of research defined according to the FORD system. While areas of theology, philosophy and Christian history have a solid standing in the research outputs, history of Christian culture is dealing with problems throughout the whole evaluated period. CTF, like other theological faculties states the

problem of practically no European funding available for theological research. New areas of research (Philosophy and Ethics) have been opened at CTF at the end of the evaluated period in 2023. The unit's self-evaluation report contains differentiated comments on each of the respective areas of research. Out of 10 possible examples of prestigious awards granted CTF lists only 7, out of which 6 are awarded by national institutions and only one is of international nature. Participation on editorial boards of international scientific journals is stronger in national journals (though with international impact) and only few renowned and standard journals in respective areas of research (Jahrbuch für Christliche Sozialwissenschaften, ISSN:0075-2584). As to the invited lectures, again out of possible 10 examples, CTF lists only 9 creating the impression that these are all invited lectures abroad throughout the whole evaluated period. All listed inviting institutions are prestigious academic institutions. Likewise, all 10 listed invited lectures indicate that CTF has good and well-established international contacts in the academic world. Involvement in the evaluation of national and European research projects shows weaker representation on international evaluation with only one EU wide call (Erasmus+ 2018-1-DE02-KA204-005073 Gesellschaftlicher Zusammenhalt im Kontext von Migration)

Recommendations:

- The evaluation panel recommends the CTF to focus and strengthen those areas of research in which it was able to produce results bringing the CTF positive international and national recognition in the research community.

RESEARCH PROJECTS

3.3 Research projects

Evaluate the most important research projects of the evaluated unit, especially regarding the results achieved and the application potential of the project, the proportionality with respect to the R&D&I capacities of the evaluated unit, the degree of interdisciplinarity and collaboration with other parts of the evaluated HEI, and the consistency with the declared mission and vision of the evaluated unit. Use the data from the full list of research projects and contract research activities in Tables 3.3.1 and 3.3.2 to supplement the evaluation.

Rating [1–5]:

3 - Average

Qualitative assessment:

All projects listed are of good academic quality. Several of them with strong elements of interdisciplinarity and strong application potential, i.e. Jakub Jinek's project on information systems, or Michaela Falátková's project dealing with digitalisation of one of the medieval manuscripts. All projects show consistency with the declared mission and vision of CTF. However, the panel noted that the presentation of the project under this section lacks the elements of self-evaluation clearly formulated in relation to the respective projects.

Recommendations:

- CTF should reconsider the way in which it is presenting the results of its research projects.

3.4 Research results with existing or prospective impact on society

Evaluate the research results already applied in practice or intended to be applied in practice. When evaluating, consider whether the results are proportionate to the R&D&I capacities of the evaluated unit, how they contribute to the fulfilment of the mission and vision of the evaluated unit and, if stated in the self-evaluation, how the results take into account the gender dimension and sustainability. Use the data from the full results summary in Table 3.4.1 to supplement the evaluation.

Rating [1–5]:

3 - Average

Qualitative assessment:

All presented results are of good academic quality, most of them published by high level publishing houses or in good quality journals. With few exceptions, it is rather difficult to trace the positive impact on society in the respective results. As positive examples the panel wishes to highlight the outputs by Lukáš Jan Fošum O.P. and his monograph *Quelle grammaire de l'obligation morale?*, (Cerf: Paris, 2020) researching the work of Elisabeth Anscombe, influential woman philosopher of the 20th century and David Voprada - What Makes the Christian Rich according to Ambrose of Milan. Other presented results are still examples of very good and focused research in the respective areas, yet with limited potential impact on society.

Recommendations:

- The panel strongly encourages the CTF to enhance its research focus with socially relevant topics. As stated in its strategic paper, CTF is committed to “ensure that Christian thought is publicly, continuously and universally present.” This commitment needs however to be translated in focusing on issues of public interest.

TRANSFER OF RESULTS INTO PRACTICE

3.5 Transfer of results into practice

Evaluate the effectiveness of the transfer of results into practice by the unit being evaluated. Pay attention to whether the composition of the stated users of the results or the way the R&D&I results are commercialised (if stated) is consistent with the R&D&I results produced and the mission and vision of the evaluated unit and how successful the evaluated unit is in its activities, such as attracting new users of the results, commercialising the R&D&I results and obtaining funding from non-public, non-grant sources.

Rating [1–5]:

3 - Average

Qualitative assessment:

CTF does not mention its participation in the Centre for Knowledge and Technology Transfer (CPPT) of Charles University and Charles University Innovations Prague a.s. (CUIP) established in June 2018. In self-evaluating this indicator CTF, like the other two theological faculties, is struggling due to the nature of theological research. Since CTF undertakes activities also in the area of cultural studies, it is the only area where the unit reports commercialisation of its research activities. However, it is striking that the unit is not revealing the financial value of it referring to the fact that it is subject of secrecy.

Recommendations:

- The evaluation panel acknowledges the fact that due to the nature of its research areas it is difficult for CTF to undertake commercialisation activities. Still, since there is already one

example of such activities available, CTF should use the experience to explore also other and new opportunities for commercial use of its research outputs.

POPULARIZATION OF VAVAI

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

Evaluate how active and successful the evaluated unit is in the field of popularisation of R&D&I and communication with the public.

Rating [1–5]:

4 - Very good

Qualitative assessment:

CTF presents a strong presence of its researchers in the electronic and printed media active in popularization of its research results. Also, other forms of communication with wider public are present in the work of the unit (Dominican 8 platform providing space for interaction of public with academics). CTF presence in public and private media is to be evaluated highly positive. However innovative approaches especially to use of social media could still be explored.

Recommendations:

- The evaluation panel recommends the CTF to benefit from its strong position in the area of research popularisation and to explore also the use of social media.

IMPLEMENTATION OF RECOMMENDATIONS

3.7 Implementation of the recommendations in Module 3

Evaluate how the evaluated unit has reflected the recommendations from the previous evaluation of the IEP, if applicable.

If the evaluated unit has not been evaluated before, the indicator will be marked as N/A – Not Applicable.

Rating [1–5]:

2 - Below average

Qualitative assessment:

CTF reacted positively to the recommendation concerning new research focuses by presenting one of its researchers as the hub where the new socially relevant topics are dealt with (religious freedom, misuse of religion, religious extremism - directly related to the work of Jakub Kříž, PhD). Yet, none of the research outputs of Jakub Kříž are presented in the self-evaluation report. The unit did not react to recommendations concerning its recognition in the international environment (*"The unit should increase the presentation of its results in the national and international academic environment in order to be included in nominations for international and national academic awards. The unit should work on increasing the membership of its academics in editorial boards of internationally recognized scientific journals."*) Also, there is no significant change in those to evaluated indicators between the previous and current period of evaluation.

Recommendations:

- In order to strengthen the social relevance of its research the evaluation panel recommends that CTF involves more of its research staff in dealing with socially relevant topics. Obviously,

there is a will and potential among the CTF research staff to deepen the social relevance of its research outputs. That potential should be used in a more effective way.

EVALUATED UNIT RATING

Evaluation of unit	
Having evaluated the individual criteria of module M3, please summarise your evaluation in the context of the module, describing and justifying the strengths and weaknesses of the unit being evaluated.	
3.1 Introductory information about the unit under evaluation	NOT RATED
3.2 Recognition by the research community	3
3.3 Research projects	3
3.4 Research results with existing or prospective impact on society	3
3.5 Transfer of results into practice	3
3.6 The most important activities in the field of popularization of R&D&I and communication with the public	4
3.7 Implementation of the recommendations in Module	2
Average rating [1–5]:	3
Grade [A–D]:	C
Summary assessment: CTF has proved during the evaluated period that it has a solid standing in the composite confessional context of the three theological faculties withing the CU. The evaluation panel positively acknowledges the popularisation activities of the unit. There is a lack of research focus on issues of high social relevance as well as limited ability to self-evaluate and present the results of its research which otherwise is of good academic quality.	
Summary recommendations: The evaluation panel recommends to the CTF: • Strengthen areas of research that brought the CTF increased international recognition during the evaluated period. • Improve the quality of the self-evaluation and presentation of its research outputs. • Enhance its research focus with socially relevant topics. • Explore other opportunities for commercial use of its research outputs. • Explore also the use of social media to improve the popularization of research outputs.	

1 EVALUATION REPORT IN MODULE 3

NAME OF EVALUATED UNIT: Protestant Theological Faculty

FORD: 6 - Humanities and the arts

SOCIAL CONTRIBUTION OF THE EVALUATED UNIT

3.1 Introductory information about the unit under evaluation

Indicator 3.1 is a non-evaluated indicator that provides basic information about the evaluated unit such as its mission and vision, organizational structure, size and staffing, or R&D&I capacities.

Commentary:

The Protestant Theological Faculty (PTF) is part of the CU since the political changes after 1989. Like the other two theological faculties (CTF and HTF) before it was a self-standing institution of higher education supervised by the ministry of culture with limitations as far as the participation in international theological research and development is regarded. Aspects of social relevance were limited to topics of peace agenda very often serving the purpose of communist ideology. Three decades of existence within the CU in free democratic conditions contributed to the transformation of all three theological faculties into relevant academic institutions with a potential to increase their social relevance.

Considering this historical experience the PTF has achieved a significant positive turn and development in its self-understanding as modern academically and socially relevant institution. PTF stresses its activity in international, interdisciplinary and ecumenical cooperation as well as in the field of Christian-oriented social and community work. In its selection of research topics PTF brings to expression its awareness of several social problems such as radicalization, hatred and misuse of religion in social and political conflicts. There is a clear strategic vision expressed in the unit's strategic plan. The unit is aware of its important social role stating that *"PTF takes steps to go beyond the limits of the traditional image of a theological faculty as an institution constrained to the needs of Christians or the interests of churches, and sees the faculty's mission as one of open dialogue with the wider society"*. The organisational structure corresponds with the traditional division in departments according to respective branches of theology with newer structure elements responding to the new situation in which the unit is developing its activity (i.e. Centre of Biblical Studies, Ecumenical Institute, Department of Social Work). PTF is in comparison with other CU units a rather small unit developing its activities with reasonable number of staff. The number of academic staff has been stable throughout the evaluated period. The decrease in the category of R&D Personnel from 10,7 in 2019 to 3,7 in 2023 was explained to the evaluators during the onsite visit as a result of change in methodology. There is a strong gender imbalance among the academic staff which was a topic of discussion during the onsite visit – it was suggested that one of the reasons for this is that women become ordained or tend to privilege pastoral work. The unit is aware of the fact and is undertaking measures to increase the number of women on its staff however with no significant result. A tendency in increasing the average age of the academic staff can be observed from the provided data where especially the category over 70 has doubled from 2 in 2019 to 4 in 2023. R&D&I capacities of the unit are corresponding with the size of the unit.

RECOGNITION BY THE RESEARCH COMMUNITY

3.2 Recognition by the research community	
Evaluate the position of the evaluated unit in the R&D&I research community based on the facts presented in indicator 3.2 and its annexed tables (3.2.1 to 3.2.5).	
Rating [1–5]:	3 - Average
Qualitative assessment: Among awards presented to the unit's staff PTF presents national and CU's awards only, no international awards. As to the participation of academic staff in editorial boards of international scientific journals rather low-profile journals in the area of theology are listed, except for two Brill journals (Exchange: Journal of Contemporary Christianities in Context and Vetus Testamentum). Most of the invited lectures took place in academically recognized high profile institutions. Likewise, all listed lectures by foreign scientists and other guests relevant to R&D&I at the evaluated unit were provided by representatives of recognized and international relevant institutions. Finally, involvement in the evaluation of national/European research project/programme calls relevant to the R&D&I area at the unit reaches a good level with an appropriate number of international grant institutions.	
Recommendations: The evaluation panel acknowledges the high level of PTF recognition in form of its staff involvement on evaluation boards of national and international grant schemes. Academic staff should become involved in high-profile academic journals. The unit may explore ways of improving its recognition through international awards.	

RESEARCH PROJECTS

3.3 Research projects	
Evaluate the most important research projects of the evaluated unit, especially regarding the results achieved and the application potential of the project, the proportionality with respect to the R&D&I capacities of the evaluated unit, the degree of interdisciplinarity and collaboration with other parts of the evaluated HEI, and the consistency with the declared mission and vision of the evaluated unit. Use the data from the full list of research projects and contract research activities in Tables 3.3.1 and 3.3.2 to supplement the evaluation.	
Rating [1–5]:	5 - Outstanding
Qualitative assessment: PTF completed a number of projects with high social relevance. While the Biblical Commentary as the output of the History and Interpretation of the Bible project might seem as a not very topical and socially relevant, in the realm of theology it counts to the basic task of theological research, namely continuing the interpretation of biblical texts in the constantly changing social and philosophical situation humankind. Working on this project strengthens the identity of PTF as a solid academic institution cooperating with other academic partners in the areas of theology, humanities and social sciences producing one of the key research outputs for the society of its time, thus making its research socially relevant. Other projects presented by the unit are undoubtedly highly relevant for the society. Reflections of global pandemic of COVID-19, human freedom and dignity, digital age	

and AI, as well as the reactivation of ethnic nationalism, polarization by the rise of populism and the impact of Russian war aggression show that the research activities of PTF are designed with strong emphasis on social relevance. The funding of research activities has been quite stable throughout the evaluated period. The self-evaluation report states a lower level of EU funding, something that has been discussed during the onsite visit. Representatives of the unit explained the difficulties that theological faculties are facing in competition for EU grants in spite of strong encouragement and support from the rectorate of CU.

Recommendations:

- The evaluation panel recommends that PTF continues in research activities with high social relevance also during the upcoming evaluation period.

3.4 Research results with existing or prospective impact on society

Evaluate the research results already applied in practice or intended to be applied in practice. When evaluating, consider whether the results are proportionate to the R&D&I capacities of the evaluated unit, how they contribute to the fulfilment of the mission and vision of the evaluated unit and, if stated in the self-evaluation, how the results take into account the gender dimension and sustainability. Use the data from the full results summary in Table 3.4.1 to supplement the evaluation.

Rating [1–5]:

5 - Outstanding

Qualitative assessment:

Theological faculties in general are struggling when it comes to presentation of the impact of their research on society. Results in this area cannot be submitted as patents or licenses. Nevertheless, PTF is able to adapt the academic and scientific presentation of its research results also into a form that is suitable to wider public and not only to a narrow community of theological academics. Outputs presented in the table 3.4.1 all serve as good examples of such adaptation of research projects presented under 3.3. This includes working educational materials for schools, educational events for wider public and especially the ongoing production of biblical commentaries designed for practical use. Such outputs and activities are in line with the mission and vision of PTF presented under 3.1: “PTF takes steps to go beyond the limits of the traditional image of a theological faculty as an institution constrained to the needs of Christians or the interests of churches and sees the faculty's mission as one of open dialogue with the wider society.”

Recommendations:

- The evaluation panel welcomes the ability of PTF to go beyond the limits of the traditional image of a theological faculty bringing results in research outputs with high social relevance.

TRANSFER OF RESULTS INTO PRACTICE

3.5 Transfer of results into practice

Evaluate the effectiveness of the transfer of results into practice by the unit being evaluated. Pay attention to whether the composition of the stated users of the results or the way the R&D&I results are commercialised (if stated) is consistent with the R&D&I results produced and the mission and vision of the evaluated unit and how successful the evaluated unit is in its activities, such as attracting new users of the results, commercialising the R&D&I results and obtaining funding from non-public, non-grant sources.

Rating [1–5]:

3 - Average

Qualitative assessment:

Here the PTF in its report refers to the Centre for Knowledge and Technology Transfer (CPPT) of Charles University and Charles University Innovations Prague a.s. (CUIP) established in June 2018. It is an identical text as in the report of HTF. The performance of the CPPT is thus to be evaluated centrally. However, PTF adds a number of specifics related to the performance of the unit. Due to the nature of the theological research the number of contracts that the unit was able to conclude with the non-academic sphere is very limited. Only one contract with rather a limited volume of financial gain is presented (training courses for one of the churches). The unit lists other activities that have a potential to bring financial income on contractual basis (Divine Digitization workshop). Also, the membership of its academic staff on non-academic boards and organisations is presented by the unit as transfer of research results into practice. Taking into account the specifics of a theological faculty all presented examples of transfer of results can be evaluated positively with satisfactory reach.

Recommendations:

- The panel acknowledges the fact that the areas of research in which PTF is active do not provide many opportunities for commercialisation. However, PTF connects on to the successful examples of the limited opportunities from the past and the panel encourages PTF to continue in this direction.

POPULARIZATION OF VAVAI

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

Evaluate how active and successful the evaluated unit is in the field of popularisation of R&D&I and communication with the public.

Rating [1–5]:

4 - Very good

Qualitative assessment:

PTF presents several popularization activities of its research. All of them have high quality based on sound academic approach while translated into forms attractive and understandable for wider public. Its presence in public and private media is to be evaluated as highly positive. Especially the project known as Pastoral Brothers is very innovative with a very strong reach also beyond the borders of Czech Republic.

Recommendations:

- The evaluation panel encourages PTF to continue in maintaining and developing the good quality of its popularization activities also during the upcoming evaluation period. Additional channels of popularization can be explored, i.e. new and emerging social networks, synergizing with influencers on social networks compatible with the values of PTF.

IMPLEMENTATION OF RECOMMENDATIONS

3.7 Implementation of the recommendations in Module 3	
Evaluate how the evaluated unit has reflected the recommendations from the previous evaluation of the IEP, if applicable.	
If the evaluated unit has not been evaluated before, the indicator will be marked as N/A – Not Applicable.	
Rating [1–5]:	5 - Outstanding
Qualitative assessment: PTF reacted to all recommendations from previous evaluation. Several reactions brought clear results specially in the area of increasing social relevant of its research outputs. At the same time in the area of increasing non-public funding of its research while implementing the recommendations the effect was not significant in terms of received funding.	
Recommendations: Overall PTF is a unit that is ready to explore new avenues in doing and presenting its research while keeping its traditional profile of theological faculty.	

EVALUATED UNIT RATING

Evaluation of unit	
Having evaluated the individual criteria of module M3, please summarise your evaluation in the context of the module, describing and justifying the strengths and weaknesses of the unit being evaluated.	
3.1 Introductory information about the unit under evaluation	NOT RATED
3.2 Recognition by the research community	3 - Average
3.3 Research projects	5 - Outstanding
3.4 Research results with existing or prospective impact on society	5 - Outstanding
3.5 Transfer of results into practice	3 - Average
3.6 The most important activities in the field of popularization of R&D&I and communication with the public	4 - Very good
3.7 Implementation of the recommendations in Module	5 - Outstanding
Average rating [1–5]:	4 - Very good
Grade [A–D]:	B
Summary assessment: PTF has proved during the evaluated period that it has a solid standing in the composite confessional context of the three theological faculties withing the CU. The evaluation panel positively acknowledges the international recognition of the unit and its focus on socially relevant research topics and its ability to explore various way of popularization of its research outputs.	
Summary recommendations: The evaluation panel recommends to the PTF:	

- To think about ways to redress the gender imbalance, perhaps liaising with the University administration.
- To encourage its academic staff to become involved in high-profile academic journals.
- To explore ways of improving its recognition in the form of international awards.
- To continue in exploring ways of commercialisation of its research outputs.
- In the area of research popularization to explore ways of using new and emerging social networks and synergizing with influencers on social networks compatible with the values of PTF.

1 EVALUATION REPORT IN MODULE 3

NAME OF EVALUATED UNIT: Hussite Theological Faculty

FORD: 6 - Humanities and the arts

SOCIAL CONTRIBUTION OF THE EVALUATED UNIT

3.1 Introductory information about the unit under evaluation

Indicator 3.1 is a non-evaluated indicator that provides basic information about the evaluated unit such as its mission and vision, organizational structure, size and staffing, or R&D&I capacities.

Commentary:

The Hussite Theological Faculty (HTF) is part of the CU since the political changes after 1989. Like the other two theological faculties (PTF and CTF) before 1989 it was a self-standing institution of higher education supervised by the ministry of culture with limitations as far as the participation in international theological research and development is regarded. Aspects of social relevance were limited to topics of peace agenda very often serving the purpose of communist ideology. Three decades of existence within the CU in free democratic conditions contributed to the transformation of all three theological faculties into relevant academic institutions with a potential to increase their social relevance.

HTF stresses its strategic plan the cooperation with the Czechoslovak Hussite Church in (1) preparing qualified pastors and other workers of the church and (2) pursuing theological research and interdisciplinary education. The unit is aware of its responsibility to cultivate the social environment using the ecumenical structure to encourage an active dialogue with the society on issues of causes and motives of religious and national conflicts.

Provided figures show stability in the number of personnel in most of the categories. However, the decrease of the number of professors between 2019 and 2023 from 5,2 to 2,6 is rather alarming. It is however very positive, that the age profile in the category of professors improved during the evaluated period with +3 professors with age between 50-59, though no women. The gender balance among academic staff is very good, almost 50% are women with the exception of the associate professor category (12/4). The unit report increases in number of PhD programs from 4 in 2019 to 7 in 2023. R&D&I capacities are divided between FORD 5 (24,07%) and FORD 6 (68,11% + 2,05%). This raises the question about the methodology applied in evaluating this unit.

The personnel policy of the unit appears to be well under control with some anomalies. Overall, HTF is a stable faculty with good conditions for academic workers to perform research.

RECOGNITION BY THE RESEARCH COMMUNITY

3.2 Recognition by the research community

Evaluate the position of the evaluated unit in the R&D&I research community based on the facts presented in indicator 3.2 and its annexed tables (3.2.1 to 3.2.5).

Rating [1–5]:

3 - Average

Qualitative assessment:

HTF presents a number of prestigious awards granted to its academic staff, though almost exclusively by national institutions. The list contains only one international award granted by a university from neighbouring Slovakia. When presenting the participation of its academic staff in editorial boards of international scientific journals HTF presents also the membership in scientific societies, not exclusively editorial boards of scientific journals. Taking into account only membership on editorial boards of international journals, HTF has a good presence in a number of respected journals (Editorial Advisory Board for E. J. Brill's monograph series, *Studies in the Cultural Contexts of the Bible*; *Journal of Theological Studies* (Oxford); *Library of New Testament Studies Monograph Series*, Bloomsbury Publishers, London, UK), however all of them related to the same and one member of the academic staff. The profile of institutions inviting the unit's academic staff for lectures is of good quality and reputation in the community of theology researchers. Same goes for guest lectures invited by HTF showing a good level of international relations of the unit. With that said it is surprising that the academic staff of HTF is not involved in any international evaluation boards for research grants in abroad institutions. This is possibly a result of the difficulties that the faculty has in approaching European and other international grants.

Recommendations:

- While there is a good level of recognition of HTF in the research community, the panel wishes to address two areas of possible improvement:
 1. Create systemic measures to enable more academic staff to gain international recognition in form of membership on editorial boards since the concentration on one academic staff only makes the faculty vulnerable.
 2. Create systemic measures that would encourage academic staff to apply for and communicate with EU and other international research grant schemes.

RESEARCH PROJECTS

3.3 Research projects

Evaluate the most important research projects of the evaluated unit, especially regarding the results achieved and the application potential of the project, the proportionality with respect to the R&D&I capacities of the evaluated unit, the degree of interdisciplinarity and collaboration with other parts of the evaluated HEI, and the consistency with the declared mission and vision of the evaluated unit. Use the data from the full list of research projects and contract research activities in Tables 3.3.1 and 3.3.2 to supplement the evaluation.

Rating [1–5]:

3 - Average

Qualitative assessment:

HTF presents 8 projects in the self-evaluation report, all of them of good quality with relatively high social relevance. However, only 2 of the 8 projects presented are related to the main area of research at the HTF which is theology (68%) and the remaining 6 are related to FORD 5 (Education; Psychology and Cognitive Sciences; Sociology). This raises a question to what extent the smaller portion of the academic staff qualified in FORD 5 is active above average and the larger portion qualified in FORD 6 is underperforming. Figures provided by the unit show a slight decrease in the level of public funding for its research over the evaluated period. There are no examples of contract research presented.

Recommendations:

- While the overall quality of research projects is good, the quantitative imbalance between FORD 6 and FORD 5 should be addressed by HTF in the future. The panel suggests that the unit concentrates on motivating the research staff producing outputs in FORD 6 to increase their activity and quality of outputs, i.e. by opening opportunities for international exchange, encouraging creation of international research teams, etc.

3.4 Research results with existing or prospective impact on society

Evaluate the research results already applied in practice or intended to be applied in practice. When evaluating, consider whether the results are proportionate to the R&D&I capacities of the evaluated unit, how they contribute to the fulfilment of the mission and vision of the evaluated unit and, if stated in the self-evaluation, how the results take into account the gender dimension and sustainability. Use the data from the full results summary in Table 3.4.1 to supplement the evaluation.

Rating [1–5]:

2 - Below average

Qualitative assessment:

HTF presents results of good academic quality, several of them published by high level publishing houses or in good quality journals. However, the subjects of the results show a stronger focus on typical theological topics not very much concerned with implications to the society (i.e. Holy See IV. Diplomatic Correspondence; Warum Syro-Palästina Thesen zu den Anfängen der Mandäer; Intertextual Transformations of Jesus: John as Mnemo-Myth). The unit was not able to present a clear positive existing or prospective impact on society in the respective research results, nor was it able to address the gender dimension (despite declaring its commitment to gender balance under the 3.4 section of the self-evaluation report). The mere fact that women researchers participated in the composition of the provided data does not imply that the presented research results did address the gender dimension with possible impact on society.

Recommendations:

- The panel encourages the HTF to use its good academic capacity to explore also research topics that address issues of high social relevance.

TRANSFER OF RESULTS INTO PRACTICE

3.5 Transfer of results into practice

Evaluate the effectiveness of the transfer of results into practice by the unit being evaluated. Pay attention to whether the composition of the stated users of the results or the way the R&D&I results are commercialised (if stated) is consistent with the R&D&I results produced and the mission and vision of the evaluated unit and how successful the evaluated unit is in its activities, such as attracting new users of the results, commercialising the R&D&I results and obtaining funding from non-public, non-grant sources.

Rating [1–5]:

3 - Average

Qualitative assessment:

HTF in its self-evaluation report refers to the Centre for Knowledge and Technology Transfer (CPPT) of Charles University and Charles University Innovations Prague a.s. (CUIP) established in June 2018. It is an identical text as in the report of PTF. The performance of the CPPT is thus to be evaluated centrally. In addition, HTF reports about two business branches - Academic Counselling Centre and

the Spiritual History of Prague - training and consultancy offered through the platform of CPPT. Table 3.5.1 however does not indicate any revenues from these two business branches.

Recommendations:

- The panel acknowledges the fact that the areas of research in which HTF is active do not provide for opportunities of commercialisation. The two reported activities are a good start of exploring commercial opportunities and the panel encourages HTF to continue in this direction.

POPULARIZATION OF VAVAI

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

Evaluate how active and successful the evaluated unit is in the field of popularisation of R&D&I and communication with the public.

Rating [1–5]:

3 - Average

Qualitative assessment:

Under this indicator HTF presents a number of publications in popular form. Also examples of presence in electronic media are provided. However, there are no innovative forms of popularization presented by the unit, social media presentation etc. An activity with high value for the wider public is the popularisation work of prof. Zdeněk Vojtíšek in the area of new religions and spirituality since the presence of various spiritual streams in post-communist countries is quite strong and the need of qualified information and education of the public in understanding the concept of religious freedom and its limits is essential.

Recommendations:

- The panel encourages the HTF to further explore possibilities of popularization of its research results using the experience and know-how of its successful examples, concentrating also on usage of social media, including training opportunities for its academic staff in effective use of social media.

IMPLEMENTATION OF RECOMMENDATIONS

3.7 Implementation of the recommendations in Module 3

Evaluate how the evaluated unit has reflected the recommendations from the previous evaluation of the IEP, if applicable.

If the evaluated unit has not been evaluated before, the indicator will be marked as N/A – Not Applicable.

Rating [1–5]:

3 - Average

Qualitative assessment:

HTF reacted positively to the recommendation to increase the level of publication in English which brought also good results in the current evaluation period.

The unit worked intensively on improving its internationalization and reports results under this section.

Recommendations:

- The panel encourages the HTF to strengthen its research focus on relevant societal issues. All mentioned recommendations from the previous evaluation still stand and are valid also for the next period as follows:

"The unit should concentrate on methods of focusing its research projects on relevant societal issues and work on effective ways of presentation its results. The way how the results are presented in the self-evaluation report indicates that there is room in how to improve the understanding of what is a social benefit of research and what is a communication skill needed to present research results."

"The unit should increase the presentation of its results in the national and international academic environment in order to be included in nominations for international and national academic awards."

"The unit should work on increasing the membership of its academics in editorial boards of internationally recognized scientific journals."

"The unit should also work on the presentation of its achievements. They are not classified correctly."

EVALUATED UNIT RATING

Evaluation of unit

Having evaluated the individual criteria of module M3, please summarise your evaluation in the context of the module, describing and justifying the strengths and weaknesses of the unit being evaluated.

3.1 Introductory information about the unit under evaluation	NOT RATED
3.2 Recognition by the research community	3 - Average
3.3 Research projects	3 - Average
3.4 Research results with existing or prospective impact on society	2 - Below average
3.5 Transfer of results into practice	3 - Average
3.6 The most important activities in the field of popularization of R&D&I and communication with the public	3 - Average
3.7 Implementation of the recommendations in Module	3 - Average
Average rating [1–5]:	3 - Average
Grade [A–D]:	C

Summary assessment:

HTF has proved during the evaluated period that it has a solid standing in the composite confessional context of the three theological faculties withing the CU. However, the panel noted lack of coherence between the declared objective of the research under the theme of 'Confessionalism and Nationalism' developing into flagship research of the faculty and the outputs and any formal status, nor any fuller articulation of this ambition, i.e. timescale, staffing, impact analysis presented in the self-evaluation report. The evaluation panel raises questions about the diversification of research

areas between FORD 6 (main area of HTF research) and FORD 5. While the FORD 5 research outputs help the HTF to improve its overall performance, FORD 6 results need more attention as far as the quality of staff and their performance is concerned.

Summary recommendations:

The evaluation panel recommends to the HTF:

- Focus on improving international recognition by spreading the concentration of international recognition from one to several staff members
- Create systemic measures that would encourage academic staff to apply for and communicate with EU and other international research grant schemes.
- Strengthen the development and support of FORD 6 research staff.
- Increase the social relevance of its research outputs.
- Continue pursuing the opportunities for commercialisation of the research outputs.
- Explore and support use of social media for popularisation of research outputs.
- Reflect on and implement recommendations from previous evaluation report.

EVALUATION REPORT IN MODULE 3

NAME OF EVALUATED UNIT: Faculty of Law

FORD: 5 - Social sciences

SOCIAL CONTRIBUTION OF THE EVALUATED UNIT

3.1 Introductory information about the unit under evaluation

Indicator 3.1 is a non-evaluated indicator that provides basic information about the evaluated unit such as its mission and vision, organizational structure, size and staffing, or R&D&I capacities.

Commentary:

The introduction to the activities by the Faculty of Law gives a broad overview on the areas covered by the unit, the number of people working, the measures taken to improve gender equity among staff, emerging themes such as digital technology and artificial intelligence in the scholarly activities of the research staff, and its involvement in European and international cooperation in various ways. There is no clear mission explicated in the document, though the faculty defines itself as a unit that focuses on research and teaching of law and “its extended social context”. Their goal is to educate and train lawyers and specialists who have the requisite knowledge and skills. The overview of the faculty showcases increases in research production within law and legal sciences, with different foci among domestic and international law, with increasing emphasis on European law in different areas. However, the main thrust of the research seems to be centered on domestic legal issues, which also underscores the perceived emphasis on producing domestic-language monographs along with other research outputs. There is an increase in research funding from domestic funding sources coinciding with the last years. The faculty put more focus recently on improving career paths for its staff, along with increased gender parity, with limited results so far. The unit’s ability to attract significant international research funding and foreign scholars is still modest. The faculty’s efforts to engage in the most important international scholarly networks, such as 4EU+, should yield benefits in broadening the funding base of the unit.

Structurally, the Faculty is a fairly coherent unit, with strong autonomy within the University. They have 12 research areas in total, and the staffing in the faculty have developed in a varied way in the different career ranks. The number of full professors has increased, while in the ranks of associate and assistant professors the number has decreased slightly. Overall, the number of women in all ranks has remained the same or even declined. Respectively, there are opportunities to provide more synergy among the different units within the faculty. Intra-University cooperation is something that the faculty wants to advance in the future, which should yield some of the benefits of interdisciplinary collaborations. Some of the lack of internal cohesion can be observed in the large number of PhD programs and students. Supervision of this large body of students can be a challenge for the staff. Efforts to align the organizational structures to coincide with the University’s strategic goals and measures to strengthen the international visibility of the faculty would be beneficial in order to improve the international standing of the faculty. Some of the more recent efforts by the faculty, as described in the introductory statement, in this regard should yield positive results in the near future.

Moreover, it is questionable whether highlighting research activities related to law and jurisprudence is sufficient to describe the faculty's vision for the future. Issues and topics related to current society's problems and issues, such as sustainability and technology, could be integrated better into the description of activities. Moreover, it is also questionable whether it is sufficient to focus mainly on basic and applied research – for example, the establishment of a new Center on Law and Technology in 2023 is a welcome step in a new direction. Even if the faculty's fields are varied, would it not be interesting to highlight cross-cutting research themes around which high-level research will be organised in the years to come?

RECOGNITION BY THE RESEARCH COMMUNITY

3.2 Recognition by the research community

Evaluate the position of the evaluated unit in the R&D&I research community based on the facts presented in indicator 3.2 and its annexed tables (3.2.1 to 3.2.5).

Rating [1–5]:

4 - Very good

Qualitative assessment:

The research community represented by the Faculty of Law is well regarded, especially domestically in Czechia, at various career levels. The reputation of the staff appears to be solid domestically, both as scholars and educators. Many of the professors in the unit have important recognition members of editorial committees for journals and monograph series, they have occupied guest positions at foreign universities, and foreign professors frequently come to Prague to carry out collaborative research. Furthermore, several staff members have won national awards for their scholarly activities. However, the international dimension and visibility could be improved further, by deeper engagement in international professional organizations, international research networks, and by providing more incentives for visits by high-quality scholars to the faculty, also to teach and impart their expertise at the graduate level. This could also increase the diversity of collaborations globally, bringing new opportunities to the faculty. Finally, the outreach and societal engagement at the domestic and international levels of governance and law are important functions of the faculty.

Recommendations:

- The faculty has a solid reputation domestically as scholars, which should be maintained and cultivated. However, the faculty can do more to improve the visibility and reputation internationally by:
 - encouraging staff to organize international workshops and conferences in Prague
 - incentivizing visits by high-profile international scholars to campus, for shorter and longer visits
 - diversifying international collaborations to include scholars from around the globe, not just Europe.

RESEARCH PROJECTS

3.3 Research projects

Evaluate the most important research projects of the evaluated unit, especially regarding the results achieved and the application potential of the project, the proportionality with respect to the R&D&I capacities of the evaluated unit, the degree of interdisciplinarity and collaboration with other parts of the evaluated HEI, and the consistency with the declared mission and vision of the evaluated unit. Use the data from the full list of research projects and contract research activities in Tables 3.3.1 and 3.3.2 to supplement the evaluation.

Rating [1–5]:

3 - Average

Qualitative assessment:

In general, the Faculty of Law hosts a number of research projects, ranging from those with domestic focus to some international collaborative efforts. The latter dimension appears to be gradually growing in importance among the staff, which is an important positive development, but most of the funding still comes from domestic sources. Internationally, the Faculty scholars are focusing on themes such as comparative case law, dimensions of taxation and financial markets, digitalization, human rights, and European law. Domestically, most of the research focuses on domestic case law evolution, administrative, civil, criminal and environmental law. The latter naturally has some international significance as well.

Among the projects listed, there are some that reflect the growing potential on interdisciplinary research, such as law and medicine, as well as the socio-economic dimensions of environmental laws and regulation. The publication record of the staff in these projects is fairly solid. In general, there is an increasing potential for research funding and collaborations in these interdisciplinary frontiers, both within and outside the University. The deepening of such collaborations and their methodological approaches could yield benefits for the faculty in many areas.

We also note that some of the topics studied within the areas covered by the unit appear to be over-represented (constitutional law) and others absent (business law, financial law).

Recommendations:

The faculty has a varied array of research projects, aligned loosely around the themes emphasized by the faculty. The research output by the most active scholars in these projects appear to be fairly good. However, we would recommend the following:

- Have research projects in a wider range of fields, including emerging fields touching on sustainability and AI.
- Emphasize and support interdisciplinary research initiatives, in line with the University's strategic goals.
- Support risk-taking and initiatives aimed at international research projects and international funding.

3.4 Research results with existing or prospective impact on society

Evaluate the research results already applied in practice or intended to be applied in practice. When evaluating, consider whether the results are proportionate to the R&D&I capacities of the evaluated unit, how they contribute to the fulfilment of the mission and vision of the evaluated unit and, if stated in the self-evaluation, how the results take into account the gender dimension and sustainability. Use the data from the full results summary in Table 3.4.1 to supplement the evaluation.

Rating [1–5]:

3 - Average

Qualitative assessment:

The faculty claims that their field is somehow unique in that the research done on a specific country's legal frameworks are not broadly interesting to international publishers. However, this is not unique to the field of law and legal studies, and this obstacle can be overcome with peer mentoring, international collaborations, and comparative work. A majority of the publications in the faculty are among domestic publication outlets, with some improvement over the last years. This trend should be reinforced and supported. Domestic publications are naturally also important, also to maintain and increase societal impact. Yet, more international, top-level publications will lead to new research ventures and funding, which is important for the faculty's future. The number of works presented (and the areas covered by the faculty) is fairly limited and the impact lies in recommendations and interpretations, especially domestically. The specificity and empirical nature of the legal research undertaken at the Charles University is underlined in the self-evaluation report quite clearly, although this is not necessarily a strength for the faculty. As such, more emphasis on the theoretical facets of the work could elevate the appeal of the empirical aspects of the scholarship. There are no specific mentions concerning the gender dimension of the publication strategy or the various aspects of sustainability in general.

Recommendations:

While the faculty scholars are producing scholarship that gets published in reputable outlets, there is a tendency to publish more domestically. The more recent trend to produce more international publications is something to be cultivated and supported. Moreover, the argument that nationally based research is not attractive to international audiences is too simplistic and it can be overcome with specific strategies. Therefore, we recommended that the faculty:

- Increase the diversity of the themes covered and the publication strategies, with support structures and incentives.
- Promote more comparative, theoretical and internationally oriented research.
- Support innovative and interdisciplinary research openings.
- Maintain a strong role in domestic legal and political advocacy processes, as well as encourage especially more junior scholars to engage in social and public interactions to popularize their expertise.

TRANSFER OF RESULTS INTO PRACTICE

3.5 Transfer of results into practice

Evaluate the effectiveness of the transfer of results into practice by the unit being evaluated. Pay attention to whether the composition of the stated users of the results or the way the R&D&I results are commercialised (if stated) is consistent with the R&D&I results produced and the mission and vision of the evaluated unit and how successful the evaluated unit is in its activities, such as attracting new users of the results, commercialising the R&D&I results and obtaining funding from non-public, non-grant sources.

Rating [1–5]:

4 - Very good

Qualitative assessment:

In the fields of law and legal research, this area is more difficult to achieve and assess. Often legal professionals and scholars are the ones advising the R&D&I processes and intellectual property rights in particular, nowadays in the fast-changing digital realms. This is a tricky question because rights cannot be commercialised, particularly through licences. However, it should be noted that the transfer has been achieved through publications and workshops, as well as by setting up data hubs. Possible legislative amendments are also mentioned in the document and during the discussions with the faculty representatives. The faculty puts a great deal of emphasis in the self-assessment document on methodological challenges and solutions, which are of course important in assessing the societal applicability of the research, also internationally. However, there is less focus on broader theoretical or comparative issues in research, particularly in the European sense on e.g. green policies or human rights in the global scale.

Moreover, the faculty appears to have a strong role in serving the “third role” of the University, namely by actively advising policy-makers, engaging with the media, and weigh on current issues based on their scholarly expertise. This activity is vital for the longevity of the societal processes, and the faculty should recognize in a clear fashion such efforts, especially in career advancement processes. Moreover, there is no discussion about how to improve the visibility of e.g. female scholars outside the academia, which can be a significant challenge and signal to the society as a whole. Finally, encourage workshops and peer support in creating credible social engagement plans into all research projects, with tangible strategies to improve visibility.

Recommendations:

The Faculty of Law has a solid track record in engaging especially domestic policy-makers and media on their fields of expertise. However, we would recommend the following:

- Provide more support and incentives for scholars in different career phases to engage these areas, especially women and other less represented groups.
- Encourage more international societal visibility by scholars in the unit.
- Encourage scholars to make contributions to currently vexing issues pertaining to the digital legal sphere.
- Support work aimed at legislative influence, as well as publications and workshops that could serve as the main channels of transfer in new and emerging societal spheres.
- Facilitate collaborations to create credible and actionable social engagement plans as a part of all research projects.

POPULARIZATION OF VAVAI

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

Evaluate how active and successful the evaluated unit is in the field of popularisation of R&D&I and communication with the public.

Rating [1–5]:

2 - Below average

Qualitative assessment:

Although the faculty presents a relatively wide range of activities in this area, the self-evaluation report provides only a modest reflection on, or evidence of, the faculty's popularization and communication strategy. We recommend that the faculty develop a clear strategy in engaging with the various stakeholders and areas in the future, which would also have potential for future funding collaborations.

Recommendations:

While the faculty has a wider range of activities pertaining to the popularization and communication of scholarship in various ways, it lacks coherence in these efforts. We recommend that:

- the faculty should develop explicit popularization and communication strategy shared with the faculty's research units.
- -the faculty should embed these principles in the staff career development plans and provide incentives to engage in these activities.

IMPLEMENTATION OF RECOMMENDATIONS

3.7 Implementation of the recommendations in Module 3

Evaluate how the evaluated unit has reflected the recommendations from the previous evaluation of the IEP, if applicable.

If the evaluated unit has not been evaluated before, the indicator will be marked as N/A – Not Applicable.

Rating [1–5]:

2 - Below average

Qualitative assessment:

The faculty has chosen not to reiterate recommendations from the last visit and explicitly reflect upon them. Instead, it has listed a large number of initiatives (12 in total) it has implemented during the evaluated period. Some of these initiatives appear to be directly related to the previous recommendations, some less clearly so. Some initiatives are also listed as work in progress.

Recommendations:

- The faculty has not directly engaged with the recommendations of the earlier evaluation round, so the responses and initiatives are not entirely in line with the strategy to develop the faculty on the whole, nor do they reflect synergy with the University's broader strategic goals. Thus, we recommend a deeper and more consistent implementation and reflection of the areas of development outlined here.

EVALUATED UNIT RATING

Evaluation of unit	
Having evaluated the individual criteria of module M3, please summarise your evaluation in the context of the module, describing and justifying the strengths and weaknesses of the unit being evaluated.	
3.1 Introductory information about the unit under evaluation	NOT RATED
3.2 Recognition by the research community	4 - Very good
3.3 Research projects	3 - Average
3.4 Research results with existing or prospective impact on society	3 - Average
3.5 Transfer of results into practice	4 - Very good
3.6 The most important activities in the field of popularization of R&D&I and communication with the public	2 - Below average
3.7 Implementation of the recommendations in Module	2 - Below average
Average rating [1–5]:	3 - Average
Grade [A–D]:	C
Summary assessment: The faculty has an established reputation domestically as scholars, a varied array of research projects and a solid track record in engaging especially domestic policymakers and media on their fields of expertise. However, the faculty's ability to attract significant international research funding and foreign scholars is still modest and the publications are too focused on national contexts. In addition, the self-evaluation report provides no meaningful reflection on, or evidence of, the faculty's popularization and communication strategy, and it is questionable whether highlighting research activities related to law and jurisprudence is sufficient to describe the faculty's vision for the future. Issues and topics related to current society's problems and issues, such as sustainability and technology, could be integrated better into the description of activities.	
Summary recommendations: The faculty should improve its visibility and reputation internationally, the activities of all the faculty's departments as well as the interdisciplinary approach and the transfer of results into practice by: • Encouraging staff to organize international workshops and conferences in Prague. • Diversifying international collaborations to include scholars from around the globe, not just Europe. • Having research projects in a wider range of fields, including emerging fields touching on sustainability and AI. • Emphasizing and supporting interdisciplinary research initiatives, in line with the University's strategic goals. • Putting in place a global plan involving all of the faculty's departments and ensuring that research activities reflect all of the fields covered by the faculty. • Promoting more comparative, theoretical and internationally oriented research	

- Supporting innovative and interdisciplinary research openings.
- Encouraging more international societal visibility by scholars in the unit.
- Encouraging scholars to make contributions to currently vexing issues pertaining to the digital legal sphere.
- Supporting work aimed at legislative influence, as well as publications and workshops that could serve as the main channels of transfer in new and emerging societal spheres.
- Facilitating collaborations to create credible and actionable social and societal engagement plans as a part of all research projects.

EVALUATION REPORT IN MODULE 3

NAME OF EVALUATED UNIT: First Faculty of Medicine

FORD: 3 - Medical and health sciences

SOCIAL CONTRIBUTION OF THE EVALUATED UNIT

3.1 Introductory information about the unit under evaluation

Indicator 3.1 is a non-evaluated indicator that provides basic information about the evaluated unit such as its mission and vision, organizational structure, size and staffing, or R&D&I capacities.

The main mission of the First faculty of Medicine (LF1) is the theoretical (preclinical) and practical (clinical) teaching of students in the master's programme in general medicine, dentistry, teaching in non-medical healthcare fields, and teaching of postgraduate students in doctoral studies. Moreover, the mission covers the realisation and support of scientific and research activities in the Medical and Health Sciences.

LF1 is accredited for its theoretical and clinical subjects that are essential for the operation of the theoretical and clinical centres. LF1's six-year master's programme in general medicine is the largest master's degree programme at LF1. The second-largest medical study program (besides the General Medicine program) at LF1 is the five-year Dentistry program. Postgraduate students are taught in 19 doctoral programmes in biomedicine (DSPB) and a further six doctoral programmes. Research at LF1 UK is conducted by research teams composed of relevant specialists, students and technicians.

Research activities are funded through institutional financing and internal and ministry based grant agencies, and supplementary and contract research. Interaction between LF1 UK, General University Hospital Prague, as well as other hospitals in the Prague district, and with other faculties of Charles University (e.g., Faculties of Medicine, Faculty of Science), institutes of the Academy of Sciences, organisations directly managed by the University and the private sector is the basic prerequisite for the successful development of biomedical research.

Financial support for research is diversified amongst several key sources, however it is predominantly coming from national non-competitive funding sources.

The faculty is the largest and the most well-resourced medical faculty in CU, with a very broad portfolio of research- and clinical fields and a number of high-end and resource intensive research infrastructures.

RECOGNITION BY THE RESEARCH COMMUNITY

3.2 Recognition by the research community

Evaluate the position of the evaluated unit in the R&D&I research community based on the facts presented in indicator 3.2 and its annexed tables (3.2.1 to 3.2.5).

Rating [1–5]:

4 - Very good

LF1 academic staff actively engage in international research projects, deliver numerous invited lectures abroad, host prominent speakers, and hold memberships in leading professional societies. Many projects earned Awards or Honorary Recognition from the Czech Minister of Health, and staff serve on editorial boards of prestigious journals and as evaluators for national and EU R&D&I projects (examples in Tables 3.2.1–5).

The Dentistry program, LF1's second-largest, combines extensive teaching with research via its accredited Laboratory for Research on Mechanical Properties of Dental Materials—one of only two in the EU. Led by MDDr. Antonín Tichý, PhD, the team explores novel dental materials and AI-based X-ray analysis. Associate Prof. Martin Bartoš' Micro-CT team fosters interdisciplinary work with the Czech Academy of Sciences and Czech Technical University, notably on resorbable metals. The department partners with the Mayo Clinic on oral mucosa diseases and recently secured an IGA grant for nanorobot applications in dentistry (PI MUDr. Karel Klíma, PhD).

Beyond medicine, Addictology experts (e.g., prof. Miovský, prof. Gabrhelík) shape global policy through EUDA, WHO, and UNODC, and lead the European Center for ICUDDR, partnering with U.S. universities to implement prevention and treatment curricula. Their projects produce high-impact Q1 publications and major conferences (Lisbon Addictions, EASAR, ICUDDR). The peer-reviewed journal *ADDICTOLOGY* (with ISSUP) further strengthens LF1's global role in addiction science.

The faculty struggles a bit with international recruitment of excellent early career scientists. Consider inviting international PhD and postdoc students for shorter term internships. Even if some countries are difficult to recruit from, try to intensify European recruitment, with a view to retaining the best and/or building links to their home universities.

The faculty has some unique and excellent research fields and research infrastructures to support them (e.g. cardiology, neurology, haematology and oncology). In those areas, a stronger push to attract competitive European research funding could be made, to build stronger European partnerships and increase flexible funding for postdocs and early career scientists.

The close links to the clinic is a “double edged sword”. It creates great opportunities for clinical and translational research, but puts pressure on basic research, because of a range of incentives pulling faculty towards the clinic and away from the basic and curiosity driven research. A clear strategic ambition supported by funding and other factors to strengthen basic research could be advantageous.

Recommendations:

- Consider inviting international PhD and postdoc students for shorter term internships. Even if some countries are difficult to recruit from, try to intensify European recruitment, with a view to retaining the best and/or building links to their home universities.
- In areas of excellence a stronger push to attract competitive European research funding could be made, to build stronger European partnerships and increase flexible funding for postdocs and early career scientists.
- A clear strategic ambition supported by funding and other factors to strengthen basic research and counterbalance the “pull” from the clinical work could be advantageous.

RESEARCH PROJECTS

3.3 Research projects

Evaluate the most important research projects of the evaluated unit, especially regarding the results achieved and the application potential of the project, the proportionality with respect to the R&D&I capacities of the evaluated unit, the degree of interdisciplinarity and collaboration with other parts of the evaluated HEI, and the consistency with the declared mission and vision of the evaluated unit. Use the data from the full list of research projects and contract research activities in Tables 3.3.1 and 3.3.2 to supplement the evaluation.

Rating [1–5]:

4 - Very good

Qualitative Assessment:

From 2019–2023, LF1 participated in a total of 265 R&D&I projects. Major projects highlighted in the self evaluation include:

1. National Institute for Cancer Research (NICR) (2022–2025, €28.63M): Establishing a national cancer research authority and network. Focus on interdisciplinary collaboration (molecular biology, chemistry, medicine, biophotonics) and translational research. Key partners: Masaryk University, Palacký University, and several institutes of the Czech Academy of Sciences (CAS).
2. National Center of Medical Genomics (NCMG) (2022–2025, €3.78M): Operating next-generation sequencing platforms for biomedical and translational research. Partners include hospitals, BIOCEV, CEITEC, and multiple universities.
3. Center for Tumor Ecology (2018–2023, €8.21M): Studying tumor microenvironment and developing new therapies. Interdisciplinary integration of molecular biology, genomics, chemistry, and pharmacology.
4. National Institute for Neurology Research (NINR) (2022–2025, €6.16M): Research and clinical translation in neurology, focusing on neurodegenerative diseases. Wide national network of academic and clinical partners.
5. National Institute for Metabolic & Cardiovascular Diseases (CarDio) (2022–2025, €4.43M): National research platform for prevention and treatment of cardiovascular and metabolic diseases, fostering international cooperation.
6. TACR Grant (2021–2024, €0.89M): Development of cell therapies and ATMPs for Limbal Stem Cell Deficiency.
7. Czech Health Research Council NV19-08-00144 (2019–2022, €0.67M): Establishing humanized murine xenografts for hematologic malignancy research.
8. AZV 17-28980A (2017–2020, €0.28M): Advanced research on mantle cell lymphoma; awarded Czech Health Ministry prize for oncology research.
9. Grant Agency of the Czech Republic 19-05048S (2021–2023, €0.48M): Exploring tumor microenvironment and exosome-mediated communication.
10. Czech Health Research Council NU20-03-00253 (2020–2023, €0.70M): Investigating microbiome influence in lymphoma pathogenesis.

All projects emphasize interdisciplinary collaboration (genomics, oncology, neurology, immunology, bioinformatics) and translational medicine, bridging basic research with clinical applications.

The faculty shows examples of interdisciplinary collaboration, which are mostly driven by the researchers themselves, and not by centrally developed incentives or strategies.

The quality of research publication from the faculty, as determined by the quality of the journals, has gone up in the period evaluated.

The faculty observes difficulties in attracting international talents, in part due to the quite low salaries for PhD's but also lack of international recognition.

Administrative burdens, bureaucratic services and clinical activities challenges the time to do high quality research.

International university alliances are not seen as particularly value adding. Personal contacts matter more.

Recommendations:

- The faculty has several excellent research areas of international top-level quality. They should set the benchmark for other research areas and actively contribute to strengthen new and emerging fields as well as fields that have stagnated for various reasons.
- Health data science is an important field, which the faculty and university could strengthen further by facilitating access to, or support the establishment of, state-of-the-art HPC and data repositories as well as by increasing the number of data stewards, data managers, epidemiologists, statisticians and bioinformaticians to support the more clinically oriented researchers at the faculty/university.
- The faculty mentions complexity of administration as a barrier and disincentive. The complexity of the organization is probably a part of the explanation for this, however, a strong determination to harmonize and simplify administrative systems and policies is recommended.

3.4 Research results with existing or prospective impact on society

Evaluate the research results already applied in practice or intended to be applied in practice. When evaluating, consider whether the results are proportionate to the R&D&I capacities of the evaluated unit, how they contribute to the fulfilment of the mission and vision of the evaluated unit and, if stated in the self-evaluation, how the results take into account the gender dimension and sustainability. Use the data from the full results summary in Table 3.4.1 to supplement the evaluation.

Rating [1–5]:

4 - Very good

Qualitative Assessment – Self-assessment

From 2019–2023, LF1 UK achieved 40+ results with economic potential (~€1.6M), primarily in biomedical research with significant societal impact. Key innovations include:

1. Bazedoxifene-based COVID-19 therapy – Licensed to a private company, product in clinical trials.
2. Azulene hydrazido-hydrazones for oncology – Novel drug skeleton with superior or comparable efficacy; advancing to preclinical development.
3. Polymethinium salts for solid tumor metastases – New drug category targeting complex II/DHODH with strong migrastatic effect.
4. Polymeric conjugates enabling controlled cytarabine release – Improved cancer therapy with reduced toxicity and hospitalization, strong commercialization potential in advanced drug delivery systems.

All results were considered gender-inclusive and aimed at broad clinical applicability.

Recommendations:

- Some excellent examples based on solid basic and translational research are shown. It is a strategic priority of the faculty to strengthen both areas, and the development should be continued and strengthened.

TRANSFER OF RESULTS INTO PRACTICE

3.5 Transfer of results into practice

Evaluate the effectiveness of the transfer of results into practice by the unit being evaluated. Pay attention to whether the composition of the stated users of the results or the way the R&D&I results are commercialised (if stated) is consistent with the R&D&I results produced and the mission and vision of the evaluated unit and how successful the evaluated unit is in its activities, such as attracting new users of the results, commercialising the R&D&I results and obtaining funding from non-public, non-grant sources.

Rating [1–5]:

3 - Average

Qualitative Assessment – Self-assessment:

Knowledge and technology transfer at Charles University is supported by the Centre for Knowledge and Technology Transfer (CPPT) and Charles University Innovations Prague a.s. (CUIP), a subsidiary established in 2018 to optimize commercialization, manage IP, establish spin-offs, and conclude licensing agreements. Activities follow the Rector's Directives on IP and commercialization and are overseen by the Board for Commercialization.

CPPT focuses on socially impactful projects (non-profit/public sector), while CUIP targets direct commercialization with industry. Services include IP protection, proof-of-concept funding, market analysis, partner identification, legal support, and business negotiations.

Researchers receive revenue shares (55% up to CZK 1M; 25% above CZK 5M), motivating collaboration. Typical users are pharmaceutical, biotech, healthcare, and public institutions. Transfer occurs via patents, licensing, spin-offs, consultancy, and training, with new partners sourced through trade fairs, networks, and prior collaborations.

It is still early days for the faculty with regard to I&E, but there is a positive change in awareness since the last evaluation. The culture favours basic research, and there is a concern that too much focus on I&E will shift faculty resources from basic discovery to translation and application.

The faculties main impact stems from its link to the clinical practice in the university hospital and as a leading national faculty defining standards and procedures for clinicians throughout the Czech Republic.

A number of concrete examples of translational research and innovation leading to new products or processes are described and show a commitment to create impact and application into practice.

Recommendations:

- Translation of research into clinical practice is an area of increasing attention. The level of innovation and entrepreneurship is quite limited for such a large faculty. More could and should be done, e.g. in the fields of medical technologies, digital health and diagnostics. Interdisciplinary research as well as recruitment of a limited No. of faculty from other disciplines such as IT, bioinformatics, etc., could be a part of the solution.

POPULARIZATION OF VAVAI

3.6 The most important activities in the field of popularization of R&D&I and communication with the public	
Evaluate how active and successful the evaluated unit is in the field of popularisation of R&D&I and communication with the public.	
Rating [1–5]:	4 - Very good
Qualitative assessment: R&D&I popularization is coordinated by the Department of Communication and Marketing, using media, social networks, podcasts, and public events. Key activities include: • Medialogy – Quarterly expert panel on medical topics (e.g., pediatric drugs, neurodegenerative disease research). • Neurologie na Jedniče – Podcast on neurology trends and research. • Participation in Vědafest and Noc vědců – Major science outreach events. • Press conferences & releases – Topics include telemedicine, lifestyle disease prevention, mental health, sleep disorders, Parkinson's prognosis, and genetic discoveries.	
Recommendations: • The faculty has an important role nationally in communicating medical sciences in professional for a as well as to the public. Continue this work and strengthen international communication of excellent basic and translational research results to increase international visibility.	

IMPLEMENTATION OF RECOMMENDATIONS

3.7 Implementation of the recommendations in Module 3	
Evaluate how the evaluated unit has reflected the recommendations from the previous evaluation of the IEP, if applicable. If the evaluated unit has not been evaluated before, the indicator will be marked as N/A – Not Applicable.	
Rating [1–5]:	3 - Average
Following the last evaluation, LF1 implemented a PR strategy emphasizing its position as the oldest and largest medical faculty in Central/Eastern Europe and the Czech Republic. The key recommendations and responses were: 1. Increase institutional grants – The Faculty has not been able to meet this objective due to a 20% decline in major grant funding over the past decade. 2. Funding for clinicians & research time – The faculty has not succeeded with this ambition. It is difficult under current conditions, and it is the faculties view that it requires more institutional and grant support to succeed. 3. Stimulate inter-faculty collaboration – This objective has been achieved not least thanks to the Charles University COOPERATIO program (since 2022).	
Recommendations:	

- The faculty has achieved some of desired results in terms of implementing the previous research evaluations recommendations, however, it is also struggling in some areas, as indicated above.

EVALUATED UNIT RATING

Evaluation of unit	
Having evaluated the individual criteria of module M3, please summarise your evaluation in the context of the module, describing and justifying the strengths and weaknesses of the unit being evaluated.	
3.1 Introductory information about the unit under evaluation	NOT RATED
3.2 Recognition by the research community	4 - Very good
3.3 Research projects	4 - Very good
3.4 Research results with existing or prospective impact on society	4 - Very good
3.5 Transfer of results into practice	3 - Average
3.6 The most important activities in the field of popularization of R&D&I and communication with the public	4 - Very good
3.7 Implementation of the recommendations in Module	3 - Average
Average rating [1–5]:	4 - Very good
Grade [A–D]:	B
Summary Assessment: The faculty struggles a bit with both national and international recruitment of PhD students, postdocs and excellent early career scientists. This is in part due to salary structures, shortage of funding and international competition for talent. The faculty has some unique and excellent research fields and research infrastructures to support them. In those areas, a stronger push to attract competitive European research funding could be made, to build stronger European partnerships and increase flexible funding for postdocs and early career scientists. The close links to the clinic is a “double edged sword”. It creates great opportunities for clinical and translational research, but puts pressure on basic research, because of a range of incentives pulling faculty towards the clinic and away from the basic and curiosity driven research. The faculties main impact stems from its link to the clinical practice in the university hospitals and as a leading national faculty defining standards, norms and procedures for clinicians throughout the Czech Republic. A number of concrete examples of translational research and innovation leading to new products or processes are described and show a commitment to create impact and application into practice. International alliances are not seen as particularly value adding. Personal contacts matter much more.	
Summary recommendations:	

- Consider inviting international PhD and postdoc students actively for shorter term internships, summer schools, etc. with a view to attracting and retaining later. International university alliance partners may be helpful here.
- A clear strategic ambition supported by funding and other factors to strengthen basic research could be advantageous.
- A stronger push to attract competitive European research funding could be made in current areas of excellence, to build stronger European partnerships and increase flexible funding for postdocs and early career scientists.
- Even if some countries are difficult to recruit from, intensify European recruitment from good universities, with a view to retaining the best and/or building stronger links to their home universities.
- The level of innovation and entrepreneurship as well as value created from such activities is quite small for such a large faculty. More can be done.

EVALUATION REPORT IN MODULE 3

NAME OF EVALUATED UNIT: Second Faculty of Medicine

FORD: 3 - Medical and health sciences

SOCIAL CONTRIBUTION OF THE EVALUATED UNIT

3.1 Introductory information about the unit under evaluation

Indicator 3.1 is a non-evaluated indicator that provides basic information about the evaluated unit such as its mission and vision, organizational structure, size and staffing, or R&D&I capacities.

Commentary:

The Second Faculty of Medicine (2FM) is a key component of Charles University (one of six medical faculties), with a mission combining medical education, research, and clinical training. It is closely integrated with Motol University Hospital, one of the largest healthcare facilities in the Czech Republic, ensuring strong links between education, research, and practice.

The faculty offers master's programs in medicine, in both Czech and English, a wide range of doctoral programs, and contributes significantly to both undergraduate and postgraduate medical education. In response to the actual needs of the public, they offer study programs of physiotherapy, nursing, and a newly developed radiological assistance program. Notably, the English-language medical program has strengthened international competitiveness and visibility, with international students representing a significant share of faculty income and providing motivation for continuous quality improvement.

Research activities cover a broad spectrum, with strengths in pediatrics, oncology, neuroscience, cardiology, and translational medicine. The faculty maintains collaborations with other faculties of Charles University, institutes of the Academy of Sciences, and industry partners. Examples include joint projects with the Institute of Molecular Genetics on developmental disorders, and collaborations with the Academy of Sciences in neuroscience and immunology. It emphasizes interdisciplinarity and applied outcomes, in line with national health priorities.

2FM will build and open new state-of-the-art research facilities equipped with cutting-edge technologies by 2027 designed to foster collaboration and engagement across disciplines, and serve as hubs for innovation.

The 2FM is a mid-to-large faculty within Charles University, with approximately 1,500 students (medical, nursing, physiotherapy, and allied health programs) and around 350–370 staff members. In 2023, the faculty employed 49 professors, 37 associate professors, 81 assistant professors, and 24 assistants, alongside 68 R&D staff and 128 technical/economic staff. Early-career researchers represent a growing group (24 in 2023, compared to 10 in 2019), reflecting the faculty's commitment to training the next generation of medical scientists. Gender representation is improving, with women holding about 45% of assistant professor positions and more than half of the R&D roles. The age distribution shows healthy renewal, with a significant share of staff in the 30–49 age range, ensuring both continuity of expertise and generational turnover.

By 2027, the faculty plans to open new state-of-the-art facilities to foster interdisciplinary

collaboration and accelerate translation from discovery to application. The long-term vision is to achieve a leading European position in pediatrics, neurology, and immunology by 2030.

RECOGNITION BY THE RESEARCH COMMUNITY

3.2 Recognition by the research community

Evaluate the position of the evaluated unit in the R&D&I research community based on the facts presented in indicator 3.2 and its annexed tables (3.2.1 to 3.2.5).

Rating [1–5]:

4 - Very good

Qualitative assessment:

The faculty is well recognized in national and international contexts, with staff contributing to scientific societies, editorial boards, and international research networks, including European Reference Centers (ERN; ERN-GENTURIS, EURACAN, paedCan-ERN, Endo-ERN, EpiCARE, ERN-RND, ERKNet, ERN-BOND, etc...). Its research teams have earned visibility particularly in pediatrics, oncology, neurology, and rare diseases. For instance, faculty members play leadership roles in the Czech Pediatric Society and the European Society for Pediatric Oncology.

Participation in EU and international collaborations has grown, though recruitment of international early-career researchers remains a challenge.

The close clinical integration provides opportunities for translational research but also creates pressure on maintaining strong basic research activities.

Recommendations:

- Strengthen international recruitment through targeted fellowships and exchange programs.
- Expand participation in European research consortia and funding schemes to consolidate visibility.
- Support basic science with dedicated resources to balance clinical pull.

RESEARCH PROJECTS

3.3 Research projects

Evaluate the most important research projects of the evaluated unit, especially regarding the results achieved and the application potential of the project, the proportionality with respect to the R&D&I capacities of the evaluated unit, the degree of interdisciplinarity and collaboration with other parts of the evaluated HEI, and the consistency with the declared mission and vision of the evaluated unit. Use the data from the full list of research projects and contract research activities in Tables 3.3.1 and 3.3.2 to supplement the evaluation.

Rating [1–5]:

4 - Very good

Qualitative assessment:

Projects demonstrate interdisciplinarity and translational focus, often involving collaborations with hospitals and research institutes. The implementation of large-scale initiatives shows capacity for impactful research, although administrative complexity sometimes hampers efficiency.

The faculty has been successful in several national and international projects, particularly in areas such as oncology, neurology, pediatrics, and cardiovascular research, with findings sometimes

published in top-tier journals and patent application, and several key research project funded by extramural (i.e., extra-Cooperatio) programs:

- National institute of Virology and bacteriology (NIVB): collaborative project of 8 Czech institutions dedicated to advancing the understanding and treatment of infectious diseases to improve human health, funded by nextgenerationEU;
- National institute for cancer research, funded by nextgenerationEU;
- National institute for neurological research, funded by nextgenerationEU;
- Dysregulation of immune system: characteristics of lymphocytes in patients with immunodeficiency and autoimmunity: the scientific contributions included 10 international articles and developing a commercially available test; funded by the Agency for health research of the Czech Republic, awarded the Ministry of health Award for medical research and development;
- Biology of BCR/ABL1-positive leukaemias; funded by the Agency for health research of the Czech Republic, awarded the Ministry of health Award for medical research and development;
- Studies of aetiopathogenesis and optimising management in children with intrauterine growth restriction and persistent postnatal growth failure; funded by the Agency for health research of the Czech Republic, awarded the Ministry of health Award for medical research and development;
- Virtual Reality and Coping with Procedural Pain in Burn Patients.

International competitive research funding remains limited.

Recommendations:

- Further develop health data science and bioinformatics capacities.
- Simplify administrative processes to enable researchers to focus more on science.
- Use flagship projects such as the National Pediatric Oncology Network as benchmarks to strengthen emerging research fields.
- Increase international research funding

3.4 Research results with existing or prospective impact on society

Evaluate the research results already applied in practice or intended to be applied in practice. When evaluating, consider whether the results are proportionate to the R&D&I capacities of the evaluated unit, how they contribute to the fulfilment of the mission and vision of the evaluated unit and, if stated in the self-evaluation, how the results take into account the gender dimension and sustainability. Use the data from the full results summary in Table 3.4.1 to supplement the evaluation.

Rating [1–5]:

4 - Very good

Qualitative assessment:

Research results from the faculty have significant societal impact, ranging from new therapeutic approaches to diagnostics and healthcare policy recommendations. Examples include the development of novel biomarkers for early detection of pediatric leukemias, contributions to national guidelines on vaccination, and innovations in pediatric cardiology surgery protocols. Several patents and methodologies demonstrate applied outcomes, such as improved imaging tools for epilepsy diagnostics. Gender and sustainability dimensions are less visible but emerging.

National clinical impact is strong, though commercialization and international uptake are less developed. Gender and sustainability aspects are emerging but not yet systematically addressed.

Recommendations:

- Maintain strong translational orientation while broadening societal relevance.
- Integrate gender equality and sustainability strategies more explicitly.
- Strengthen entrepreneurial culture and international commercialization.

TRANSFER OF RESULTS INTO PRACTICE

3.5 Transfer of results into practice

Evaluate the effectiveness of the transfer of results into practice by the unit being evaluated. Pay attention to whether the composition of the stated users of the results or the way the R&D&I results are commercialised (if stated) is consistent with the R&D&I results produced and the mission and vision of the evaluated unit and how successful the evaluated unit is in its activities, such as attracting new users of the results, commercialising the R&D&I results and obtaining funding from non-public, non-grant sources.

Rating [1–5]:

3 - Average

Qualitative assessment:

Knowledge and technology transfer mechanisms are in place via Charles University and Motol Hospital.

Several innovations have reached application, such as a new diagnostic algorithm for pediatric leukemia, but commercialization and entrepreneurship remain modest. The faculty's main impact lies in shaping clinical practice nationally, but income from IP or licensing is limited. Initiatives such as proof-of-concept support and industry partnerships are developing but not yet fully consolidated.

Recommendations:

- Enhance entrepreneurial culture and industry partnerships. For example, the development of diagnostic biomarkers in pediatric oncology could be leveraged to create start-up collaborations or licensing agreements with biotech companies.
- Explore international commercialization pathways. The virtual reality tools used for procedural pain management in burn patients represent an innovation with clear international market potential if properly supported by commercialization strategies.
- Balance costs and revenues in innovation activities, ensuring that translation into practice is sustainable.

POPULARIZATION OF VAVAI

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

Evaluate how active and successful the evaluated unit is in the field of popularisation of R&D&I and communication with the public.

Rating [1–5]:

4 - Very good

Qualitative assessment:

The faculty demonstrates strong engagement in science communication and public outreach. It organizes lectures, participates in national science festivals, and communicates research through media, social networks, and public events. Podcasts and student involvement have enhanced visibility. For example, the 'Motol Talks' podcast series presents advances in child health research, and faculty members contribute to national TV programs on pediatric cancer and vaccination. Outreach activities link science with societal needs, particularly in child health and public health issues.

Recommendations:

- Strengthen international visibility through English-language communication.
- Encourage broader student participation in outreach initiatives.

IMPLEMENTATION OF RECOMMENDATIONS

3.7 Implementation of the recommendations in Module 3

Evaluate how the evaluated unit has reflected the recommendations from the previous evaluation of the IEP, if applicable.

If the evaluated unit has not been evaluated before, the indicator will be marked as N/A – Not Applicable.

Rating [1–5]:

3 - Average

Qualitative assessment:

The faculty has taken action on previous recommendations by strengthening applied research, expanding translational projects, and developing stronger partnerships.

Efforts to improve international visibility and communication are visible, and the integration with Motol Hospital provides a unique platform for translational research. For example, new joint centers for rare diseases and pediatric oncology were created following earlier recommendations. Some structural challenges remain, particularly regarding administrative burdens and competitive international recruitment.

Since the previous evaluation cycle (2021), the faculty has made visible progress in several areas:

- Bioinformatics and health data science: Significant progress achieved, though administrative burdens still limit efficiency.
- International visibility: Improved, with stronger participation in networks and consortia, but recruitment of young foreign researchers remains limited.
- Research outcomes: Impressive outputs and clinical impact, though gender and sustainability aspects are still insufficiently integrated.
- Societal and clinical impact: Strong at the national level, but entrepreneurial culture and international commercialization remain underdeveloped.
- Science communication: Expanded, with new initiatives (e.g. podcasts, student involvement). English-language outreach, however, is still limited.
- -Joint centers established: good response to recommendations, but balance between basic and applied research remains fragile.

Overall, the faculty has addressed most recommendations, though several remain only partially implemented.

Recommendations:

- Continue to expand international collaboration, simplify internal processes, and maintain balance between applied and basic research.

EVALUATED UNIT RATING

Evaluation of unit

Having evaluated the individual criteria of module M3, please summarise your evaluation in the context of the module, describing and justifying the strengths and weaknesses of the unit being evaluated.

3.1 Introductory information about the unit under evaluation	NOT RATED
3.2 Recognition by the research community	4 - Very good
3.3 Research projects	4 - Very good
3.4 Research results with existing or prospective impact on society	4 - Very good
3.5 Transfer of results into practice	3 - Average
3.6 The most important activities in the field of popularization of R&D&I and communication with the public	4 - Very good
3.7 Implementation of the recommendations in Module	4 - Very good
Average rating [1–5]:	4 - Very good
Grade [A–D]:	B

Summary assessment:

The Second Faculty of Medicine has demonstrated solid performance in research, education, and clinical integration. Its strengths lie in translational medicine, pediatrics, oncology, and neurology, as well as in its strong connection to Motol University Hospital.

Research projects show interdisciplinarity and societal relevance, with concrete outcomes such as contributions to national vaccination policy and innovative diagnostic tools.

Public engagement and implementation of recommendations have been effective.

However, challenges remain in international recruitment, administrative complexity, and the relatively modest commercialization of research outcomes.

Summary recommendations:

- Enhance recruitment of international PhD students and postdocs through targeted programs.
- Strengthen participation in European research consortia and competitive funding schemes.
- Support basic science alongside translational priorities to maintain research balance.
- Develop bioinformatics and data science
- Develop entrepreneurial culture and industry collaboration for better commercialization.

- Simplify administrative processes to reduce burden on researchers.-Increase international visibility of outreach and communication activities, e.g. via English-language media.
- Gender and sustainability integration.
- Support for early-career researchers.

EVALUATION REPORT IN MODULE 3

NAME OF EVALUATED UNIT: Third Faculty of Medicine

FORD: 3 - Medical and health sciences

SOCIAL CONTRIBUTION OF THE EVALUATED UNIT

3.1 Introductory information about the unit under evaluation

Indicator 3.1 is a non-evaluated indicator that provides basic information about the evaluated unit such as its mission and vision, organizational structure, size and staffing, or R&D&I capacities.

Commentary:

The Third Faculty of Medicine (FacMed3) is a mid-sized faculty of Charles University, historically rooted in public health and epidemiology (since its foundation in 1953). It is closely integrated within the Vinohrady medical campus, in partnership with the Královské Vinohrady University Hospital (FNKV), the National Institute of Public Health (SZÚ), and the National Institute of Mental Health (NUDZ). These institutional proximities ensure strong links between education, clinical practice, and research, but also create overlaps in research outputs that are sometimes difficult to attribute precisely.

The faculty has a clear mission: to combine high-quality education, translational research, and societal impact in key medical areas. Its vision is to consolidate its role as a leader in Central Europe, with growing international recognition.

The main research domains are:

- Cardiovascular sciences (notably the PRAGUE series of 26 clinical trials, which reshaped European practice in myocardial infarction management),
- Metabolic and endocrine diseases (notably diabetes and obesity, from basic biology to clinical epidemiology),
- Psychiatry and neuroscience (neuroimaging, electrophysiology, schizophrenia research, in collaboration with NUDZ),
- Perinatal medicine and gynaecology (innovative prenatal diagnostics, circulating tumour cells in pregnancy, reproductive health),
- Oncology and haematology (cancer detection and treatment, metabolism of solid tumours),
- Intensive care medicine (acid-base physiology, outcomes research).

The faculty is relatively small compared to the 1st Faculty of Medicine, with approx. 1,400 students (medical, nursing, allied health) and around 400 staff. Research activities are roughly divided into basic (20%), applied (40%), and clinical (40%).

PhD programs have been restructured to reduce fragmentation and international mobility is now required.

RECOGNITION BY THE RESEARCH COMMUNITY

3.2 Recognition by the research community	
Evaluate the position of the evaluated unit in the R&D&I research community based on the facts presented in indicator 3.2 and its annexed tables (3.2.1 to 3.2.5).	
Rating [1–5]:	4 - Very good
Qualitative assessment: FacMed3 enjoys solid recognition both nationally and internationally. Its main strength lies in its contribution to practice-changing randomized clinical trials (the PRAGUE trials in cardiology). Research groups in psychiatry and neuroscience are well integrated in international networks, and metabolism research (diabetes, cancer) is gaining visibility. Faculty members hold positions in scientific societies, contribute to editorial boards, and are increasingly engaged in international collaborations. The faculty has succeeded in attracting a limited but growing number of international postdocs and PhD students. Challenges remain in recruitment and retention, due to salary constraints and competition with clinical careers.	
Recommendations: • Reinforce international recruitment by offering competitive fellowships and clearer career pathways. • Consolidate visibility in psychiatry and metabolism research, alongside the flagship cardiology programme. • Balance clinical excellence with sustained investment in basic and translational science.	

RESEARCH PROJECTS

3.3 Research projects	
Evaluate the most important research projects of the evaluated unit, especially regarding the results achieved and the application potential of the project, the proportionality with respect to the R&D&I capacities of the evaluated unit, the degree of interdisciplinarity and collaboration with other parts of the evaluated HEI, and the consistency with the declared mission and vision of the evaluated unit. Use the data from the full list of research projects and contract research activities in Tables 3.3.1 and 3.3.2 to supplement the evaluation.	
Rating [1–5]:	4 - Very good
Qualitative assessment: Research projects demonstrate strong interdisciplinarity and societal relevance, often bridging clinical and basic science. Flagship projects include: • The PRAGUE trials (cardiology), internationally recognised as practice changing. • Metabolic disease research, addressing diabetes and obesity, combining mechanistic studies and public health interventions. • Neuropsychiatric projects (imaging in schizophrenia, electrophysiology for psychiatric disorders). • Perinatal diagnostics, with innovative use of circulating cells for maternal–foetal health monitoring.	

Regarding funding, FacMed3 has been successful in several national and international projects, including:

- Gene Therapy to Restore Lymphatic Flow (TheraLymph) Funding: Horizon 2020 (SC1-BHC-07-2019, Grant #874708)

Duration: 2020–2025

FacMed3 Contribution: The Third Faculty of Medicine (FacMed3) is a key partner in this multinational consortium developing a non-integrative gene therapy for lymphedema. The faculty contributes to the work package 3 (WP3), focusing on the metabolic implications of lymphatic insufficiency and evaluating the molecular mechanisms underlying the therapy.

- SAFEST – Improving Quality and Patient Safety in Surgical Care in Europe Funding: Horizon Europe (Grant #101057825)

Duration: 2022–2026

FacMed3 Contribution: The faculty contributes to standardizing perioperative patient-safety practices, particularly focusing on anesthesiology and intensive care protocols. Collaborators include leading European surgical societies and hospitals.

- European Human Biomonitoring Initiative (HBM4EU) Funding: Horizon 2020 (Grant #733032) Duration: 2017–2021

FacMed3 Contribution: Researchers from the Institute of Hygiene played a central role in assessing human exposure to environmental contaminants, helping shape EU-wide policies.

- International project on research and treatment of patients with cancer diagnosed during pregnancy – INCIP (International network of cancer, infertility and pregnancy). Funding: Horizon 2020 Research and Innovation programme" of the EU (grant agreement 647047 - Cradle)

FacMed3 Contribution: Research partner, co-chair. Cancer in pregnancy is a new oncological topic which gathers specialists from oncogynecology, oncology, radiodiagnostics, pharmacology, obstetrics, pediatrics due to the involved mother-patient and unborn fetus. This projects led to several international guidelines on treatment of gynecologic and breast cancer during pregnancy.

Collaboration with hospitals and research institutes is frequent but sometimes administratively fragmented (research funding flowing partly through hospitals rather than the faculty itself).

However, a structural limitation remains the lack of strong laboratory infrastructure directly embedded within the faculty. While clinical projects are highly competitive and internationally visible, laboratory-based research depends heavily on collaborations with partner institutes. This reduces visibility and limits the faculty's ability to develop fully independent translational pipelines. Addressing this weakness would be crucial for long-term competitiveness, particularly in oncology and metabolic research.

Recommendations:

- Develop stronger laboratory infrastructure to support translational research (notably in oncology).
- Simplify funding flows between faculty and hospitals to enhance visibility and efficiency.
- Use successful clinical trials as models to build competitive applications for Horizon Europe and ERC.

3.4 Research results with existing or prospective impact on society

Evaluate the research results already applied in practice or intended to be applied in practice. When evaluating, consider whether the results are proportionate to the R&D&I capacities of the evaluated unit, how they contribute to the fulfilment of the mission and vision of the evaluated unit and, if stated in the self-evaluation, how the results take into account the gender dimension and sustainability. Use the data from the full results summary in Table 3.4.1 to supplement the evaluation.

Rating [1–5]:

4 - Very good

Qualitative assessment:

The faculty has had a demonstrable impact on clinical practice and public health. The PRAGUE trials influenced European guidelines for myocardial infarction treatment. Psychiatric research contributes to early diagnosis and new therapeutic approaches. Perinatal diagnostic methods are already being applied in clinical settings. Research in diabetes and obesity informs national strategies for non-communicable diseases.

While clinical translation is strong, broader integration of gender and sustainability dimensions is not yet systematic. Commercialisation of results remains limited.

Recommendations:

- Continue leveraging clinical impact while enhancing international dissemination and industrial partnerships.
- Integrate gender equality and sustainability criteria systematically in project design.

TRANSFER OF RESULTS INTO PRACTICE

3.5 Transfer of results into practice

Evaluate the effectiveness of the transfer of results into practice by the unit being evaluated. Pay attention to whether the composition of the stated users of the results or the way the R&D&I results are commercialised (if stated) is consistent with the R&D&I results produced and the mission and vision of the evaluated unit and how successful the evaluated unit is in its activities, such as attracting new users of the results, commercialising the R&D&I results and obtaining funding from non-public, non-grant sources.

Rating [1–5]:

3 - Average

Qualitative assessment:

Knowledge transfer relies largely on Charles University's central structures and hospital partnerships. The main societal impact has been through guidelines and protocols rather than patents or spin-offs. While proof-of-concept and translational results exist, commercialisation is still underdeveloped.

Interviewees acknowledged difficulties in competing with large research infrastructures (Academy of Sciences, major institutes) and in building a robust entrepreneurial culture.

Recommendations:

- Strengthen collaboration with industry partners, particularly in diagnostics and digital health.

- Develop training and incentives for entrepreneurship among young researchers.
- Explore international patenting and licensing opportunities in perinatal and metabolic innovations.

POPULARIZATION OF VAVAI

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

Evaluate how active and successful the evaluated unit is in the field of popularisation of R&D&I and communication with the public.

Rating [1–5]:

4 - Very good

Qualitative assessment:

The faculty demonstrates active engagement with the public. Examples include science festivals, lectures, and media presence. Outreach on cardiovascular health, obesity, and vaccination has been notable. Public health topics, consistent with the faculty's historical mission, provide a strong platform for communication.

Students are involved in outreach, though activities remain mostly national and predominantly in Czech. Greater international visibility (English-language communication) would be beneficial.

Recommendations:

- Expand outreach in English, including podcasts, social media, and international science communication platforms.
- Encourage broader student participation in outreach and public health promotion.

IMPLEMENTATION OF RECOMMENDATIONS

3.7 Implementation of the recommendations in Module 3

Evaluate how the evaluated unit has reflected the recommendations from the previous evaluation of the IEP, if applicable.

If the evaluated unit has not been evaluated before, the indicator will be marked as N/A – Not Applicable.

Rating [1–5]:

4 - Very good

Qualitative assessment:

Since the previous evaluation cycle (2020), the faculty has made progress in several key areas:

- Doctoral education: PhD programmes have been restructured, mobility requirements introduced, and attrition reduced.
- International exposure: Significant improvement in PhD structuring and internationalisation through mobility requirements and participation in consortia. Recruitment of foreign researchers, however, remains modest despite new strategies.
- Research projects: Interdisciplinarity has increased, and participation in EU consortia has expanded. Nevertheless, infrastructure and competitiveness in laboratory research remain limited.

- Societal impact: Clear improvement in translation to practice, especially in cardiology, psychiatry, and perinatal medicine. Integration of gender and sustainability dimensions, and international commercialisation, are still weak.
- Knowledge transfer: Some progress in translational outputs and clinical implementation, but entrepreneurial and commercialisation strategies remain underdeveloped.
- Science communication: Outreach activities have expanded, leveraging clinical strengths, though international visibility is still limited.

Overall, most recommendations from 2020 have been at least partially implemented, with visible progress in doctoral education, interdisciplinarity, and clinical impact. Structural weaknesses remain in laboratory infrastructure, recruitment competitiveness, and commercialisation.

Recommendations:

- Consolidate progress in doctoral education by formalising MD/PhD pathways.
- Invest strategically in laboratory infrastructure for translational science.
- Develop a faculty-level strategy for innovation, entrepreneurship, and industry engagement.
- Reinforce international recruitment through fellowships and clearer career pathways.
- Strengthen participation in EU/Horizon projects, using flagship clinical research as leverage.
- Expand outreach and communication in English to enhance international visibility.

EVALUATED UNIT RATING

Evaluation of unit	
Having evaluated the individual criteria of module M3, please summarise your evaluation in the context of the module, describing and justifying the strengths and weaknesses of the unit being evaluated.	
3.1 Introductory information about the unit under evaluation	NOT RATED
3.2 Recognition by the research community	4 - Very good
3.3 Research projects	4 - Very good
3.4 Research results with existing or prospective impact on society	4 - Very good
3.5 Transfer of results into practice	3 - Average
3.6 The most important activities in the field of popularization of R&D&I and communication with the public	4 - Very good
3.7 Implementation of the recommendations in Module	4 - Very good
Average rating [1–5]:	4 - Very good
Grade [A–D]:	B
Summary assessment: The Third Faculty of Medicine has demonstrated substantial societal impact, particularly in cardiology (PRAGUE trials), psychiatry, perinatal medicine, and metabolic diseases. It has strengthened its PhD programmes and increased participation in European consortia since 2020.	

However, limitations remain in laboratory infrastructure, recruitment competitiveness, and commercialisation.

Its main strengths lie in its internationally recognised clinical trials with direct impact on practice, its strong integration with hospitals and national institutes, the restructuring of doctoral education with enhanced mobility opportunities, and its active outreach on public health issues.

At the same time, some structural weaknesses remain. Laboratory infrastructure and competitiveness in translational research are still limited. Recruitment and retention of international researchers continue to be a challenge, and entrepreneurial culture as well as commercialisation of research results are underdeveloped.

In light of these observations, the panel recommends that the faculty leverage its flagship clinical research to attract ERC and Horizon funding, invest in infrastructure and research careers to remain competitive internationally, and enhance industry collaboration together with more systematic international communication of results.

Summary recommendations:

- Leverage flagship clinical research to attract ERC/Horizon funding.
- Invest in infrastructure and research careers to compete internationally.
- Reinforce international recruitment through competitive fellowships and clearer career pathways.
- Develop a faculty-level strategy for innovation, entrepreneurship, and industry engagement.
- Enhance industry collaboration and international communication of results.
- Expand outreach and communication in English to strengthen international visibility.

EVALUATION REPORT IN MODULE 3

NAME OF EVALUATED UNIT: Faculty of Medicine in Plzeň

FORD: 3 - Medical and health sciences

SOCIAL CONTRIBUTION OF THE EVALUATED UNIT

3.1 Introductory information about the unit under evaluation

Indicator 3.1 is a non-evaluated indicator that provides basic information about the evaluated unit such as its mission and vision, organizational structure, size and staffing, or R&D&I capacities.

Commentary:

The Faculty of Medicine in Plzeň (FMP) is one of five medical faculties of Charles University. It is located in Pilsen, outside the capital city of Prague.

Established in 1945 to address the shortage of physicians in Western and Southern Bohemia, it now educates ~2,500 students across General Medicine and Dentistry (Czech and English tracks) and 23 doctoral programmes, with ~676 employees (~442 academic staff).

The faculty operates in tight symbiosis with the University Hospital Pilsen and, since 2014, with its research-oriented Biomedical Center; a new consolidated campus (opened in 2022) has modernised teaching and research infrastructure and physically shortened the distance between basic, translational and clinical work.

Research is predominantly applied/translational and clusters around two pillars: (i) infectious diseases including sepsis, antimicrobial resistance and transplant-related viral complications; and (ii) oncology/hemato-oncology, from molecular profiling to experimental surgery. Neurosciences, cardiovascular research, imaging, and pathology add breadth. A distinctive asset is the use of large-animal (porcine) models for clinically relevant sepsis, coupled with comprehensive tissue/omics readouts—an approach that differentiates FMP nationally.

At the same time, the local clinical embedding creates a structural ambiguity in attribution of outputs and funding flows (hospital vs. faculty), and the faculty's operating model remains financially sensitive to international tuition revenues, which subsidise the high cost of medical education. This dual dependence (hospital infrastructure; international student intake) is both a strength and a strategic risk that needs active management.

Since the 2020 evaluation, FMP has completed the campus, consolidated the Biomedical Center's role, and increased the volume of impact-factor publications to ~300/year; the next frontier is to convert this momentum into higher international visibility and more competitive external funding.

- Scale & people: ~2,519 students (incl. ~451 English-track) and ~676 staff (442 academic).
- Assets: Biomedical Center (2014–), new campus (2022), close integration with University Hospital Pilsen.
- Profile: Applied/translational with strengths in sepsis and oncology; additional activity in neuroscience and cardiovascular research.

- Risks: Dependence on international tuition; attribution/visibility challenges for outputs conducted within hospital settings.

RECOGNITION BY THE RESEARCH COMMUNITY

3.2 Recognition by the research community

Evaluate the position of the evaluated unit in the R&D&I research community based on the facts presented in indicator 3.2 and its annexed tables (3.2.1 to 3.2.5).

Rating [1–5]:

3 - Average

Qualitative assessment:

FMP is recognised nationally and, in selected niches, internationally. The sepsis programme—grounded in realistic large-animal models and intensive-care collaborations—constitutes a genuine area of distinction. Oncology and molecular diagnostics have also delivered visible outputs.

Faculty members contribute to national grant panels and scientific committees; invited international lectures and visiting speakers demonstrate connectivity. Nevertheless, the overall international profile remains moderate relative to Czech and EU benchmarks. Awards are mostly national; sustained leadership in EU-level consortia and attraction of high-profile foreign researchers are still limited. Recruitment and retention are constrained by salary competitiveness and the clinical pull on academic time.

Recommendations:

- Expand international recruitment strategies, including targeted fellowships.
- Strengthen international visibility of sepsis and oncology research through leadership in European consortia.
- Enhance PhD attractiveness by promoting joint or co-supervised programmes with foreign institutions.

RESEARCH PROJECTS

3.3 Research projects

Evaluate the most important research projects of the evaluated unit, especially regarding the results achieved and the application potential of the project, the proportionality with respect to the R&D&I capacities of the evaluated unit, the degree of interdisciplinarity and collaboration with other parts of the evaluated HEI, and the consistency with the declared mission and vision of the evaluated unit. Use the data from the full list of research projects and contract research activities in Tables 3.3.1 and 3.3.2 to supplement the evaluation.

Rating [1–5]:

3 - Average

Qualitative assessment:

The project portfolio is coherent and translational, with tangible hospital-embedded collaborations. National competitive funding (AZV ČR, GA ČR, TA ČR) underpins much of the activity; EU funding has been opportunistic rather than systematic. Contract research with clinical and industrial partners complements public grants.

Two illustrative lines of work highlight the approach: (i) clinically anchored infectious-disease research using large-animal models and prospective ICU collaborations; and (ii) oncology projects that build genomic resources to inform patient stratification and prognostication. These projects fit the mission well and have produced publishable outputs, but the proportionality to the faculty's upgraded infrastructure suggests room to lift the ambition and scale—especially in international consortia leadership.

Progress since 2020 is clear in project organisation and outputs; however, the faculty has not yet converted its strengths into a sustained pipeline of highly competitive European projects led from Plzeň. Notable examples include ICU sepsis research that has fed into international randomised trials, as well as feasibility studies on next-generation sequencing for personalised oncology, which have already produced curated variant panels and datasets. Despite these advances, important gaps remain: the faculty is still underrepresented in ERC and Horizon Europe leadership roles, participation across departments is uneven, and research continues to rely predominantly on national rather than EU funding sources.

Recommendations:

- Prioritise ERC and Horizon Europe applications using flagship research strengths.
- Deepen collaboration with international centres in oncology and neuroscience.
- Further exploit the Biomedical Center to host multidisciplinary consortia.

3.4 Research results with existing or prospective impact on society

Evaluate the research results already applied in practice or intended to be applied in practice. When evaluating, consider whether the results are proportionate to the R&D&I capacities of the evaluated unit, how they contribute to the fulfilment of the mission and vision of the evaluated unit and, if stated in the self-evaluation, how the results take into account the gender dimension and sustainability. Use the data from the full results summary in Table 3.4.1 to supplement the evaluation.

Rating [1–5]:

4 - Very good

Qualitative assessment:

FMP's strongest contribution to society lies in clinically relevant research directly influencing care pathways and guideline development in infectious diseases and uro-oncology, and in building translational bridges from mechanistic insights to patient-level decisions.

The regional role is substantial: as the dominant provider of medical education for Western Bohemia, the faculty feeds the local workforce and supports supra-regional specialised care through its hospital partners. Research on antimicrobial resistance, sepsis management, and cancer stratification has immediate relevance for national health priorities.

The faculty contributes significantly to society through research that directly influences care pathways and guideline development. For instance, sepsis research has been translated into ICU protocols at the University Hospital, while oncology studies have supported chemotherapy stratification strategies based on curated genomic datasets. In uro-oncology, faculty contributions have shaped national clinical guidelines, demonstrating a clear ability to connect mechanistic insights with patient-level outcomes. Regionally, the faculty serves as the main provider of medical education in Western Bohemia and contributes to supra-regional specialised care, ensuring that knowledge generated in research directly benefits the population. These achievements align closely

with national health priorities. However, cross-cutting aspects such as gender, sustainability, open science and patient involvement are still not systematically embedded in project design.

Recommendations:

- Continue leveraging translational research for societal benefit, particularly in infectious disease and oncology.
- Enhance dissemination at international level to maximise societal reach beyond the Czech Republic.
- Systematically integrate sustainability and gender perspectives in research design.

TRANSFER OF RESULTS INTO PRACTICE

3.5 Transfer of results into practice

Evaluate the effectiveness of the transfer of results into practice by the unit being evaluated. Pay attention to whether the composition of the stated users of the results or the way the R&D&I results are commercialised (if stated) is consistent with the R&D&I results produced and the mission and vision of the evaluated unit and how successful the evaluated unit is in its activities, such as attracting new users of the results, commercialising the R&D&I results and obtaining funding from non-public, non-grant sources.

Rating [1–5]:

3 - Average

Qualitative assessment:

Mechanisms for knowledge and technology transfer have been put in place (technology scout, patent fund, alignment with Charles University's CPPT/CUIP, and compulsory PhD training in IP/TT). Typical users include the University Hospital Pilsen and industry partners in diagnostics and biomedical technologies. Despite these sensible structures, the effectiveness of commercialisation remains limited: patenting and PCT filings exist, but no licences have been sold in 2019–2023, no spin-off revenues are reported, and non-public income is marginal (mostly donations).

Technology transfer is now supported by a set of professionalised structures, including a patent fund, a technology scout, and compulsory IP/TT training for PhD students, in close connection with CUIP. These initiatives have already produced measurable outputs: between 2019 and 2023, the faculty registered one Czech patent, two utility models, and three PCT filings. However, none of these results have yet translated into licences or spin-off activity, and non-public revenues remain marginal. This illustrates that, despite progress in building the structures, the conversion into tangible commercial outcomes is still weak. Collaborations with industry, particularly in diagnostics and infection control, provide promising examples of applied research, but they have so far remained at an exploratory stage. Early validation of market potential and stronger pipelines for clinical innovation could help bridge the gap between scientific discovery and practical application.

In order to improve conversion, the faculty should build structured pipelines with CUIP, set clear unit-level KPIs such as the number of disclosures, options, licences or proof-of-concept grants obtained, and create incentives for clinical co-principal investigators to co-lead technology transfer activities through transparent revenue-sharing mechanisms.

Recommendations:

- Strengthen technology transfer structures in collaboration with Charles University Innovation Prague.
- Develop industry partnerships in diagnostics, infection control, and oncology.

- Provide entrepreneurship training and incentives for researchers and PhD students.
- Build structured pipelines with CUIP, set unit-level KPIs (disclosures, options/licences, POC grants), and incentivise clinical co-PIs to co-lead TT through revenue-sharing.

POPULARIZATION OF VAVAI

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

Evaluate how active and successful the evaluated unit is in the field of popularisation of R&D&I and communication with the public.

Rating [1–5]:

4 - Very good

Qualitative assessment:

Science communication is active and well embedded in regional ecosystems: the faculty participates in national outreach events and runs local initiatives (open days at the Biomedical Center, public lecture series, Junior University, exhibitions with the City of Plzeň). Media engagement around research milestones is systematic. The outreach portfolio fits FMP's public-health-oriented identity and reinforces trust with regional stakeholders.

To broaden reach, the faculty could scale English-language outputs (web, podcasts, social channels) and mobilise students as co-creators of content, which would also support international recruitment.

Science communication has become a strong point of the faculty, embedded in both regional and national networks. The Biomedical Center regularly organises open days and exhibitions, and initiatives such as the "Junior University" engage younger audiences in biomedical research. Media engagement is systematic, with coverage linked to research milestones, which strengthens public trust and visibility. Events like "Pilsner Medical Talks" and "MediCafé" provide accessible forums where researchers can interact directly with the community, fostering dialogue on pressing health issues. These initiatives show how the faculty has successfully developed a culture of outreach.

However, most of the communication remains in Czech, and English-language content is still underdeveloped, limiting international reach. Expanding bilingual outputs and involving students more actively in content creation could enhance visibility and attract global partners.

Recommendations:

- Increase international communication (English-language outreach, media, online platforms).
- Encourage wider student participation in public health outreach projects.-Develop flagship events (e.g., annual public health days in Plzeň) with regional and national resonance.

IMPLEMENTATION OF RECOMMENDATIONS

3.7 Implementation of the recommendations in Module 3

Evaluate how the evaluated unit has reflected the recommendations from the previous evaluation of the IEP, if applicable.

If the evaluated unit has not been evaluated before, the indicator will be marked as N/A – Not Applicable.

Rating [1–5]:

3 - Average

Qualitative assessment:

Since the 2020 evaluation, the faculty has made visible progress in several areas. Research productivity and visibility have improved, particularly in infectious diseases and oncology, where projects now include ICU-based sepsis research feeding into international randomised trials, and oncology studies that have validated next-generation sequencing panels for personalised patient management. International participation in EU projects has increased, though leadership in ERC and Horizon Europe consortia is still rare, and funding remains largely dependent on national sources.

In doctoral education, mobility and co-tutelle arrangements have expanded, leading to more structured PhD programmes and a gradual reduction of attrition. The Biomedical Center has matured into a key platform for multidisciplinary collaboration and translational research, reinforcing the faculty's capacity to bridge basic science and clinical application.

Technology transfer structures have been established, including a patent fund, a technology scout, and compulsory IP/TT training for PhD students. These have generated initial outputs—such as patents and PCT filings—but without corresponding licences, spin-offs, or sustainable non-public revenues. Collaborations with industry in diagnostics and infection control remain promising but are not yet fully realised.

Science communication and outreach have clearly expanded, with strong regional visibility. Initiatives such as the “Junior University”, “Pilsner Medical Talks” and “MediCafé” illustrate a vibrant outreach culture, although international visibility is still modest due to limited English-language content. Recruitment of international researchers has not significantly improved, constrained by salary competitiveness and the attractiveness of Prague-based faculties.

Overall, most recommendations from 2020 have been partially implemented. The faculty has succeeded in building the necessary structures and improving organisation, but the translation of these efforts into international competitiveness, commercialisation outcomes, and global visibility remains incomplete. The current set of recommendations therefore combines the continuation of earlier priorities that remain unfinished (internationalisation, doctoral mobility, leadership in EU projects, commercialisation) with a few additional proposals that reflect new developments (systematic use of KPIs in technology transfer, positioning the Biomedical Center as a national hub, and reinforcing English-language communication).

Recommendations:

- Consolidate doctoral education by further strengthening mobility and joint supervision with foreign institutions.
- Invest strategically in laboratory innovation and industry engagement, positioning the Biomedical Center as a national and international hub.
- Strengthen leadership in ERC and Horizon Europe applications by leveraging flagship strengths in sepsis and oncology.

- Enhance recruitment of international researchers through targeted fellowships and improved career pathways.
- Expand international communication and outreach activities to reinforce visibility and attract global partners.
- Monitor results systematically with clear KPIs for technology transfer and internationalisation.

EVALUATED UNIT RATING

Evaluation of unit	
Having evaluated the individual criteria of module M3, please summarise your evaluation in the context of the module, describing and justifying the strengths and weaknesses of the unit being evaluated.	
3.1 Introductory information about the unit under evaluation	NOT RATED
3.2 Recognition by the research community	3 - Average
3.3 Research projects	3 - Average
3.4 Research results with existing or prospective impact on society	4 - Very good
3.5 Transfer of results into practice	3 - Average
3.6 The most important activities in the field of popularization of R&D&I and communication with the public	4 - Very good
3.7 Implementation of the recommendations in Module	3 - Average
Average rating [1–5]:	3 - Average
Grade [A–D]:	C
Summary assessment: The Faculty of Medicine in Plzeň has made notable progress since 2020. Its modernised infrastructure, particularly the Biomedical Center, has consolidated its translational mission and created stronger links between basic science, clinical research, and societal impact. The faculty has developed distinctive strengths in infectious disease and sepsis research, supported by unique large-animal models, as well as in oncology, where genomic resources are contributing to patient stratification and clinical guideline development. These activities, together with the faculty's role as the main provider of medical education in Western Bohemia, give it a clear national visibility and regional relevance. At the same time, several challenges remain. International recruitment has not significantly improved, and the faculty is still underrepresented in ERC and Horizon Europe leadership roles. Commercialisation outcomes are limited, despite the establishment of professionalised technology transfer structures. Outreach and science communication activities are vibrant at the regional level, but international visibility remains modest due to limited English-language content.	
Summary recommendations: • Leverage flagship strengths (sepsis, oncology) to secure competitive European funding (ERC, Horizon Europe).	

- Strengthen technology transfer with clear KPIs and industry partnerships, and incentivise clinical co-PIs to co-lead TT through revenue-sharing.
- Enhance international recruitment and outreach to consolidate global recognition.
- Position the Biomedical Center as a national and international hub for translational research.

EVALUATION REPORT IN MODULE 3

NAME OF EVALUATED UNIT: Faculty of Medicine in Hradec Králové

FORD: 3 - Medical and health sciences

SOCIAL CONTRIBUTION OF THE EVALUATED UNIT

3.1 Introductory information about the unit under evaluation

Indicator 3.1 is a non-evaluated indicator that provides basic information about the evaluated unit such as its mission and vision, organizational structure, size and staffing, or R&D&I capacities.

Commentary: The Faculty of Medicine in Hradec Králové (FMHK) is one of five medical faculties within Charles University. It conducts medical education, biomedical research, clinical practice and focuses increasingly on innovation and outreach. FMHK has a broad medical academic structure comprising 43 departments, including 11 theoretical and 32 clinical departments, and like most medical faculties it bridges theoretical biomedical sciences with clinical disciplines.

The faculty has strategically prioritized 12 key scientific research areas that integrate over 70 interdisciplinary research teams, in order to address some of the pressing challenges in modern medicine. FMHK is historically associated with the former Military Medical Academy, which continues to determine its focus in specialized areas such as disaster medicine, radiobiology, and epidemiology.

The faculty's close integration with the University Hospital Hradec Králové (UHHK), along with strategic collaborations with partners in academia, healthcare, and industry, strengthens its role in healthcare innovation. Partnerships are developed strategically to enhance the capacity for groundbreaking research while ensuring the translation of scientific discoveries into clinical applications that directly benefit patients and public health.

RECOGNITION BY THE RESEARCH COMMUNITY

3.2 Recognition by the research community

Evaluate the position of the evaluated unit in the R&D&I research community based on the facts presented in indicator 3.2 and its annexed tables (3.2.1 to 3.2.5).

Rating [1–5]:

3 - Average

The faculty conducts traditional academic activities within its field, scientific research, education, including doctoral studies, academic promotion, and ensures continuous development in clinical and applied medical research. The faculty integrates basic science with clinical application to promote a holistic and results-driven research environment, aimed at addressing key medical challenges and advancing patient care. The faculty has strengthened its focus on interdisciplinary cooperation, which has resulted in the formation of over 70 interdisciplinary research teams, to enhance the quality and impact of research outcomes, and in order to accelerate the transfer of new knowledge and innovations into clinical practice and public health.

The faculty's academic staff participate in editorial boards of scientific journals, serving as editors, associate editors, editorial board members and reviewers. Many faculty members hold leadership positions in national professional societies. Recognition of the faculty is further demonstrated by national and international awards received by its academics and students. Faculty members contribute to grant evaluation panels for national and European agencies. The faculty hosts

international guest lectures and organizes scientific conferences. The faculty acknowledges that greater participation of its academic staff in international lectures and project evaluation panels at the European level would strengthen its research profile.

The faculty is clearly on a positive path of development, serving its societal role as a medical faculty well with a broad range of activities in education and research. It is well recognized locally as well as nationally, and to some extent also internationally (in certain fields of research and clinical practice).

Recommendations:

- The strategic focus on interdisciplinarity and impact (innovation and translation into clinical practice) is positive and should be expanded through collaboration with external partners beyond the limits of the faculty.
- The new campus development should be used to develop even stronger interdisciplinary collaboration between academic and private partners in the Hradec Kralové area.

RESEARCH PROJECTS

3.3 Research projects

Evaluate the most important research projects of the evaluated unit, especially regarding the results achieved and the application potential of the project, the proportionality with respect to the R&D&I capacities of the evaluated unit, the degree of interdisciplinarity and collaboration with other parts of the evaluated HEI, and the consistency with the declared mission and vision of the evaluated unit. Use the data from the full list of research projects and contract research activities in Tables 3.3.1 and 3.3.2 to supplement the evaluation.

Rating [1–5]:

3 - Average

Qualitative assessment:

The primary financial source for research activities at FMHK consists of institutional funding provided through the Progress Program (2019–2021) and subsequently through the Cooperatio Program (2022 onwards), both centrally allocated by Charles University.

Another key source of research funding is the Specific University Research (SVV) Program, which is allocated among doctoral study area boards. The faculty also applies for grants from the Charles University Internal Grant Agency (GAUK), which operates on a competitive, project-based model. However, success rates in obtaining GAUK grants at the FMHK, remain below the average of other Charles University medical faculties.

Extramural funding primarily comes from the Czech Health Research Council (AZV ČR), the Technology Agency of the Czech Republic (TA ČR), the Czech Science Foundation (GA ČR). The number of projects awarded annually remains limited. Most projects are conducted in collaboration with UHHK, other healthcare providers in the Czech Republic, the Faculty of Pharmacy in Hradec Králové, and the Czech Academy of Sciences.

European research projects contribute to faculty funding in a relatively minor way. In recent years, the faculty has participated in international initiatives such as JUSTEU and RIVI. During 2019–2023 there were also Erasmus strategic/cooperation partnerships projects implemented at the faculty.

The faculty has implemented an active strategy to increase competitive research funding. Despite these efforts, national and international competitive funding remains limited, and even declining,

and institutional research funding, remains the major financial source for the faculty's research activities.

The faculty presents a number of selected projects with potential for significant societal impact:

- Establishment of Core Facilities to Improve the Quality of Research Associated with Teaching at FMHK.
- Innovation of Doctoral Study Programmes at Charles University, Faculty of Medicine in Hradec Králové.
- Biobank BBMRRI at Faculty of Medicine in Hradec Králové.
- Pre-application Research into Innovative Medicines and Medical Technologies (INOMED).
- Strengthening Interdisciplinary Cooperation in Research of Nanomaterials and Their Effects on Living Organisms (NANOBIO).
- REcombinant TEchnologies for MEDicine.
- JUSTeU! – Juridical Standards for Clinical Forensic Examinations of Victims of Violence in Europe.
- Anthracycline-induced DNA Damage Signaling in the Heart: Implications for Cardiotoxicity Development and Its Pharmacological Modulations.
- The Influence of Experimental Gastrointestinal Injury and Inflammation on Pharmacokinetics of Alzheimer's Disease Drugs.
- Hypoxia-related Therapeutic Response in Primary Glioblastoma.

The projects relating to strengthening research based teaching and establishing core infrastructures for biomedical research has the potential to create immediate and long lasting impacts, and should be commended. Other projects focus on development of new drugs or improvements of clinical practices. They all address important health challenges, and are carried out in collaboration with partners who are closer to the clinic or business, which enhances the innovation and translational potential of the research. All in all, the examples provide confirmation that the faculty prioritizes and conducts research with significant application potential.

Recommendations:

- Strengthen the success rates in funding from external competitive research funding sources, particularly from the EU.
- Focus on unique academic strong points, use role models who have succeeded (or attract them).
- Continue to focus on interdisciplinarity, translational research and research with innovation potential.
- Be more radical in the definition of interdisciplinarity.
- Research in the new European security dimensions has potential.
- Contribute actively to building a strong HK research and innovation MedTech and biotech ecosystem.

3.4 Research results with existing or prospective impact on society

Evaluate the research results already applied in practice or intended to be applied in practice. When evaluating, consider whether the results are proportionate to the R&D&I capacities of the evaluated unit, how they contribute to the fulfilment of the mission and vision of the evaluated unit and, if stated in the self-evaluation, how the results take into account the gender dimension and sustainability. Use the data from the full results summary in Table 3.4.1 to supplement the evaluation.

Rating [1–5]:

3 - Average

Qualitative assessment:

FMHK actively engages in applied research, fostering innovation across multiple disciplines, including medical diagnostics, pharmacology, nanotechnology, and healthcare policy. Research outputs encompass a diverse range of contributions, including national and international patents, utility models, certified methodologies, analytical studies, and position papers, all of which have already led or are leading to tangible societal benefits.

The faculty maintains close interdisciplinary collaborations with key institutional partners, ensuring that research findings are efficiently translated into clinical practice and practical applications. These partnerships have resulted in advancements in pharmacology, biochemistry, cardiology, infectious disease management, oncology, and telemedicine, with direct implications for patient care, public health policy, and the development of medical technologies.

Examples include the development of new pharmaceutical compounds for cancer treatment, certified methodologies for nanomaterial safety assessment adopted by regulatory bodies, and digital health innovations enhancing the effectiveness of remote diagnostics. Additionally, patented radioprotective compounds are contributing to new approaches for reducing radiation-induced damage, while policy-oriented studies on rural healthcare workforce motivation provide evidence-based recommendations to address physician shortages in underserved areas.

Furthermore, the faculty's research is aligned with national health priorities, particularly in areas such as cardiovascular disease, cancer treatment, and pandemic preparedness. The establishment of a Post-COVID Care Center, in collaboration with University Hospital Hradec Králové, serves as an example of research-driven healthcare innovation, addressing contemporary public health challenges with a significant societal impact.

Specific research results that exemplify the faculty's impact on society:

- Methodology: Optimized Protocols for Assessing Nanomaterial Safety.
- Analysis: Motivation Factors of Young General Practitioners for Rural Practices (GoRURAL Project) Guideline for Newborn Hearing Screening.
- Post-COVID Care Center
- Position paper: Role of Serum Biomarkers in Cardio-Oncology
- Digital White Paper (DWP) on healthy ageing.
- Three international patents are listed.

The faculty reports a strategic focus on, and tangible examples of research results that are applied in practice or intended to be applied in practice. The examples are fine, but the sum of activities and the results appear to be moderate by international standards and in view of the R&D&I capacities of the evaluated unit. They contribute to the fulfilment of the mission and vision of the evaluated unit, but do not impact the gender imbalance or strengthen financial sustainability of the unit.

Recommendations:

- The quantity of activities with immediate or shorter-term impact on society could be enhanced even further in the future. An increased focus on interdisciplinary research, national and international research collaboration, and building a stronger local innovation ecosystems could support such an ambition. Funding from EIC and national funding for translation and innovation could support this.

TRANSFER OF RESULTS INTO PRACTICE

3.5 Transfer of results into practice

Evaluate the effectiveness of the transfer of results into practice by the unit being evaluated. Pay attention to whether the composition of the stated users of the results or the way the R&D&I results are commercialised (if stated) is consistent with the R&D&I results produced and the mission and vision of the evaluated unit and how successful the evaluated unit is in its activities, such as attracting new users of the results, commercialising the R&D&I results and obtaining funding from non-public, non-grant sources.

Rating [1–5]:

3 - Average

Qualitative assessment:

FMHK actively develops mechanisms to support the transfer and commercialization of scientific results, innovative technologies, and original ideas generated by its academic and research teams. A key position in this process is the Faculty Innovation Scout. The Innovation Scout provides consultation and assistance in the protection of intellectual property, including original research results, data, publications, and educational materials. The Scout further facilitates contact with potential application partners and investors. FMHK's system is directly connected to the Charles University Knowledge and Technology Transfer Office (CPPT UK) and its subsidiary company Charles University Innovations Prague (CUIP).

In the area of biomedical applications, FMHK collaborates with the Centre for Transfer of Biomedicine Rechnologies at UHHK, which focuses on transferring biomedical technologies into clinical practice and supporting the commercialization of health-related innovations.

EXAMPLES:

- Patent: Positioning Bed Control System Operated by Eye Movements
- Patent: Radioprotective Compounds Based on Apoptosis Inhibition
- International Patent: Use of ICRF-193 Derivatives for Prevention of Anthracycline-Induced Cardiotoxicity
- International Patent: Novel Biologically Active Compounds for Targeted Therapy
- Utility Model: Facial Mask for Children with Skin Conditions.

The effectiveness of the transfer of results into practice by the unit has probably improved through the described relatively recent mechanisms of local and university-wide support. The declared income from sale of IP, licensing, among others. is very low. For the time being innovation, commercialization and patenting is driving costs, not generating income. Generating an income should not be the only objective, but balancing costs and revenues in this domain is a realistic ambition in this field of research and innovation.

The faculty has significantly strengthened its focus on innovation and technology transfer, and some initial results of the enhanced efforts are showing. Patenting in universities are sometimes like buying "lottery tickets", but if the research behind is relevant, and the process of patenting

contributes to developing a translational and entrepreneurial mindset among academic staff and students, it is a good investment nonetheless (within reasonable budgetary limits).

Recommendations:

- Strengthen collaboration with CU, UHHK and private partners in the HK region to support establishment of stronger I&E ecosystem.
- Strengthen interdisciplinary student driven innovation and entrepreneurship, including students from other disciplines and faculties.

POPULARIZATION OF VAVAI

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

Evaluate how active and successful the evaluated unit is in the field of popularisation of R&D&I and communication with the public.

Rating [1–5]:

4 - Very good

Qualitative assessment:

FMHK has a solid focus on science communication and public engagement, and the faculty actively disseminates medical knowledge beyond academia through diverse platforms and initiatives, to a broad audience.

The faculty's website serves as a hub for research news, scientific achievements, and public science communication. FMHK is present on social media such as Facebook, Instagram, X (Twitter), YouTube, and LinkedIn, and the faculty maintains internal communication through a monthly Newsletter.

The faculty co-publishes the journal SCAN jointly with University Hospital Hradec Králové, featuring research highlights, expert lectures, and grant updates. A podcast (FMHK Medicast) creates outreach by discussing medical research in thematic episodes. A major science popularization events is the Science Marathon in collaboration with the University Hospital.. Another initiative is Na Hradě Discussion Sessions, a lecture series at Gallery Na Hradě, where experts present on topics such as sleep, nutrition, and immunity, engaging both specialists and the public. The faculty also participates in national and international outreach programs, including Brain Awareness Week, Night of Scientists, the International Day of Women and Girls in Science, and VědaFest. Beyond institutional efforts, many faculty members contribute individually through media interviews, TV and radio appearances, podcasts, and science writing.

The faculty considers its current science communication strategies well established, with strong engagement from academic staff and researchers. Further improvements may include increased involvement of students in science outreach activities. In the future, the faculty aims to explore ways to integrate students more systematically into communication initiatives, potentially through student-led science communication projects, outreach programs, or mentorship opportunities.

Recommendations:

- The ambition to include students more actively in science communication is commendable and should be followed up by new initiatives.

IMPLEMENTATION OF RECOMMENDATIONS

3.7 Implementation of the recommendations in Module 3

Evaluate how the evaluated unit has reflected the recommendations from the previous evaluation of the IEP, if applicable.

If the evaluated unit has not been evaluated before, the indicator will be marked as N/A – Not Applicable.

Rating [1–5]:

4 - Very good

FMHK has made a strong effort to address the recommendations of the previous evaluation. The faculty has strengthened its applied research activities and technology transfer mechanisms, expanded its network of industrial partners, contributed to seven patents and three utility models during the evaluated period, and increased the international visibility of its scientists.

FMHK has developed and implemented an ambitious PR-strategy, ensuring that scientific achievements are effectively communicated to both the academic community and the public. At the same time, the faculty wishes to maintain a balanced focus on both fundamental and applied research, supporting its long-term strategy for sustainable scientific development and clinical innovation.

FMHK shows a strong commitment to enhancing its research impact and promoting the practical application of scientific results in line with the national Health Research Concept 2030, and will continue to invest in partnerships, technology transfer, and science communication to sustain the faculty's positive development.

FMHK has shown a strong commitment to implement the recommendations of the previous evaluation and the many initiatives taken have already generated some positive results. If the faculty keeps up the level of strategic ambition and activity, even stronger results will surely show in the coming five-year period.

Recommendations:

- The strategic initiatives and level of ambition in implementing the recommendations of the previous evaluation should be upheld, as the development is positive, but the full potential of the efforts is yet not realized.

EVALUATED UNIT RATING

Evaluation of unit

Having evaluated the individual criteria of module M3, please summarise your evaluation in the context of the module, describing and justifying the strengths and weaknesses of the unit being evaluated.

3.1 Introductory information about the unit under evaluation	NOT RATED
3.2 Recognition by the research community	4 - Very good
3.3 Research projects	3 - Average
3.4 Research results with existing or prospective impact on society	3 - Average
3.5 Transfer of results into practice	3 - Average

3.6 The most important activities in the field of popularization of R&D&I and communication with the public	4 - Very good
3.7 Implementation of the recommendations in Module	4 - Very good
Average rating [1–5]:	4 - Very good
Grade [A–D]:	B
Summary assessment: The faculty has made a strong effort to follow up on the previous evaluation, and the initiatives taken are sensible and seem to generate some of the desired results. It is however still too early to judge the long-term effect of the strategic changes, so the ratings and grade given reflects a positive evaluation of the level of strategic ambition and initial implementation of specific actions. However, the results in terms of recognition, internationalization, research excellence, translational research, innovation, technology transfer and outreach, while likely to improve in the future, are still quite average by international standards.	
Summary recommendations: • FMHK should continue the positive strategic direction taken based on the previous evaluation. Furthermore, the new campus developments and potential for inter- and transdisciplinary activities as well as public private collaboration in the local knowledge and business eco-system of HK should be supported and utilized. There is potential for development of a stronger local MedTech, digital health and biotech innovation eco-system if all stakeholders commit to it. This should of course, in line with the faculties' strategy, be based on a foundation of strong and excellent basic research. • The faculty should make better use of CU's international network and alliances to promote students and early-stage researchers international experience and building network and contacts for the longer run. The partnership with Mayo Clinic is a good example, which should serve as an example for the establishment of further partnerships.	

EVALUATION REPORT IN MODULE 3

NAME OF EVALUATED UNIT: Faculty of Pharmacy in Hradec Králové

FORD: 3 - Medical and health sciences

SOCIAL CONTRIBUTION OF THE EVALUATED UNIT

3.1 Introductory information about the unit under evaluation

Indicator 3.1 is a non-evaluated indicator that provides basic information about the evaluated unit such as its mission and vision, organizational structure, size and staffing, or R&D&I capacities.

Faculty of Pharmacy (FoP) is a leading pharmaceutical faculty in the Czech Republic, covering a broad spectrum of pharmaceutical disciplines. FoP addresses every facet of drug-related challenges through research and strategic collaboration. A number of research teams are dedicated to studies with translational potential. FoP actively partners with relevant national organizations under the umbrella of the Czech Medical Association, with a view to gather, develop, and apply the most advanced knowledge in pharmacy and related fields. In addition, FoP co-organizes a variety of professional events to disseminate cutting-edge research findings and foster continuous learning within the pharmaceutical community. An annual highlight is the René Mach Clinical Pharmacy Symposium. Research in Clinical Pharmacy has led to improvements in treatment protocols and procedures, particularly for the ageing population. These advancements have attracted interest from several international institutions, including the World Health Organization.

The research portfolio spans the entire drug development and clinical application process—from chemical synthesis, medicinal chemistry, and pharmaceutical analysis, to molecular biology, pharmacology, pharmaceutical technology, and regulatory affairs.

In the physical meeting the faculty highlighted the excellent employability and job market situation for its graduates. The No. and proportion of international PhD's have increased significantly from the previous evaluation period, and at the same time the job market pull makes it increasingly difficult to attract Czech PhD students. The recent CU PhD reform is expected to reduce the growth in PhD No's to some extent.

RECOGNITION BY THE RESEARCH COMMUNITY

3.2 Recognition by the research community

Evaluate the position of the evaluated unit in the R&D&I research community based on the facts presented in indicator 3.2 and its annexed tables (3.2.1 to 3.2.5).

Rating [1–5]:

4 - Very good

Qualitative assessment:

The Faculty of Pharmacy (FoP) at Charles University holds a respected position in the national and international scientific communities. This is reflected in the numerous prestigious research awards, editorial board appointments, invited lectures, and evaluation roles faculty members have undertaken between 2019 and 2023. Students and academic staff at FoP regularly earn high-level recognition. During the evaluation period, awards such as the Česká hlava – Doctorandus, Dimitris N. Chorafas Prize, Carl Ludwig Award, Bolzano Awards, Sanofi Prizes, and the Neuron Prize were bestowed on members of the FoP faculty. Notably, Prof. František Švec received both the Neuron and František Běhouněk awards in 2023, while younger researchers such as PharmDr. Rona

Karahoda and PharmDr. Linh Thuy Nguyen were honored with awards reflecting early-career excellence and international potential. The international reputation of FoP is also demonstrated by the editorial leadership of its academic staff. Professors from FoP serve on the editorial boards of several high-impact journals. FoP academics are frequently invited to deliver keynote and plenary lectures at internationally recognized institutions and conferences and international symposia. These invitations reflect the depth and relevance of our research, particularly in the fields of skin barrier biology, medicinal chemistry, and drug repurposing. Equally important is the role of our faculty in shaping the European and national research landscape. Faculty members have served on grant evaluation panels for leading national and international funding agencies highlighting FoP's strategic integration into European research governance. In addition, the Faculty regularly hosts foreign scientists of global repute, strengthening its international profile. Between 2019 and 2023, several distinguished visiting professors delivered lectures and participated in collaborative discussions. The cumulative achievements illustrate FoP's recognition by the global pharmaceutical research ecosystem.

Recommendations:

- Continue the positive development.

RESEARCH PROJECTS

3.3 Research projects

Evaluate the most important research projects of the evaluated unit, especially regarding the results achieved and the application potential of the project, the proportionality with respect to the R&D&I capacities of the evaluated unit, the degree of interdisciplinarity and collaboration with other parts of the evaluated HEI, and the consistency with the declared mission and vision of the evaluated unit. Use the data from the full list of research projects and contract research activities in Tables 3.3.1 and 3.3.2 to supplement the evaluation.

Rating [1–5]:

4 - Very good

Qualitative assessment:

Faculty of Pharmacy HK secures national and EU research funding, including grants from GAČR, AZV, the Ministry of Education, and TAČR, with notable success in Horizon 2020. During the evaluation period, it obtained 1 billion CZK in public funding as principal investigator and 9 million CZK from contract research.

Key projects as principal investigator highlighted by FoP in the self-evaluation are:

- Efficiency and Safety of Drugs and Nutraceuticals (2018–2023) – CZK 212.8 M; 220+ papers, 2 patents, and Horizon-funded grants (EDCMET, HepaMATRIX, LIPARCI).
- STARSS (2017–2023) – CZK 150 M; advanced separation science, 78 papers, and a Centre of Excellence.
- InoMed (2019–2022) – CZK 93.9 M; preclinical drug research, 55 papers, patents, and novel therapeutic models.
- Smart Photosensitizers (2023–2025) – CZK 14 M; PDT for cancer/infections, high-impact publication.

As co-investigator, FoP contributed to the following projects of particular significance according to the faculty:

- EDCMET – endocrine disruptors and metabolic health (Horizon 2020).
- EUROAGEISM – tackling ageism in healthcare.
- I-CARE4OLD – AI for elderly care (50M+ data points).
- Personalized Medicine (2023–2028) – collaboration with universities, institutes, and biotech firms, targeting novel therapies and patents.

The quality of the research output of the faculty has improved in the period under review, as determined by the bibliometric indicators. The faculty reports that a culture of high impact high quality publication has emerged in the period, as compared to earlier periods focus on quantity of publications. This change has in part been accomplished using financial incentives for high impact publishing. The faculty reports several fine examples of excellent, interdisciplinary, translational, and international research with good potential to create impact in areas of major societal relevance.

Recommendations:

- The ambition to apply for ERC grants should be very actively pursued.
- The faculty has the potential to, and should in collaboration with CU, public and private partners actively pursue initiatives to strengthen the Hradec Králové life science research and innovation eco-system, including increasing the establishment of spin out companies, co-habitation with start-up companies, securing capital for venture funding etc.
- In light of current geopolitical developments: The historical links to the University of Defence in HK and the faculties strong position in basic chemistry and toxicology should be used to attract European funding in the coming FP.

3.4 Research results with existing or prospective impact on society

Evaluate the research results already applied in practice or intended to be applied in practice. When evaluating, consider whether the results are proportionate to the R&D&I capacities of the evaluated unit, how they contribute to the fulfilment of the mission and vision of the evaluated unit and, if stated in the self-evaluation, how the results take into account the gender dimension and sustainability. Use the data from the full results summary in Table 3.4.1 to supplement the evaluation.

Rating [1–5]:

4 - Very good

Qualitative assessment:

The Faculty of Pharmacy emphasize application-oriented research that bridges foundational discovery with clinical, public health, and industrial impact. Between 2019 and 2023, several projects have progressed toward real-world application, making strides in societal benefit, sustainability, and inclusive innovation:

1. LipidEra-01 (Cardiovascular Therapy): A novel dual-targeted ligand improves cholesterol control, especially in statin-resistant patients. Validated preclinically in humanized mice using lipidomic and transcriptomic profiling, it has led to a PCT patent and spin-off LipidEra Therapeutics with Dutch biotech backing—poised for clinical trials. Includes sex-specific pharmacokinetic evaluation.
2. FLT3 Inhibitors (AML): In collaboration with Czech and French partners, new FLT3 kinase inhibitors offer highly selective, potent AML treatment. Strong preclinical data has resulted in international patent filings and support from translational research networks.
3. Ceramide Analogs (Skin Barrier Disorders): Lipid-mimicking ceramide formulations enhance barrier function in ichthyosis models. Currently being optimized for topical use and eventual commercialization, with clinical design reflecting gender considerations.

4. Dexrazoxane Analog (Chemotherapy Cardio-protection): A new prodrug offers enhanced cardioprotection at lower doses during chemotherapy, reducing side effects. A PCT patent is filed; development continues.
5. Subphthalocyanines (Photodynamic Cancer Therapy): These activatable photosensitizers show nanomolar efficacy in targeted PDT. Now being engineered for dual-targeting via aptamers, reducing collateral damage while improving precision therapy.
6. AI-Driven Medication Risk Models (Geriatric Polypharmacy): Machine learning tools assess drug risk in older patients, offering individualized support. Incorporated into decision-support platforms under validation across Europe, with models adjusting for sex-based pharmacodynamic differences.
7. EUROAGEISM (Medication Safety Policy): Systematic reviews and field data from this project shaped international policy on elder medication safety, informing F1000 Research briefs and the EU Decade of Healthy Ageing. Gender-based prescribing disparities are addressed.
8. Red-Emitting Fluorescence Sensors (Bioimaging): Stable, red-emitting sensors track metal ions and thiocyanate in biological samples, offering non-invasive diagnostics and reducing assay waste through reuse.
9. Hyaluronan-Ceramide Nanoparticles (Topical Drug Delivery): Biodegradable nanoparticles improve delivery of lipophilic drugs for dermatological and oncological uses, combining efficiency with skin-friendly materials.
10. Ultra-short Monolithic Columns (Biopharma Analysis): Novel chromatographic columns dramatically speed up complex drug analysis, gaining adoption in industry and reducing solvent and energy consumption.

Excellent examples of translation, innovation and societal impact of research. Appropriate output relative to research volume and good fit with strategy.

The self-evaluation report describes adequately how both gender dimension and impact on sustainability is taken into account in the selected projects.

Recommendations:

- Strengthen eco-system for locally generated spinouts to remain and prosper in HK (venture funding, co-habitation spaces, business intelligence, mentoring, etc.).

TRANSFER OF RESULTS INTO PRACTICE

3.5 Transfer of results into practice

Evaluate the effectiveness of the transfer of results into practice by the unit being evaluated. Pay attention to whether the composition of the stated users of the results or the way the R&D&I results are commercialised (if stated) is consistent with the R&D&I results produced and the mission and vision of the evaluated unit and how successful the evaluated unit is in its activities, such as attracting new users of the results, commercialising the R&D&I results and obtaining funding from non-public, non-grant sources.

Rating [1–5]:

4 - Very good

Qualitative assessment:

The self-assessment describes the university system, typical users and the most common ways of transfer from the university perspective. Knowledge and technology transfer at Charles University is centrally supported by the Centre for Knowledge and Technology Transfer (CPPT) in collaboration with Charles University Innovations Prague a.s. (CUIP), a wholly-owned subsidiary of Charles University. Their services includes: advising on intellectual property protection, supporting

commercialization efforts, assisting in the creation of spin-offs, funding proof-of concept phases, analyzing market potential, identifying external partners for collaboration, conducting pricing and business negotiations with external entities, offering legal support and determining appropriate legal forms of cooperation. CUIP specializes in cases with a direct commercialization focus, primarily targeting the private industrial sector. CPPT, on the other hand, emphasizes cases with a significant social impact, primarily targeting non-profit organizations and public administration.

The primary reward from technology transfer has been financial compensation in the form of a share of revenues from completed transfer cases. Charles University has implemented a uniform and transparent system within its internal regulations, allowing research teams to receive a regressive share of 55% (for amounts up to CZK 1 million) to 25% (for amounts exceeding CZK 5 million). This model has proven to be effective and motivating for researchers and students, encouraging them to collaborate with CPPT and CUIP teams to bring their promising projects to fruition. The most typical users of CUNI's research results are companies in the pharmaceutical and biotechnology sectors, the public sector, and healthcare institutions.

Specifically for Faculty of Pharmacy, among the examples of recent research achievements with significant application potential is the candidate substance MI883 developed by Prof. Pávek and co-workers. Professor Pávek's FoP team in collaboration with Dr. Radim Nencka's IOCB team discovered a unique group of compounds that modulate the activity of several nuclear receptors, particularly those in the NR1I subgroup. The selected compounds have been patented in several countries under PCT patent application (WO2020221380) and have undergone primary screening. The candidate substance MI883 has shown exceptional promise as a cholesterol-lowering treatment with a unique mechanism of action. It has received significant attention from a Dutch investment group. This has led to the establishment of the biotech company LipidEra Therapeutics, a spin-off from CU and the Institute of Organic Chemistry and Biochemistry (IOCB) of the Czech Academy of Sciences, with initial funding secured. LipidEra Therapeutics is currently starting IND-enabling studies for a first-in-human clinical trial. Additional funding is now being raised from additional investors to ensure the successful development of MI883.

A detailed list of Transfer of Knowledge and Technology at FoP was available online.

It seems the faculty knows the field of IP protection and valorisation of research very well and are using and benefiting from the CU central services and are content with them.

Recommendations:

- It is unclear to what extent the faculty has tried to attract EIC funding. A recommendation would be to expand the search for venture opportunities at the European scene.

POPULARIZATION OF VAVAI

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

Evaluate how active and successful the evaluated unit is in the field of popularisation of R&D&I and communication with the public.

Rating [1–5]:

4 - Very good

Qualitative assessment:

The Faculty of Pharmacy has a PR strategy and each year, FoP actively participates in major national events aimed at promoting science and research. Among the most significant are Vědafest Prague and the Science Fair and the Night of Scientists (Researchers' Night). FoP also promotes its academic

programs at leading Czech and Slovakian education fairs. Twice a year, FoP host an on-site Open Day aimed at high school students, and multiple online Open Days, allowing prospective students from across the Czech Republic and Slovakia to learn about the faculty from a distance. A key event for the wider public is A Day with Charles University at Karolinum, where FoP present lifelong learning programs alongside other faculty initiatives. The Garden of Medicinal Plants plays a significant role in FoP's outreach efforts, offering guided tours with expert commentary from spring to autumn. Additionally, a year-round lecture series on various topics is held at the garden, further engaging the public in pharmaceutical sciences. FoP also organizes various public lectures, with one of the most popular being the Zentiva Day, a highly regarded annual event. Moreover, faculty representatives actively contribute to media discussions and are frequent guests on educational programs broadcast by Czech Radio, further strengthening our public engagement and visibility.

The faculty is doing a fine job in communicating its research and study lines to the public and prospective students.

Recommendations:

- Consider doing more international communication, particularly in the context of EU events.

IMPLEMENTATION OF RECOMMENDATIONS

3.7 Implementation of the recommendations in Module 3

Evaluate how the evaluated unit has reflected the recommendations from the previous evaluation of the IEP, if applicable.

If the evaluated unit has not been evaluated before, the indicator will be marked as N/A – Not Applicable.

Rating [1–5]:

4 - Very good

Qualitative assessment:

FoP has developed and implemented a communication strategy, uses the central Tech-trans mechanisms of CU actively, and gives examples of projects that have elements from several stages in the drug development process. FoP has actively addressed the recommendations by significantly expanding its international collaborations. They have secured multiple international grants and established partnerships with institutions across Europe and beyond, leading to an increase in joint publications with foreign colleagues.

FoP has constructively implemented the recommendations of the past evaluation, and the effects of this has already materialised with considerable success.

Recommendations:

- FoP should continue and strengthen the international, particularly the European, dimension, both in research and in innovation and entrepreneurship.
- FoP should strengthen efforts to develop and sustain a strong life science ecosystem in HK, in collaboration with other CU faculties, universities and businesses in the local area.

EVALUATED UNIT RATING

Evaluation of unit	
Having evaluated the individual criteria of module M3, please summarise your evaluation in the context of the module, describing and justifying the strengths and weaknesses of the unit being evaluated.	
3.1 Introductory information about the unit under evaluation	NOT RATED
3.2 Recognition by the research community	4 - Very good
3.3 Research projects	4 - Very good
3.4 Research results with existing or prospective impact on society	4 - Very good
3.5 Transfer of results into practice	4 - Very good
3.6 The most important activities in the field of popularization of R&D&I and communication with the public	4 - Very good
3.7 Implementation of the recommendations in Module	4 - Very good
Average rating [1–5]:	4 - Very good
Grade [A–D]:	B
Summary assessment: We see a faculty that has developed in a positive way since the last evaluation. The faculty deserves credit for strong international collaboration, strong tech-trans activities, interdisciplinary research and excellence research publishing. Furthermore, strong efforts to communicate and reach out to society have been exerted. The faculty is at a good European level and has the potential to develop further to rank among the best European faculties of pharmacy if the positive development continues.	
Summary recommendations: • The opportunities created by the move to new buildings and co-habitation with the Faculty of Medicine in HK should be used to increase synergies and develop shared top-level research and innovation infrastructures. • The faculty is partly challenged by the very good job situation for its graduates in the Czech labour market, which makes recruitment for PhD and post doc difficult (salary competition). International recruitment of PhD's can compensate, but a certain level of native PhD students who remain in the Czech system is advisable. Utilizing an industrial doctorate model, could be an opportunity. • The faculty has strong potential and should be able to further strengthen internationalisation (increasing EU funding and international recruitment), its tech-trans activities (EIC + HK eco system), its excellence research (in particular ERC), and increase the use of industrial doctorates for Czech PhD students.	

EVALUATION REPORT IN MODULE 3

NAME OF EVALUATED UNIT: FACULTY OF ARTS

FORD: 6 - Humanities and the arts

SOCIAL CONTRIBUTION OF THE EVALUATED UNIT

3.1 Introductory information about the unit under evaluation

Indicator 3.1 is a non-evaluated indicator that provides basic information about the evaluated unit such as its mission and vision, organizational structure, size and staffing, or R&D&I capacities.

Commentary:

The Faculty of Arts at Charles University is clearly positioned as the largest in the country in the field. It is one of the most dynamic in the country, both in terms of teaching and of research. It boasts more than 40 institutes and departments. Subjects include philosophy and religious studies; history and archaeology; psychology, sociology and political science; theatre, film and music studies; philology, as well as programmes in translation studies or Czech studies (including Czech as a foreign language, which facilitates the integration of newly arrived scholars).

Over the last five years the number of undergraduate students has been relatively stable, with about 3,500 students out of which about 70% are women (which is a global trend for Arts and Humanities). Numbers of masters' students oscillate between 1,600 and 1,800 over the period (75% of women). Doctoral students are a little under 1,000 (just over 50% women).

The Academic staff is structured into four categories: assistant, assistant professor, associate professor, professor. Assistants are not expected to hold a PhD. According to the figures in the report, there are about 40 professors, 110 associate professors, 240 assistant professors, and 40 assistants. While about 50% of assistants and assistant professors are women, only a third of associate professors are women and just over a quarter of professors. The age structure is what one would expect, with the majority of assistants and assistant professors between the ages of 30 and 50, while most associate professors are between 40 and 70, and the majority of professors between the ages of 50 and 70 (13 professors are indicated as being over the age of 70).

The vision of the faculty is perfectly spelt out as far as teaching, research, and the connections between the two are concerned. It is aware of the different dimensions of its mission and emphasises the connections between research and teaching, between research and social impact, between research and policymaking. It puts forward the relevance of the social sciences as well as the preservation of cultural heritage through its arts programmes.

The panel addressed issues of gender imbalance in the structure of the faculty academic staff. While the representation of women is on a par with men at the lower levels (Assistant and Assistant Professor) it declines rapidly at the higher levels (Associate and Full Professor). The faculty confirmed that although women now represent approximately half of new PhD entrants, their presence significantly decreases in higher ranks. It was further suggested by the faculty that maternity leave emerged as the most significant factor disrupting career progression, and to delays in thesis completion or career stagnation. The faculty acknowledged this trend as a broader structural problem but also a challenge that demands faculty-level responses.

RECOGNITION BY THE RESEARCH COMMUNITY

3.2 Recognition by the research community	
Evaluate the position of the evaluated unit in the R&D&I research community based on the facts presented in indicator 3.2 and its annexed tables (3.2.1 to 3.2.5).	
Rating [1–5]:	5 - Outstanding
Qualitative assessment: The faculty is the most important academic institution in the field of SSH in the Czech Republic. The research of the faculty is of excellent standard, with multiple awards having been received by members of the faculty, both in the Czech Republic and abroad. These awards are both for individual contributions (such as the Order of the Rising Sun awarded to Dr Sykora of the Institute for Asian Studies) and for publications (such as the John Armstrong Prize awarded to Professor Václav Horčíčka). The faculty is well integrated in several networks, as testified by foreign scholars visiting the University, but more tellingly by faculty members taking part in activities outside the Czech Republic. Some of them are involved in the evaluation of national (Research Development and Innovation Council (RVVI), Ministry of Justice, etc.) as well as European programmes (ESF, ERC, Belgium, Ireland, etc.). A number of academic staff are members of the editorial boards of international scientific journals (in the fields of archaeology, media studies, Irish studies, etc.). This testifies to a strong involvement of the academic community of the faculty in international research and evaluation of research. The faculty has proved successful in securing funding for research, mainly from the Czech Ministry for Education. It has also obtained grants from European programmes. A programme financed by the <i>Iceland Liechtenstein Norway Grants</i>, the “Czech-Nordic Memorabilia II – Democracy and Active Citizenship in Higher Education” builds on collaborations with the Norwegian University of Science and Technology, thus showing the ability of the faculty to develop long-standing Academic collaborations. As explained during the onsite meeting, the faculty is the Principal Investigator on two European programmes, and members of the faculty have applied for three ERC projects (results pending at the time of the visit).	
Recommendations: The faculty has been active in taking the lead in research projects. The panel recommends that it pursues in this direction.	

RESEARCH PROJECTS

3.3 Research projects

Evaluate the most important research projects of the evaluated unit, especially regarding the results achieved and the application potential of the project, the proportionality with respect to the R&D&I capacities of the evaluated unit, the degree of interdisciplinarity and collaboration with other parts of the evaluated HEI, and the consistency with the declared mission and vision of the evaluated unit. Use the data from the full list of research projects and contract research activities in Tables 3.3.1 and 3.3.2 to supplement the evaluation.

Rating [1–5]:

5 - Outstanding

Qualitative assessment:

The faculty has listed a number of important research projects such as the “MOVES” international doctorate programme which worked between 2019 and 2023 on migration and modernity, and brought together the universities of Prague, Berlin, Porto, Montpellier, and Kent.

The programme involved 15 PhD students from Europe, Asia, North and South America (UK, France, Spain, Italy, Netherlands, Norway, North Macedonia, Belarus, India, Bangladesh, USA, Mexico and Ecuador) and a total of 12 interdisciplinary dissertations were defended, which were rated “above average” by the European Commission's Research Executive Agency. Similarly, the “EUphony: Jews, Muslims and Roma in the 21st Century Metropolises: Reflecting on Polyphonic Ideal and Social Exclusion as Challenges for European Cohesion” programme was financed within the Erasmus+ framework, and brought together Prague, Krakow and Potsdam in 2022-23.

These programmes bring in significant amounts of funding and also of human resources (mainly through the Czech Ministry programmes). For instance, The CoRe programme “Beyond Security: the Role of Conflict in Resilience-Building” seems to have involved an important number of researchers (27 from Charles University out of a total of 66). This programme is still under way.

The Vice-Deans were helpful in explaining occasional variations in the funding of EU projects funding across the years: it had been noted that there was decline in funding between 2019 and 2021. The members of the faculty explained that the report aggregates two roles for the faculty in such projects: as direct beneficiaries and as consortium partners. A decline in one role was counterbalanced by increases in the other.

The panel further addressed the question of PhD programmes. There had been a recent restructuring of PhD programmes, prompted by limited enrolment and administrative burden. Programmes were consolidated within large fields: e.g., all philological subjects now fall under a single Linguistics PhD, all literary disciplines under Literature, etc. This was also intended to align with national expectations for minimum PhD student numbers per programme. It was made clear that Associate professors can now have formal roles as PhD supervisors, and that consultants without habilitation (but with a PhD) can also supervise but only within certain frameworks. The panel acknowledged this restructuring as a positive step towards sustainability. The faculty also highlighted the fact that recent changes at the Ministry level had doubled the amount awarded for a PhD scholarship, but without an increase in funds. While this is obviously a good move for the individuals concerned, it creates a difficulty at the faculty, and indeed at the University, levels.

Recommendations:

- The panel noted that the faculty was extremely active in the field of research, that its programmes were ambitious and had a strong international component, where appropriate. It recommended that the structure of financing be made clearer in reports.

3.4 Research results with existing or prospective impact on society	
Evaluate the research results already applied in practice or intended to be applied in practice. When evaluating, consider whether the results are proportionate to the R&D&I capacities of the evaluated unit, how they contribute to the fulfilment of the mission and vision of the evaluated unit and, if stated in the self-evaluation, how the results take into account the gender dimension and sustainability. Use the data from the full results summary in Table 3.4.1 to supplement the evaluation.	
Rating [1–5]:	5 - Outstanding
Qualitative assessment: A number of these research programmes have direct social impact. For instance, the EUphony project examines the interactions, cultural dynamics, and challenges faced by Jewish, Muslim, and Romani communities in contemporary European cities. It studies collective responsibility and social cohesion and how these values align with the European Union's core values of equality, inclusion, and peaceful coexistence. The SYRI programme studies how communities adapt to crises, highlighting the importance of social networks and trust, focusing on health inequalities. The CoRe project focuses research on the relationship between resilience and conflict in Czech society in the context of the war situation in Ukraine and contemporary climate, energy, migration, and epidemiological crises. A number of results are listed for these programmes including a series of educational and/or serious games by the spinoff of the University, "Charles Games". But also a number of policy recommendations and reports pertaining to Strategies for Public Service Television within the "Strategies for Public Service Programme" which focuses on television: this programme, which finished recently, will issue strategic recommendations to the Czech Television. Overall, the panel noted that collaborations with NGOs and the education sector were numerous and fruitful.	
Recommendations: None	

TRANSFER OF RESULTS INTO PRACTICE

3.5 Transfer of results into practice	
Evaluate the effectiveness of the transfer of results into practice by the unit being evaluated. Pay attention to whether the composition of the stated users of the results or the way the R&D&I results are commercialised (if stated) is consistent with the R&D&I results produced and the mission and vision of the evaluated unit and how successful the evaluated unit is in its activities, such as attracting new users of the results, commercialising the R&D&I results and obtaining funding from non-public, non-grant sources.	
Rating [1–5]:	3 - Average
Qualitative assessment: This is difficult to evaluate as the "Transfer of results into practice" was the same in all the self-assessment reports and gave little indication of how this might work at the level of the Faculty of Arts. It can be inferred, though, that in particular the spinoff "Charles Games" is at the forefront of the dissemination of research products.	

On the subject of funding, while the report contained some indications of donations, the Panel wanted to find out more about the faculty's capacity to receive and manage donations. They confirmed legal authority to accept donations. While corporate sponsorship is rare due to the nature of the disciplines at the level of the Faculty of Arts, private individuals and foundations do provide support. For instance, the faculty is in talks with a foundation to fund 4-year PhD scholarships in philosophy, which would significantly aid student retention in the humanities.

Recommendations:

- The Panel saw the emphasis on non-institutional funding as a significant step and encouraged exploring more structured fundraising, possibly leveraging alumni or thematic networks.

POPULARIZATION OF VAVAI

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

Evaluate how active and successful the evaluated unit is in the field of popularisation of R&D&I and communication with the public.

Rating [1–5]:

4 - Very good

Qualitative assessment:

There is a concerted effort in various parts of the faculty to engage with the general public, through public-facing events (such as Latin Day, or Archeology Day). Faculty members and students took part in European Day of Languages, and these have been well attended (1,500 to 2,000 visitors). These seem to be well attended and contribute to the profile of the faculty. Further, members of the faculty have been active in curating an exhibition on Egyptology at the National Museum, Prague. The Charles Games spinoff, mentioned above, is a very successful developer of games. Finally, members of the faculty take part in public lectures, TV and radio programmes or podcasts.

Examples include:

- Mongolian Studies: Documentary created for migrants, in collaboration with NGOs.
- Romani Studies: Outreach programmes in communities, policy advisory roles.
- Asian Studies: Faculty frequently contacted by media for expert insights; some contribute to name transliteration policies.

At the level of the faculty a weekly report is compiled showing who was featured in the media, demonstrating a culture of active civic engagement. The Panel noted this last point as one of the strongest aspects of faculty impact.

Recommendations:

- While the faculty is active in promoting its research to the wider public, and in offering guidance to institutions, it should emphasise a structured approach to the collaboration with institutions for defining and guiding policy.

IMPLEMENTATION OF RECOMMENDATIONS

3.7 Implementation of the recommendations in Module 3	
Evaluate how the evaluated unit has reflected the recommendations from the previous evaluation of the IEP, if applicable.	
If the evaluated unit has not been evaluated before, the indicator will be marked as N/A – Not Applicable.	
Rating [1–5]:	4 - Very good
Qualitative assessment: The faculty has certainly followed some of the recommendations of the previous evaluation exercise. In particular, it is to be noted that the faculty has tried to structure its approach to research projects and to take the lead in a number of instances. The administrative structure has been improved in order to offer support to the Academic community. The main area where there has not been improvement is that of gender balance. While these things do take time to correct, it is to be regretted that there has not been a structured effort to try and remedy the gender imbalance at faculty level.	
Recommendations: Because of the apparent lack of policy interventions for the promotion of women, the faculty should address this issue with some urgency, while coordinating efforts at the University level. It should encourage women scholars to habilitate, promotion panels to be aware of the issue and implement a positive drive towards the promotion of women at all levels of the faculty.	

EVALUATED UNIT RATING

Evaluation of unit	
Having evaluated the individual criteria of module M3, please summarise your evaluation in the context of the module, describing and justifying the strengths and weaknesses of the unit being evaluated.	
3.1 Introductory information about the unit under evaluation	NOT RATED
3.2 Recognition by the research community	5 - Outstanding
3.3 Research projects	5 - Outstanding
3.4 Research results with existing or prospective impact on society	5 - Outstanding
3.5 Transfer of results into practice	3 - Average
3.6 The most important activities in the field of popularization of R&D&I and communication with the public	4 - Very good
3.7 Implementation of the recommendations in Module	4 - Very good
Average rating [1–5]:	5 - Outstanding
Grade [A–D]:	A
Summary assessment:	

The Faculty of Arts is in a very strong position in the field in the Czech academic world. It boasts impressive research projects, numerous and active staff, national and international recognition, be it through prizes and awards or as recipient of research grants. Its involvement with society at large rests on certain flagship structures (such as “Charles Games”) as well as on a concern for societal issues through the nature of the research programmes. Individual researchers (and students) are also involved in the public dissemination of research results.

Summary recommendations:

The panel recommends that:

- The faculty pursues its efforts towards a strategy for receiving donations. It encourages the faculty to explore more structured fundraising, possibly leveraging alumni or thematic networks.
- The faculty emphasises a structured approach to the collaboration with institutions for defining and guiding policy.
- The faculty addresses the gender imbalance at senior faculty levels in collaboration with the University.

EVALUATION REPORT IN MODULE 3

NAME OF EVALUATED UNIT: Faculty of Science

FORD: 1 - Natural sciences

SOCIAL CONTRIBUTION OF THE EVALUATED UNIT

3.1 Introductory information about the unit under evaluation

Indicator 3.1 is a non-evaluated indicator that provides basic information about the evaluated unit such as its mission and vision, organizational structure, size and staffing, or R&D&I capacities.

The Faculty of Science is dedicated to advancing knowledge and education in the natural sciences—biology, geography, geology, chemistry, and environmental sciences—as well as preparing future science educators. With strong internationalization efforts and integration of teaching and research, the faculty aims to be a leading center of scientific excellence and innovation both in the Czech Republic and internationally.

The faculty operates through a network of specialized departments and institutes. It collaborates closely with other Charles University faculties and external institutions, including the Academy of Sciences of the Czech Republic. Study programs are offered at bachelor's, master's, and doctoral levels, with joint and interdisciplinary programs supported by internal and external partners.

The faculty is among the largest at Charles University, with approximately 4,000 students enrolled in 35 bachelor's and 54 master's programs, including growing numbers of international students due to increased teaching in English. It also leads to doctoral education, hosting over 20% of all PhD students at the university across 31 accredited programs. The number of students has remained relatively stable in recent years, but the new PhD legislation is expected to have an impact.

Women are underrepresented in higher academic positions, a trend that is even more pronounced among younger generations (only two out of 33 female professors are under 59 years old, compared to seven out of 39 who are over 60). This gender imbalance has hardly changed since the last evaluation. The faculty is actively addressing this issue, e.g. by improving childcare possibilities within the faculty, adopting internal procedures for maternity leave or recognized parenthood.

R&D&I Capacities

Research at the Faculty is driven by departmental teams that collaborate with Czech and international partners. Its R&D&I portfolio spans both fundamental and applied research, resulting in frequent publications in top-tier journals, technology transfer, patents, and the founding of spin-off companies. Funding is secured from national and European sources, including Horizon Europe, EU4Health, and ERC grants. Recent years have seen steady growth in research funding and an expanding role in international consortia and innovation networks.

RECOGNITION BY THE RESEARCH COMMUNITY

3.2 Recognition by the research community	
Evaluate the position of the evaluated unit in the R&D&I research community based on the facts presented in indicator 3.2 and its annexed tables (3.2.1 to 3.2.5).	
Rating [1–5]:	5 - Outstanding
Qualitative assessment: The Faculty of Science at Charles University is clearly positioned as a leading research institution in the Czech Republic and a highly respected international player. This is evident in their extensive work across fundamental and applied science domains. The faculty engages in robust international research collaborations, increasingly with the support of the EU, such as Horizon Europe (ERC) and 4EU+. The list of prestigious awards highlights the diversity of recognition in different fields and among different faculty members. Similarly, many faculty members participate in the editorial boards of leading journals, which attests to their peers' recognition of them. Frequent invitations to speak abroad signal that the faculty produces work of global interest. Hosting top-tier foreign scientists confirms the faculty's relevance and attractiveness as a research hub. Lastly, their involvement in top-level evaluation panels demonstrates the funding bodies' deep trust in the faculty's expertise.	
Recommendations: No obvious weakness regarding recognition by the research community was identified during the evaluation. The faculty should continue to promote excellence across all departments and among all their staff.	

RESEARCH PROJECTS

3.3 Research projects	
Evaluate the most important research projects of the evaluated unit, especially regarding the results achieved and the application potential of the project, the proportionality with respect to the R&D&I capacities of the evaluated unit, the degree of interdisciplinarity and collaboration with other parts of the evaluated HEI, and the consistency with the declared mission and vision of the evaluated unit. Use the data from the full list of research projects and contract research activities in Tables 3.3.1 and 3.3.2 to supplement the evaluation.	
Rating [1–5]:	5 - Outstanding
Qualitative assessment: Research projects, particularly those funded by ERC grants, generate fundamental knowledge highly relevant to real-world applications. For example, the interdisciplinary combination of genetics, evolutionary biology, and environmental science is leading to potential improvements in crop resilience and sustainable agriculture. It is noteworthy that considerable importance is accorded to the fact that research projects contribute significantly not only to research excellence, but also to innovation capacity and international collaboration by the Faculty of Science. The high-level projects are interdisciplinary, involving multiple fields of study. According to the self-evaluation report, several research centers were created with a limited lifetime (Center for Advanced Materials, 2016–2023; Center for Research on Pathogenicity and Virulence of Parasites, 2018–2023; Center of Tumor Ecology, 2023–2028; Bioimaging Infrastructure, 2020–2023).	

These centers created a critical mass for ambitious research projects; however, the documents do not specify their sustainability over the next few years.

Recommendations:

- Continue striving for excellence in interdisciplinary projects that enhance scientific knowledge and have the potential to impact real-world applications.
- Make sure the research centers' achievements remain available for structuring future projects.

3.4 Research results with existing or prospective impact on society

Evaluate the research results already applied in practice or intended to be applied in practice. When evaluating, consider whether the results are proportionate to the R&D&I capacities of the evaluated unit, how they contribute to the fulfilment of the mission and vision of the evaluated unit and, if stated in the self-evaluation, how the results take into account the gender dimension and sustainability. Use the data from the full results summary in Table 3.4.1 to supplement the evaluation.

Rating [1–5]:

3 - Average

Qualitative assessment:

As stated above, the research projects generate relevant scientific knowledge for various societal actors, ranging from industry to agriculture, and have a potential impact on society. For example, studies on zeolites are of interest to industries that use them in an aqueous environment. Studies on a plant hormone and membrane depolarization are related to plant root growth and are therefore relevant to sustainable agriculture. Perspectives on PCB removal of water are opened by a pilot-scale bioreactor. However, the results remain at a low Technology Readiness Level (TRL) and have not yet had an impact on society.

Recommendations:

- Improve outreach activities and establish contacts with societal actors who can directly benefit from research results

TRANSFER OF RESULTS INTO PRACTICE

3.5 Transfer of results into practice

Evaluate the effectiveness of the transfer of results into practice by the unit being evaluated. Pay attention to whether the composition of the stated users of the results or the way the R&D&I results are commercialised (if stated) is consistent with the R&D&I results produced and the mission and vision of the evaluated unit and how successful the evaluated unit is in its activities, such as attracting new users of the results, commercialising the R&D&I results and obtaining funding from non-public, non-grant sources.

Rating [1–5]:

3 - Average

Qualitative assessment:

The Department of Research Support at the Faculty of Science cooperates with CUIP and CPPT to promote the valorization of research outputs. Two contract research projects were conducted with Krkonoše National Park, and one was conducted with a private company. Two patent licenses were sold. The revenue generated is quite negligible, suggesting that this engagement is of minor importance.

Recommendations:

- Take advantage of the existing support structures for valorization to identify potential partners or clients.

POPULARIZATION OF VAVAI

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

Evaluate how active and successful the evaluated unit is in the field of popularisation of R&D&I and communication with the public.

Rating [1–5]:

4 - Very good

Qualitative assessment:

The faculty demonstrates sustained and broad engagement with the public across a wide variety of platforms and formats, including a centralized platform (Přírodovědci.cz) that effectively unifies their communication through print, web, and events. Their recurring participation in high-profile, science outreach events (Researchers' Night, ScienceFest, Science Fair, City Nature Challenge) and dedicated events for young audiences (e.g., Junior Science Conference, school-targeted activities) were maintained even during the COVID-19 pandemic, with successful pivoting to online formats. This sustained effort suggests institutional support, planning, and a culture of public engagement.

The self-evaluation report lacks quantitative or qualitative data on audience reach (number of participants, demographics), or engagement outcomes (e.g. increased science interest, knowledge retention) that can be collected from feedback from attendees. While the variety and number of events suggest success, there is no evidence of systematic monitoring or learning from the outcomes.

It is unclear whether faculty, students, and staff receive any training in science communication. While enthusiasm is evident, structured training in public communication, especially for complex or controversial topics, is not mentioned.

Recommendations:

- Maintain the diversity of formats and the central information platform for all outreach activities
- Implement systematic evaluation of outreach impact
- Offer training for staff and students involved in outreach activities

IMPLEMENTATION OF RECOMMENDATIONS

3.7 Implementation of the recommendations in Module 3

Evaluate how the evaluated unit has reflected the recommendations from the previous evaluation of the IEP, if applicable.

If the evaluated unit has not been evaluated before, the indicator will be marked as N/A – Not Applicable.

Rating [1–5]:

4 - Very good

Qualitative assessment:

The Faculty of Science has maintained the high level of scientific excellence that was previously recognized. They reflected on the recommendations and made relevant adjustments in the right direction. The list of projects in the self-evaluation report demonstrates their strategic alignment with national research priorities and the societal relevance of their research. The Faculty has also made significant improvements in supporting valorization and partnering with industry leaders. However, they could improve by taking more concrete steps toward societal actors.

The self-evaluation report does not specify the extent to which the culture of continuous improvement is embraced by all faculty members and staff at all levels.

Recommendations:

- Establish – if not already in place – a shared culture for quality management.

EVALUATED UNIT RATING

Evaluation of unit	
Having evaluated the individual criteria of module M3, please summarise your evaluation in the context of the module, describing and justifying the strengths and weaknesses of the unit being evaluated.	
3.1 Introductory information about the unit under evaluation	NOT RATED
3.2 Recognition by the research community	5 - Outstanding
3.3 Research projects	5 - Outstanding
3.4 Research results with existing or prospective impact on society	3 - Average
3.5 Transfer of results into practice	3 - Average
3.6 The most important activities in the field of popularization of R&D&I and communication with the public	4 - Very good
3.7 Implementation of the recommendations in Module	4 - Very good
Average rating [1–5]:	4 - Very good
Grade [A–D]:	B
Summary assessment: The Faculty of Science at Charles University demonstrates outstanding scientific recognition and research excellence, both nationally and internationally. It plays a leading role in interdisciplinary research projects, engages successfully in high-level collaborations, and receives prestigious funding, such as ERC grants. These efforts are aligned with the faculty's strategic goals and contribute meaningfully to knowledge generation and innovation. However, while research projects hold clear potential for societal application, the realization of societal impact and the transfer of results into practice remain at a moderate level. Direct uptake of research outputs by non-academic users is limited. Efforts toward valorization and industry engagement exist but are still marginal relative to the overall research capacity of the faculty. The faculty performs very well in popularizing science and engaging with the public, as demonstrated by a wide portfolio of events, platforms, and institutional support for outreach. These activities show continuity, adaptability (including online formats during COVID-19), and	

considerable internal investment. Nevertheless, outreach would benefit from systematic impact evaluation and targeted training in science communication.

In response to previous evaluations, the faculty has made tangible progress, particularly in strategy alignment of research priorities. However, evidence of a culture of continuous improvement across all staff levels remains limited and could be more explicitly addressed.

Summary recommendations:

- Sustain your excellence in research by building on the achievements of the research centers, and ensuring their outcomes are effectively integrated into the design of future projects
- Strengthen the pathways to societal impact by actively seeking partnerships with public and private stakeholders who can apply research outcomes; make most use of support structures (CUIP, CPPT) for this.
- Enhance public communication effectiveness by implementing feedback tools to better understand impact of outreach activities, and introducing training programs in science communication

EVALUATION REPORT IN MODULE 3

NAME OF EVALUATED UNIT: Faculty of Mathematics and Physics

FORD: 1 - Natural sciences

SOCIAL CONTRIBUTION OF THE EVALUATED UNIT

3.1 Introductory information about the unit under evaluation

Indicator 3.1 is a non-evaluated indicator that provides basic information about the evaluated unit such as its mission and vision, organizational structure, size and staffing, or R&D&I capacities.

Commentary: The faculty positions itself as a premier Czech institution for research and education in computer science, mathematics, and physics, with a strong international profile and a focus on growing young talent alongside established basic research programs that increasingly yield applied outcomes. The faculty's primary focus is on basic research, with an emphasis on the societal contribution of its applied research in areas like climate change, energy transformation, novel materials, and IT industry collaborations. Regarding its organizational structure and size, the faculty is divided into three Schools (Computer Science, Mathematics, and Physics). Regarding its R&D&I capacities, the faculty's research is overwhelmingly concentrated in Natural Sciences (91.26%), with its three pillars being Physical sciences (45.91%), Computer and information sciences (22.47%), and Mathematics (17.43%). The faculty also reports smaller capacities in Social Sciences, Health Sciences, and Humanities, reflecting interdisciplinary collaborations. It employs approximately 700 FTE of research personnel, of which 70 FTE are early-career researchers. The student body is substantial, with nearly 600 doctoral students, 700 master's students, and 1800 undergraduate students at the end of the evaluation period. A key strategic element highlighted is internationalization, with the number of foreign researchers having almost doubled to 297 in 2023, and about half of the incoming Ph.D. students originating from abroad. Women represent 21% of the staff, but only 6% of professors, with an even sharper imbalance among those under 69 years old (2 woman vs. 64 men). During the on-site visit, faculty members stated that gender is not considered in hiring decisions. When asked why a female staff member who received a prestigious international award was not promoted to professor, the response was that she did not meet internal publication-based criteria.

RECOGNITION BY THE RESEARCH COMMUNITY

3.2 Recognition by the research community

Evaluate the position of the evaluated unit in the R&D&I research community based on the facts presented in indicator 3.2 and its annexed tables (3.2.1 to 3.2.5).

Rating [1–5]:

5 - Outstanding

Qualitative assessment:

The faculty demonstrates outstanding recognition by the research community. Staff have received numerous prestigious international and national awards (Werner Köster Prize, L'Oréal UNESCO For Women in Science, Neuron Prizes, Gödel Prize, EurAI Fellow, Neil and Sarah Smith Medal). There is

strong representation on editorial boards of leading international journals (e.g., Computer Science Review, SIAM Journal on Matrix Analysis and Applications). Faculty members are frequently invited for keynote/plenary lectures at top international conferences and institutions (e.g., Amplitudes at CERN, European Conference on Surface Science) and host Nobel Laureates and other distinguished scientists. Significant involvement in evaluation panels for ERC, EC, GAČR, and other international bodies is evident. This exceptional performance confirms and builds upon the "Excellent" rating from 2020.

Recommendations:

- Continue the strong trajectory of seeking and achieving prestigious international recognitions for a wide range of faculty members, focusing on reinforcing the career of early and mid-career researchers.
- Continue to rely on the extensive international network through invited talks and evaluation roles to seed new strategic research collaborations.

RESEARCH PROJECTS

3.3 Research projects

Evaluate the most important research projects of the evaluated unit, especially regarding the results achieved and the application potential of the project, the proportionality with respect to the R&D&I capacities of the evaluated unit, the degree of interdisciplinarity and collaboration with other parts of the evaluated HEI, and the consistency with the declared mission and vision of the evaluated unit. Use the data from the full list of research projects and contract research activities in Tables 3.3.1 and 3.3.2 to supplement the evaluation.

Rating [1–5]:

5 - Outstanding

Qualitative assessment:

The faculty manages an impressive array of highly significant research projects, prominently featuring multiple ERC grants (TSUNAMI, CoCoSym, inEXASCALE, NG-NLG), ERC-CZ grants (CONTACT), and substantial national (TAČR, GAČR) and international (ESA PRODEX) funding. These projects demonstrate excellent results and clear application potential, e.g., in advanced materials, space technology, computational complexity, high-performance computing, and AI/NLP. Projects are well-aligned with the faculty's mission of international-level research and fostering applications. Collaborations with industry (SYNPO, Oracle Labs, Crytur) and other research institutions are evident and impactful. The scale and ambition of these projects are proportionate to the faculty's large and highly qualified R&D&I capacity.

While interdisciplinary aspects are present in some projects (e.g., materials science spanning physics and chemistry, computational linguistics bridging computer science and humanities), the SER could further elaborate on structural approaches to promote new inter-school (Maths, Physics, CS) or inter-faculty collaborations within CUNI MFF.

Recommendations:

- Maintain the exceptional success rate in securing prestigious international and national grants.
- Further develop strategic frameworks to encourage and support new interdisciplinary research initiatives, for example, by introducing dedicated seed funding for joint projects between the Faculties/Schools or creating formal interdisciplinary research centres around key strategic topics.

- Continue to stimulate and expand collaborations with industry, building on successful models like the Oracle Labs partnership.

3.4 Research results with existing or prospective impact on society

Evaluate the research results already applied in practice or intended to be applied in practice. When evaluating, consider whether the results are proportionate to the R&D&I capacities of the evaluated unit, how they contribute to the fulfilment of the mission and vision of the evaluated unit and, if stated in the self-evaluation, how the results take into account the gender dimension and sustainability. Use the data from the full results summary in Table 3.4.1 to supplement the evaluation.

Rating [1–5]:

4 - Very good

Qualitative assessment:

The faculty has a very strong set of research results with clear existing or prospective societal impact. These include granted patents with direct industrial relevance (e.g., high-strength zirconium alloy for nuclear energy), verified technology (e.g., printing ink with PEDOT/PSS-FP with CNT), impactful analyses for major industrial and public partners (e.g., ŠKODA AUTO, power-distribution grids), and widely used software tools (e.g., P2Rank framework within ELIXIR CZ infrastructure). Contributions to national eGovernment Open Data standards also signify direct public administration impact. Sustainability aspects are noted for several results. These results are proportionate and contribute significantly to the faculty's mission.

While the impact is evident, the SER's narrative in this section does not consistently provide quantified "measurable economic impacts" for all presented results where such impact might be expected or could be estimated (e.g., for patented technologies or industrial collaborations). The consideration of the "gender dimension" is often stated as "no gender dimension."

Recommendations:

- Continue to actively promote the application and societal impact of research across all three schools.
- Systematically track and document the long-term societal and economic impacts stemming from these results, e.g. the influence of open data initiatives and software tools.
- For future reporting, include more explicit quantification of economic impacts (where feasible); a discussion on potential indirect societal impacts or user diversity could be beneficial in some cases, even for technical results.

TRANSFER OF RESULTS INTO PRACTICE

3.5 Transfer of results into practice

Evaluate the effectiveness of the transfer of results into practice by the unit being evaluated. Pay attention to whether the composition of the stated users of the results or the way the R&D&I results are commercialised (if stated) is consistent with the R&D&I results produced and the mission and vision of the evaluated unit and how successful the evaluated unit is in its activities, such as attracting new users of the results, commercialising the R&D&I results and obtaining funding from non-public, non-grant sources.

Rating [1–5]:

5 - Outstanding

Qualitative assessment:

The faculty has a highly effective system for transferring results into practice, demonstrated by its significant contract research (Oracle, ŠKODA AUTO, etc.), the establishment of three successful spin-off companies (Charles Games, CUIT, Additive Appearance), and successfully commercialized patents. The faculty has its own directives complementing university IP rules and actively promotes industry collaboration, including an "Industrial Student Directive". It reports substantial revenues from non-public, non-grant sources, including licenses sold and donations (e.g., CZK 5.7M in 2023 from these combined sources according to Table 3.5.1). This shows a proactive approach and significant success in commercialization and user engagement, consistent with its mission and the 2020 recommendations to intensify exploitation of results.

No significant weaknesses are apparent; the faculty demonstrates a robust and increasingly effective approach to technology transfer and commercialization.

Recommendations:

- Continue to nurture the existing spin-offs and proactively identify further opportunities for new venture creation from research across all three Schools.
- Systematically share best practices in industry collaboration and spin-off creation internally to encourage broader participation among faculty and students.
- Explore opportunities to further leverage the "Industrial Student Directive" to deepen ties with industry and foster innovation.

POPULARIZATION OF VAVAI

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

Evaluate how active and successful the evaluated unit is in the field of popularisation of R&D&I and communication with the public.

Rating [1–5]:

5 - Outstanding

Qualitative assessment:

The faculty demonstrates outstanding and diverse activities in popularization and public communication, confirming the 2020 "Excellent" rating. These range from highly visible media campaigns (promotional video with >1M YouTube views) and TV contributions to large-scale public events (Big Bang Stage at Colours of Ostrava, Náboj competition), citizen science projects (Asteroid Research), and innovative cultural productions (AI-written play). The Charles Translator for Ukraine demonstrates direct societal service. The establishment of the Albertus Award and contribution to Didaktikon centre shows commitment to education outreach. The popular lecture series "Mathematical problems of nonmathematicians" and even a faculty beer project show creativity in engagement. These activities effectively make complex science accessible and engaging to a broad public, including younger generations.

No significant weaknesses are apparent given the breadth, creativity, and impact of the popularization activities.

Recommendations:

- Maintain the high level and diversity of popularization activities.
- Continue to explore innovative formats for public engagement, leveraging the unique appeal of mathematics, physics, and computer science.

- Systematically assess the impact of different popularization strategies to further refine outreach efforts.

IMPLEMENTATION OF RECOMMENDATIONS

3.7 Implementation of the recommendations in Module 3

Evaluate how the evaluated unit has reflected the recommendations from the previous evaluation of the IEP, if applicable.

If the evaluated unit has not been evaluated before, the indicator will be marked as N/A – Not Applicable.

Rating [1–5]:

5 - Outstanding

Qualitative assessment:

The faculty has demonstrably and effectively implemented the recommendations from the 2020 evaluation. Applied science has been pursued with new programs and results. Efforts to exploit research results have intensified, evidenced by new industrial PhDs, focus on AI/quantum/nanotech applications, and use of CUIP services. The faculty's attractiveness to international scholars has significantly improved, with a near doubling of foreign researchers, and early/mid-career researchers are well-supported through programs like PRIMUS and CSF Junior Start, leading to ERC/MSCA success. This shows a proactive and successful response to previous formative feedback.

No significant weaknesses identified in the implementation of prior recommendations; the response has been comprehensive and effective.

Recommendations:

- Continue to build on the successful implementation of previous recommendations, particularly in sustaining support for international and early-career researchers and fostering applied research.
- Ensure that the mechanisms for industrial PhDs and exploitation of new technology areas (AI, quantum) are regularly reviewed and adapted for maximum impact.

EVALUATED UNIT RATING

Evaluation of unit

Having evaluated the individual criteria of module M3, please summarise your evaluation in the context of the module, describing and justifying the strengths and weaknesses of the unit being evaluated.

3.1 Introductory information about the unit under evaluation	NOT RATED
3.2 Recognition by the research community	5 - Outstanding
3.3 Research projects	5 - Outstanding
3.4 Research results with existing or prospective impact on society	4 - Very good
3.5 Transfer of results into practice	5 - Outstanding
3.6 The most important activities in the field of popularization of R&D&I and communication with the public	5 - Outstanding

3.7 Implementation of the recommendations in Module	5 - Outstanding
Average rating [1–5]:	5 - Outstanding
Grade [A–D]:	A
Summary assessment: The Faculty of Mathematics and Physics demonstrates an outstanding performance across almost all evaluated criteria in Module 3. It has an exceptional international research reputation, a portfolio of high-impact research projects with significant application potential, and a highly effective system for transferring results into practice, including successful spin-offs and substantial contract research. Popularization activities are creative, extensive, and impactful. Crucially, the Faculty has comprehensively addressed and successfully implemented recommendations from the 2020 evaluation, particularly in enhancing applied research and supporting international/early-career researchers. The faculty serves as a model of research excellence with strong societal engagement and impact. However, a significant gender imbalance persists at senior levels, and the faculty's stated position during the on-site visit warrants reflection to ensure equitable career opportunities are genuinely available to all staff.	
Summary recommendations: • Maintain and further cultivate the existing culture of excellence in both fundamental and applied research, ensuring continued success in prestigious international grants and impactful collaborations. • Continue to strategically invest in emerging research areas like AI, quantum technologies, and nanotechnologies, leveraging the faculty's strong foundations to drive innovation and societal benefits. • Actively share best practices in technology transfer, spin-off creation, and popularization with other units within Charles University to foster a broader culture of societal engagement and impact. • Reflect on internal hiring and career advancement procedures to determine if equal opportunities are provided, especially in terms of gender balance.	

EVALUATION REPORT IN MODULE 3

NAME OF EVALUATED UNIT: Faculty of Education

FORD: 5 - Social sciences

SOCIAL CONTRIBUTION OF THE EVALUATED UNIT

3.1 Introductory information about the unit under evaluation

Indicator 3.1 is a non-evaluated indicator that provides basic information about the evaluated unit such as its mission and vision, organizational structure, size and staffing, or R&D&I capacities.

Commentary:

The Faculty of Education appears to be in many ways a traditional Education Faculty that is, however, currently undergoing a process of transition. It is shifting towards a research-driven academic culture while actively redefining its role within and beyond the university. At the heart of this transformation is a stated mission to embed high-quality, evidence-based research into both academic scholarship and the practical preparation of future educators. In its self-evaluation the faculty adopts an expansive understanding of education as a discipline, one that extends beyond traditional university structures through the development of part-time and external programmes, reflecting a broader commitment to public engagement and educational provision. While the faculty maintains a strong foundation in Initial Teacher Education across the educational continuum, it also appears to be positioning itself to maximise its social impact through applied research and outreach.

The faculty consists of 20 academic departments and two designated research units, the Institute for Research and Development of Education and the Anchoring Center for Educational Research.

In 2023 the total staff profile (including all technical, research and teaching staff etc) was c. 319 FTE. They served a student population of 8055 across 74 programmes.

Engagement with the self-evaluation report and with Faculty representatives during the site visit indicated that the faculty is seeking to enhance its capacities in the R&D&I space. Two primary drivers of this are the previously mentioned Institute and Anchoring centre. The former in particular serves as a hub for educational research and innovation, offering specialised courses for master's and Ph.D. students. This purpose of this, as already stated, is to foster a research-oriented academic environment that continuously refines, and advances teaching practices based on empirical evidence and interdisciplinary insights.

In addition to this, the stated cultural shift, appears to be moving the Faculty from a somewhat underdeveloped research culture to one increasingly shaped by structural incentives, generational renewal, and strategic reforms. To this end, financial rewards for high-impact publications, revised workload contracts, and departmental funding formulas linked to research outputs have been introduced with a view to collectively fostering greater accountability and a more research-oriented institutional ethos.

Research funding is still primarily sourced from national schemes, though international engagement is expanding, with some evidence of increased Erasmus+ applications and a stated desire to shift from Horizon Europe partnership roles toward coordination.

RECOGNITION BY THE RESEARCH COMMUNITY

3.2 Recognition by the research community

Evaluate the position of the evaluated unit in the R&D&I research community based on the facts presented in indicator 3.2 and its annexed tables (3.2.1 to 3.2.5).

Rating [1–5]:

3 - Average

Qualitative assessment: The Faculty of Education demonstrates growing recognition within the research community, evidenced by a range of national and international awards received by its academic staff, as well as increasing involvement in editorial and evaluative roles. Faculty members have been recipients of prestigious honours such as the Ordre des Palmes Académiques and the Medal of Merit from the Czech President, reflecting valued contributions to education, didactics, and scientific research. Participation on editorial boards of respected international journals across multiple disciplines further suggests a broadening research profile and an emerging role in shaping developments within the field.

The faculty also appears to be strengthening its international engagement through participation in academic conferences and invited lectures at institutions such as the Sorbonne, the University of Minnesota, and the Weizmann Institute. While these activities indicate a commitment to global academic dialogue, sustained involvement across all departments may still be developing. Hosting visiting scholars from leading international universities and participating in the evaluation of research funding proposals suggest that the faculty is becoming more embedded in international research networks, with the potential to enhance collaborative and interdisciplinary opportunities over time. As has already been mentioned, research funding continues to rely largely on national sources, though there are signs of growing international engagement, including a rise in Erasmus+ applications and an expressed intention to move from participation in Horizon Europe projects as partners toward taking on coordinating roles.

Recommendations: The faculty self-evaluation and engagement with staff on the site visit indicated a good awareness of the needs in this area, and their own recommendations are strong ones.

To address the challenges identified the following recommendations are suggested:

- Recognise the need to address uneven research capacity across departments—while some units show strong outputs and international visibility, others are still developing their research profiles.
 - Mitigate this imbalance through:
 - More structured support for early-career researchers
 - Enhanced mentoring systems
 - Initiatives to promote interdisciplinary collaboration
- Invest time and resources from the central University to support internal restructuring of the 20 units within the faculty, which may result in fewer but more interdisciplinary units, providing a strong basis for increased funding bids.
- Improve the success rate in securing competitive international research funding by:
 - Encouraging broader departmental involvement in large-scale consortia
 - Increasing leadership in grant applications

- Provide further institutional support—particularly for grant writing and cross-faculty collaboration—to translate existing staff expertise into successful external funding outcomes.
- Ensure a balance is maintained between internationalising the Faculty's profile and developing indigenous insights of Czech education and educators, supporting capacity-building within the wider Czech educational continuum.

RESEARCH PROJECTS

3.3 Research projects

Evaluate the most important research projects of the evaluated unit, especially regarding the results achieved and the application potential of the project, the proportionality with respect to the R&D&I capacities of the evaluated unit, the degree of interdisciplinarity and collaboration with other parts of the evaluated HEI, and the consistency with the declared mission and vision of the evaluated unit. Use the data from the full list of research projects and contract research activities in Tables 3.3.1 and 3.3.2 to supplement the evaluation.

Rating [1–5]:

3 - Average

Qualitative assessment: The Faculty of Education has demonstrated active engagement across a diverse range of research initiatives that align with its strategic mission to advance educational sciences, teacher education, and interdisciplinary collaboration. Its portfolio includes major projects funded through national and institutional schemes such as the Grant Agency of the Czech Republic (GAČR), the Technological Agency (TA ČR), PRIMUS, UNCE, and Erasmus+, with increasing involvement in Horizon Europe, albeit primarily in partner roles to date.

The ten projects highlighted by the faculty appear to provide a good representation of its most significant contributions in terms of research impact, collaborative scope, and practical application, reinforcing its role as a key actor in shaping education policy and practice both nationally and internationally.

In addition, the selected research projects reflect a nuanced and mature understanding of impact within educational research. Addressing themes such as engagement with community, the interaction of formal and shadow education systems, response patterns in educational surveys and the analysis of the structure, fairness and impact of assessments the projects illustrate the faculty's efforts to engage with issues of broad social significance and to position its research within wider educational and societal contexts.

This approach is further substantiated by the variety and scope of the projects outlined. They demonstrate methodological diversity and span a broad spectrum of subject areas, many of which extend beyond disciplinary boundaries to address pressing social and educational challenges.

One criterion that might usefully be applied to the evaluation of research projects is the funding that accompanies them. While somewhat crude, and challenging for many applied Faculties such as Education, the overall direction of travel in this metric would indicate a strong trajectory with regards to the Faculty of Education.

Recommendations:

- The faculty should continue to focus on developing its capacities in this area and in particular to:
- Move to a point of leadership in international consortia such as Erasmus + and Horizon Europe (as a side note, engagement with staff during the site visit indicated a significant

increase in consortium leadership at E+ level during the most recent round of project submissions). • Ensure that they engage in a thorough, and iterative, needs analysis of the requirements of the Czech educational community and to address these needs through collaborative national and international research engagement • Focus on interdisciplinarity both within the faculty and within the University • Leverage existing institutional support to enhance the ability of staff at all levels – early career, established, senior – to participate in and where possible lead research projects. • Where necessary lobby the wider institution to create support structures tailored to systemically embedded research cultures such as those found in education across the continuum.

3.4 Research results with existing or prospective impact on society

Evaluate the research results already applied in practice or intended to be applied in practice. When evaluating, consider whether the results are proportionate to the R&D&I capacities of the evaluated unit, how they contribute to the fulfilment of the mission and vision of the evaluated unit and, if stated in the self-evaluation, how the results take into account the gender dimension and sustainability. Use the data from the full results summary in Table 3.4.1 to supplement the evaluation.

Rating [1–5]:

4 - Very good

Qualitative assessment: The information provided by the self-evaluation and during the site visit suggests that the Faculty of Education maintains a strong orientation towards research that aspires to generate societal benefit, particularly in areas such as policy development, pedagogical approaches, student learning, and teacher education. Although the long-term nature of educational change makes such impact difficult to measure in the short term, there are indications that the Faculty's work has already contributed to shaping aspects of educational policy and practice.

Societal impact appears to be a central concern across many of the faculty's research activities, with a relatively high level of engagement among staff. Evidence of influence can be seen in contributions to teacher preparation programmes and classroom methodologies, with a growing emphasis on addressing the needs of diverse educational stakeholders. While the scale and depth of these outcomes may differ by area, the faculty is clearly positioning itself to play an increasingly active role in linking research with practice.

The specific outputs included in the report indicate a strong bias towards the development of methodologies, with some outputs relating to programme and materials development. This is interesting in terms of the focus of the faculty and provides a clear indication as to how it views impact. As an approach, it clearly matches output to capacity which is sensible however there might also be a case for expanding the concept of impact to cover other areas.

Recommendations:

- The disciplinary focus of the faculty, Education, along with the deep and long-lasting social and sectoral relationships built over an extended period of time provides the faculty with a strong platform from which to seek and achieve impact. Much of the research engaged in clearly demonstrates an awareness of this and is to be commended.

Some areas might be explored further:

- Gender – while it is suggested that there is a gender element to a number of the projects listed, there is little evidence in either titles or descriptions to back this up. Future research might be more explicit both in terms of how the project is described and conceptualised
- There is a good case made relating to the difficulty of measuring the impact of educational interventions at a societal level in the short term. Whilst acknowledging this, the faculty should investigate how it might develop impact measurements as part of their broader research strategy
- The faculty should continue to enhance its capacity to communicate the outcomes of its projects paying particular attention to providing information relating to methodological, programme and other innovations to key stakeholders including parents, teachers, students and other social partners.

TRANSFER OF RESULTS INTO PRACTICE

3.5 Transfer of results into practice

Evaluate the effectiveness of the transfer of results into practice by the unit being evaluated. Pay attention to whether the composition of the stated users of the results or the way the R&D&I results are commercialised (if stated) is consistent with the R&D&I results produced and the mission and vision of the evaluated unit and how successful the evaluated unit is in its activities, such as attracting new users of the results, commercialising the R&D&I results and obtaining funding from non-public, non-grant sources.

Rating [1–5]:

4 - Very good

Qualitative assessment:

In the course of the self-evaluation and site visit, the faculty identified four principal modes of research transfer that collectively shape its approach to connecting academic work with educational practice. These include targeted initiatives in teacher education, the strategic use of applied research funding, and active engagement in international collaboration. Together, these activities appear to demonstrate a clear commitment to ensuring that research informs and enhances teaching and learning in meaningful ways. In addition, the modalities of transfer are consistent with both the overall vision and goals identified in the self-evaluation and with common transfer approaches adopted by education faculties.

A more detailed analysis supports this overall assessment. Evidence is provided that research is integrated into both pre-service and in-service teacher training programmes, informing curricular development and professional practice through evidence-based approaches. The faculty also indicates that applied research funding—most notably from the Technology Agency of the Czech Republic—is used to support innovation in areas such as digital learning and subject-specific didactics. In common with international good practice in the area, the faculty has indicated that it is committed to strengthening its networks of mentoring and support for student teachers during practicum placements. Finally, it is argued that increasing participation in Erasmus+ KA2 projects provides a further platform for both disseminating research and embedding international insights into teaching, thereby reinforcing the broader impact of the faculty's work.

Recommendations:

In common with many Education Faculties internationally, there can be a lag between what is being done in the research transfer area and in the manner in which the broader institution acknowledges and valorises it.

In the case of Charles University, the broad thrust of transfer mechanisms appears to be outward focused with commercialisation being at its heart.

From the perspective of the Education Faculty, it should:

- Develop complementary approaches for assessing long-term, non-commercial research transfer.
- Focus on areas such as:
 - Programmatic development
 - Social innovation
 - Community enhancement
 - Student experience improvement
- Position the Faculty of Education to lead in advancing these alternative approaches.
- Establish research and reporting methods to evaluate the broader societal impact of research transfer.

POPULARIZATION OF VAVAI

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

Evaluate how active and successful the evaluated unit is in the field of popularisation of R&D&I and communication with the public.

Rating [1–5]:

3 - Average

Qualitative assessment:

The faculty appears to be aware of the importance of the popularisation of its research and has taken some steps towards developing a communications infrastructure—though, as noted earlier, this would benefit from regular review and further enhancement. The self-evaluation report includes a variety of outreach activities that have been undertaken, ranging from participation in national events such as *Researchers' Night* to contributions to media productions and public lecture series. These initiatives suggest an emerging commitment to engaging broader audiences with educational research, though the scale and coherence of such efforts may vary across departments.

Alongside these public engagements, the faculty has also participated in teacher-focused workshops and international projects that offer further opportunities for knowledge exchange beyond academic contexts. While some initiatives—such as DAAD-funded literary studies or Jean Monnet activities on citizenship education—indicate a capacity for cross-sectoral and international collaboration, the extent to which these reflect a coordinated institutional strategy remains unclear. Overall, the faculty's activities point to a developing awareness of the value of science communication and outreach, though there is scope for greater alignment and strategic focus in this area.

Recommendations:

The faculty is clearly aware of both its need and capacity to communicate the outcomes of its research to a wider stakeholding group. As such, it has put in place some elements of a communications infrastructure that allows it to engage with and support key communities – including parents, teachers and policy makers. There might be a case for it to:

- Develop a formal communications strategy beginning with a comprehensive analysis and recording of what is being done across the 20 teaching units and 2 research units in the faculty. This could then be used to design a comprehensive, multi-modal communications strategy targeted both internally in Charles University and externally in the wider community
- Related to this is a commitment to drawing on all units and staff of the faculty and providing support where necessary to help units communicate the outputs from their own particular specialisms
- Investment in capacity building for staff across the faculty to support them popularise and communicate their research.
- Develop relationships with key external stakeholders in the media and cultural space and seek to build platforms for communication about education and educational research.

IMPLEMENTATION OF RECOMMENDATIONS

3.7 Implementation of the recommendations in Module 3

Evaluate how the evaluated unit has reflected the recommendations from the previous evaluation of the IEP, if applicable.

If the evaluated unit has not been evaluated before, the indicator will be marked as N/A – Not Applicable.

Rating [1–5]:

4 - Very good

Qualitative assessment:

The faculty has made a good attempt to address the main recommendations of the previous evaluation. In particular, they focused on strengthening interdisciplinary collaboration, broadening funding sources, and enhancing the societal reach of their research. Other key developments identified include the promotion of interdisciplinary research through collaborative projects, the beginnings of diversification of funding beyond state sources, and the establishment of a support unit to assist with grant applications.

They argue, with some evidence, that good progress has been made in several areas—particularly in fostering cross-departmental initiatives, engaging more systematically with applied research, and increasing participation in international academic networks. Efforts to improve the visibility and practical application of research also appear to have led to more explicit connections between academic work and teacher education. Public engagement has increased as well, supported by expanded science communication and outreach activities.

Recommendations:

- The recommendations from the previous evaluation appear to have been framed in a manner that would require more than one cycle of evaluation to achieve. Having said that, the faculty has made a good attempt to implement those that could be in the short term.
- Perhaps more significant is their stated commitment to a cultural change within the faculty and the evidence they have provided to back up this commitment in terms of structural innovations, research focus, interdisciplinarity, focus on outputs and networking at national and international levels. In addition to these the faculty might consider:

- A further restructuring to reduce what is a significant number of internal units – currently 20 – and consolidate around key research/practice themes
- Continuing to develop a capacity for contract research at national and transnational levels
- Developing more robust approaches to commercialisation and research translation.
- Ensuring that a uniquely Czech voice in educational research and practice is brought to the wider international community of researchers
- Sharing their insights into the design of career pathways that have allowed them to develop a very balanced gender profile at virtually all levels of employment
- Continuing to prioritise the creation of opportunities to take on leadership roles in international research projects.

EVALUATED UNIT RATING

Evaluation of unit	
Having evaluated the individual criteria of module M3, please summarise your evaluation in the context of the module, describing and justifying the strengths and weaknesses of the unit being evaluated.	
3.1 Introductory information about the unit under evaluation	NOT RATED
3.2 Recognition by the research community	3 - Average
3.3 Research projects	3 - Average
3.4 Research results with existing or prospective impact on society	4 - Very good
3.5 Transfer of results into practice	4 - Very good
3.6 The most important activities in the field of popularization of R&D&I and communication with the public	3 - Average
3.7 Implementation of the recommendations in Module	4 - Very good
Average rating [1–5]:	4 - Very good
Grade [A–D]:	B
Summary assessment: The Faculty of Education at Charles University is undergoing a significant and commendable transformation from a traditionally structured education faculty towards a more research-driven, interdisciplinary, and outward-facing institution. Anchored in a broadened understanding of education and grounded in strong initial teacher education provision, the faculty is increasingly aligning its academic mission with high-quality applied research and public engagement. Institutional reforms, including incentives for research outputs, revised workload models, and new support structures, demonstrate a conscious and strategic cultural shift. These changes are already yielding visible benefits, including increased international recognition, improved integration of research into teacher education, and greater societal engagement. At the same time, there remain areas requiring further development. Research capacity is uneven across departments, international funding leadership is still emergent, and the faculty's communication strategy is at an early stage. While significant improvements have been made in implementing past evaluation recommendations—particularly in fostering interdisciplinarity and	

diversifying funding—the faculty must now consolidate and deepen its gains. There is a clear opportunity to restructure internally to promote collaboration, to build robust supports for early-career researchers, and to articulate a clearer public voice for Czech educational research within the international arena.

Summary recommendations:

1. Strengthen Research Capacity and Structures

- Address uneven research capacity across departments through support for early-career researchers, enhanced mentoring, and interdisciplinary collaboration.
- Invest central University resources to restructure and consolidate the 20 Faculty units around key research/practice themes, creating stronger bases for funding bids.
- Build capacity for contract research at both national and transnational levels.

2. Enhance International Research Leadership

- Encourage broader departmental involvement in large-scale consortia (e.g., Erasmus+, Horizon Europe).
- Increase Faculty leadership in competitive international funding applications.
- Support staff at all levels to participate in and lead international projects, using institutional support structures.
- Promote opportunities for staff to take leadership roles in global research projects.

3. Balance Internationalisation with National Relevance

- Ensure Faculty internationalisation is complemented by a strong Czech voice in education research and practice.
- Undertake iterative needs analysis to align research with the Czech educational community.
- Share insights from Faculty career pathways that have achieved a balanced gender profile across employment levels.

4. Develop Non-Commercial and Societal Research Transfer

- Establish methods for assessing long-term, non-commercial research transfer.
- Focus on programmatic development, social innovation, community enhancement, and student experience improvement.
- Position the Faculty as a leader in advancing and reporting these broader societal impacts.
- Develop approaches to measuring the long-term societal impact of educational interventions.

5. Improve Research Communication and Visibility

- Develop a comprehensive communications strategy, beginning with analysis of outputs across all teaching and research units.
- Support units and staff to communicate their outputs effectively to internal and external audiences.
- Build relationships with media, cultural actors, and stakeholders to popularise and disseminate research.

- Ensure communication of methodological, programme, and innovation outcomes to stakeholders (teachers, parents, students, social partners).

6. Foster Innovation, Commercialisation, and Translation

- Strengthen approaches to research commercialisation and translation.
- Align Faculty innovation with national and EU funding priorities.
- Explore opportunities to link research outcomes to wider public–private partnerships.

EVALUATION REPORT IN MODULE 3

NAME OF EVALUATED UNIT: Faculty of Social Sciences

FORD: 5 - Social sciences

SOCIAL CONTRIBUTION OF THE EVALUATED UNIT

3.1 Introductory information about the unit under evaluation

Indicator 3.1 is a non-evaluated indicator that provides basic information about the evaluated unit such as its mission and vision, organizational structure, size and staffing, or R&D&I capacities.

Commentary:

The introductory text on the Faculty of Social Sciences provides a good strategic overview of the mission and vision of the faculty. The main strategic goals of the faculty – research excellence and social relevance and focus on quality over quantity – are clearly stated. The report states that the faculty sees itself as a leading institution in social sciences in the Czech context, measured both by RIV entries and the number of research projects.

The introduction provides an intuitive sense of how the organizational structure of the faculty and its science management contribute to its main strategic goals. Specifically: the faculty consists of 5 institutes, each corresponding to a primary research area. Research is supported by the faculty's Science Department, which employs 7 people.

Basic information regarding staffing, age/rank/gender structures, as well as the teaching programs and student body, are provided and clearly presented. Specifically: in 2023, the total staffing of the faculty included 243fte (including all technical, research and teaching staff), serving some 6231 students across 78 study programmes.

The R&D&I capacities are also clarified in the report. This is evident especially in terms of the substantial research funding received, for its applied and basic research from the domestic sources, as well as from the international projects presented. Data is provided for the entire evaluation period, and it shows substantial increase across the board. The report also portrays the unit as socially engaged. This is mostly evidenced by the upward trajectory in the number of applied research projects (TACR) obtained, but also by some examples of informal socially relevant activities and groups.

RECOGNITION BY THE RESEARCH COMMUNITY

3.2 Recognition by the research community

Evaluate the position of the evaluated unit in the R&D&I research community based on the facts presented in indicator 3.2 and its annexed tables (3.2.1 to 3.2.5).

Rating [1–5]:

4 - Very good

Qualitative assessment:

The faculty provides evidence of a strong recognition within the research community: staff in different academic ranks are members of journal editorial boards, they serve on steering committees of domestic and international professional societies and networks, and they are frequent guests at prestigious foreign universities. In addition, leading foreign professors also come to Prague to collaborate on research and teach.

We should also mention the national and foreign awards won by the faculty staff, and their serious involvement in the evaluation of research projects, especially projects of the Czech Science Foundation (GACR, TACR) and the European Research Council. A growth in the latter dimension is particularly important for the faculty's scholarly recognition and funding diversification.

Overall, the indicators suggest a very good recognition of the faculty by the (international) research community, and of the expanding academic services provided to it by the faculty. However, we note that there are still challenges in improving and supporting career paths that lead to greater international recognition.

Recommendations:

This is a well-regarded faculty nationally and internationally and its members play an active role in the field of social science within the Czechia and internationally. Conform to the strategic goals of the faculty to focus on quality over quantity, the management should consider to:

- Create support structures, and provide financial or career-enhancing incentives, for the staff members to become leading (chief) editors of (international) academic journals, and leading editors of prestigious book series.
- Encourage and support the staff to bring prominent international conferences to the Charles University, increasing the faculty's reputation as an important international hub of research in certain areas of strength.

RESEARCH PROJECTS

3.3 Research projects

Evaluate the most important research projects of the evaluated unit, especially regarding the results achieved and the application potential of the project, the proportionality with respect to the R&D&I capacities of the evaluated unit, the degree of interdisciplinarity and collaboration with other parts of the evaluated HEI, and the consistency with the declared mission and vision of the evaluated unit. Use the data from the full list of research projects and contract research activities in Tables 3.3.1 and 3.3.2 to supplement the evaluation.

Rating [1–5]:

4 - Very good

Qualitative assessment: The faculty has demonstrated active engagement in a variety of research projects. The self-assessment clearly prioritizes focus on international projects, which is an understandable choice considering both the recommendations of the last report to increase activities in this area, as well as the faculty's mission to engage in top social science research nationally and internationally. The complementary tables 3.3.1 and 3.3.2., together with the list of projects on the faculty website, do provide a good sense of research project engagement.

The faculty's portfolio includes major projects funded through national schemes, namely ESF (EXCELES program) which led to the creation of a highly significant cross-university and interdisciplinary collaboration within SYRI, the Grant Agency of the Czech Republic (GAČR), with a steady increase in funding received over the evaluated period, and the Technological Agency (TA ČR), with a slight decline in funding over the evaluated period. In contrast, measured by the revenue

generated, contract research remains relatively limited, and does not seem to be strongly prioritised by the faculty relative to the other sources of research funding.

Funds received from abroad are almost exclusively sourced from the European Union, indicating some successes since the last evaluation. The resources obtained from the EU funding schemes have stabilized over the evaluated period but increased significantly in comparison to the past. Notable here is the faculty's wide-range involvement in Horizon Europe, albeit primarily in partner roles to date. The onsite interview confirmed a strategic, long-term focus of the faculty in this area, systematically building capacity and support structures, and incentivizing departments to engage in EU funding bids. The fact that three ERC projects have been awarded to the faculty in 2023 and 2024 (beyond the evaluated period) demonstrate the merits of this long-term commitment. The onsite discussion also confirmed a continuous dialogue about the relative merits of leadership roles (as opposed to mere participation) within international research consortia.

The ten projects highlighted by the faculty appear to provide a good representation of its most significant contributions in terms of research impact, collaborative scope, and practical applications, reinforcing its role as a key player in social sciences nationally, and as a serious research partner internationally. This is further substantiated by the variety and scope of the projects outlined. They demonstrate methodological diversity and span a broad spectrum of subjects, including social and economic impact of health-risks, energy economics, democratic and global governance, new forms of authoritarianism, media politics, and science diplomacy. Many of these projects (e.g. EXCELES/SYRI, DEMOTRANS, or VAX-TRUST) extend beyond disciplinary boundaries to address pressing social issues.

Importantly, the selected research projects reflect a mature understanding of impact of social science research, highlighting both academic contributions, such as publication in high rank journals, as well as initiatives triggering wider social impact, such as various knowledge transfer fora for policymakers, dissemination seminars for the wider public, or organization of citizen parliaments. The onsite interview confirmed faculty's strategic prioritization of science communication and dissemination, but also hitherto relatively small range of measures implemented in practice.

Recommendations:

The faculty should continue to focus on developing its capacities in this area and to:

- Move to a point of leadership in strategically selected international consortia such as Erasmus + and Horizon Europe.
- Leverage existing institutional support to enhance the ability of staff at all levels – early career, established, senior – to participate in and where possible lead research projects. Particular attention should be paid to address persistent gender imbalances.
- Leverage existing institutional support to enhance the capacity of institutes to attract more international staff at all levels. Where necessary lobby the wider institution to create support structures and remove administrative obstacles for this purpose.

3.4 Research results with existing or prospective impact on society

Evaluate the research results already applied in practice or intended to be applied in practice. When evaluating, consider whether the results are proportionate to the R&D&I capacities of the evaluated unit, how they contribute to the fulfilment of the mission and vision of the evaluated unit and, if stated in the self-evaluation, how the results take into account the gender dimension and sustainability. Use the data from the full results summary in Table 3.4.1 to supplement the evaluation.

Rating [1–5]:

4 - Very good

Qualitative assessment: The self-evaluation and discussions during the onsite visit suggest that next to its chief focus on basic research, the faculty is also committed to research that aspires to generate societal benefit. The research in this area is highly diverse, covering areas such as tax reforms, social work with migrants, various Covid 19-related issues, teaching excellence in higher education or mayoral elections, creating impression of a more ad-hoc rather than strategically driven or focussed approach to this kind of research.

The specific outputs reported in the self-evaluation confirm what one would expect from a social science faculty and include predominantly development of methodologies, services to the government, and expert outputs for policymaking. There is evidence of strong influence, for example in contributions to the development of policies at national and municipal levels, or communication strategies of ministries, media houses and professional organizations, but less so in (explicit) terms of gender influence or sustainability.

Recommendations:

The disciplinary focus on social sciences provides the faculty with a strong basis from which to achieve impact. The research conducted in the evaluated period also clearly demonstrates some good results and is to be commended.

Some points for further development might be considered, namely:

- Gender – there is little evidence in either titles or descriptions of projects to demonstrate any specific focus on it. Future research might be more explicit both in terms of how the project is described and conceptualised in those terms.
- Sustainability – like with gender, there is little evidence in either titles or descriptions of projects to demonstrate any specific focus on it. Future research might be more explicit both in terms of how the project is described and conceptualised in those terms. The socio-economic dimensions of sustainability are an ever-growing, interdisciplinary area of research, similar to AI.
- The faculty should continue to enhance its capacity to communicate the innovations, methodologies and outcomes of its projects to key stakeholders including government institutions, non-governmental organizations, students and other social partners.
- The faculty should also create incentives for staff to engage policymakers and media as part of the career development paths.

TRANSFER OF RESULTS INTO PRACTICE

3.5 Transfer of results into practice

Evaluate the effectiveness of the transfer of results into practice by the unit being evaluated. Pay attention to whether the composition of the stated users of the results or the way the R&D&I results are commercialised (if stated) is consistent with the R&D&I results produced and the mission and vision of the evaluated unit and how successful the evaluated unit is in its activities, such as attracting new users of the results, commercialising the R&D&I results and obtaining funding from non-public, non-grant sources.

Rating [1–5]:

4 - Very good

Qualitative assessment: The faculty identified three major research transfers projects in the evaluated period. Together, these activities appear to demonstrate a clear commitment to ensuring that social science research informs and enhances policies in relevant societal sectors, like schools, non-governmental organizations and ministries. The faculty relies on an external subsidiary (CPPT) of the university. The onsite visit confirmed the commitment of the faculty to engaging with this strategic focus, but also some specific difficulties in attracting this kind non-public, non-grant sources of funding in the Czech context. These areas of funding are expanding in most western societies, and they might provide opportunities to diversify the funding bases of the faculty, as well as provide greater societal impact and influence.

Recommendations:

- Continue linking with the CUNI central knowledge transfer and commercialisation arms and further explore new areas of funding, influence and impact.
- Create opportunities and incentives at the faculty level to form working groups and projects, with broad interdisciplinary participation, to anticipate and engage in new funding sources in these areas.

POPULARIZATION OF VAVAI

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

Evaluate how active and successful the evaluated unit is in the field of popularisation of R&D&I and communication with the public.

Rating [1–5]:

4 - Very good

Qualitative assessment: This faculty has a serious media profile. The faculty appears to be aware of the importance of the popularisation of its research and has taken some steps towards developing a communications infrastructure, most notably a bilingual website dedicated to the communication of science and research. The self-evaluation report includes a variety of outreach activities that have been undertaken in the evaluated period, ranging from popular podcasts, organization of public debates, and organization of think-tanks. There are also many individuals with high profile presence in (inter)national media. Overall, the faculty's activities point to a developing awareness of the value of science communication and outreach, though there is scope for greater alignment and strategic focus in this area.

Recommendations:

The faculty is clearly aware of both its need and capacity to communicate the outcomes of its research to a wider audience and the strengths and limits of the communications infrastructure it has developed. The faculty could consider to:

- Develop and formalize its own communication strategy and provide support where necessary to help institutes communicate the outputs from their own research results.
- Invest in capacity building for staff across the faculty to support them popularise and communicate their research, including provision of financial and/or career-enhancing incentives to do so.

IMPLEMENTATION OF RECOMMENDATIONS

3.7 Implementation of the recommendations in Module 3

Evaluate how the evaluated unit has reflected the recommendations from the previous evaluation of the IEP, if applicable.

If the evaluated unit has not been evaluated before, the indicator will be marked as N/A – Not Applicable.

Rating [1–5]:

4 - Very good

Qualitative assessment: The Faculty of Social Sciences has made a serious attempt to address the main recommendations of the previous evaluation. In particular, the faculty focused on enhancing applied research, diversifying sources of research funding (particularly focussing on EU and other international funding opportunities), promoting interdisciplinary collaboration, and enhancing the societal reach of their research. Other key developments identified included the establishment and implementation of internal impact analysis system.

They provide evidence that good progress has been made in several areas, particularly in:

- Fostering cross-departmental initiatives and interdisciplinary collaborations (SYRI and CoRe);
- Engaging more systematically with applied research by strengthening its strategic management and revising criteria for internal promotions;
- Increasing the share of international research funding.

Efforts to improve the visibility and practical application of research also appear to have led to some results.

Recommendations:

- Continue with the proactive approach to international and national funding opportunities. But also consider strategically prioritising opportunities to take on leadership roles in at least some international research projects.
- Continue with the proactive approach to international visibility. But also consider strategically prioritising opportunities to take on leadership roles within the national and international research community in areas like journal editorships or management of professional associations.
- Develop more robust approach into the design of career pathways that will lead to a more balanced gender profile at all academic levels of employment.

- Develop more robust approach into the design of career pathways and career opportunities that will lead to a more consistent internalization at all academic levels of employment.
- Continue to develop robust approaches and strategies to applied research, and the communication and popularization of faculty's research findings.

EVALUATED UNIT RATING

Evaluation of unit	
Having evaluated the individual criteria of module M3, please summarise your evaluation in the context of the module, describing and justifying the strengths and weaknesses of the unit being evaluated.	
3.1 Introductory information about the unit under evaluation	NOT RATED
3.2 Recognition by the research community	4 - Very good
3.3 Research projects	4 - Very good
3.4 Research results with existing or prospective impact on society	4 - Very good
3.5 Transfer of results into practice	4 - Very good
3.6 The most important activities in the field of popularization of R&D&I and communication with the public	4 - Very good
3.7 Implementation of the recommendations in Module	4 - Very good
Average rating [1–5]:	4 - Very good
Grade [A–D]:	B
Summary assessment: The Faculty of Social Sciences is a dynamic organization with clear strategic goals – research excellence and social relevance and focus on quality over quantity – and the organizational structure and science management to support long-term realization of these goals. The faculty has undertaken a significant and commendable transformation during the evaluated period. It has put into effect several institutional reforms to advance the high-quality research. It has incentivized institutes and their staff to engage in research activities, fund-raising, and outreach. It has strengthened its domestic and international visibility. Key challenges will be to sustain and deepen what has been achieved previously, especially regarding the career development and career enhancements of faculty staff at all levels and strategically explore opportunities to assume a leading role in domestic and international research endeavours.	
Summary recommendations: • Continue with the proactive approach to international and national funding opportunities. But also consider strategically prioritising opportunities to take on leadership roles in at least some international research projects. • Continue with the proactive approach to international visibility. But also consider strategically prioritising opportunities to take on leadership roles within the national and international research community in areas like journal editorships or management of professional associations, as well as attracting prominent international conferences to Prague.	

- Develop more robust approach into the design of career pathways that will lead to a more balanced gender profile at all academic levels of employment.
- Develop more robust approach into the design of career pathways and career opportunities that will lead to a more consistent internalization at all academic levels of employment.
- Develop and formalize faculty communication strategy and provide support where necessary to help institutes communicate the outputs from their own research results.
- Invest in capacity building for staff across the faculty to support them in popularising and communicating their research, including provision of financial and/or career-enhancing incentives to do so.

EVALUATION REPORT IN MODULE 3

NAME OF EVALUATED UNIT: Faculty of Physical Education and Sport

FORD: 5 - Social sciences

SOCIAL CONTRIBUTION OF THE EVALUATED UNIT

3.1 Introductory information about the unit under evaluation

Indicator 3.1 is a non-evaluated indicator that provides basic information about the evaluated unit such as its mission and vision, organizational structure, size and staffing, or R&D&I capacities.

Commentary:

The stated mission of the faculty to create a community that promotes physical activity and sports as part of a sustainable and healthy lifestyle, which is achieved the training of different groups of professionals and interdisciplinary scholarship, along with the third task of scholars to engage in societal discourse. The faculty comprises 21 study programmes, including 10 in English and an Erasmus Mundus study programme, and a Master of Art in Sport Ethics and Integrity – in 2023, the faculty hosted 6528 students, a significant increase in the last few years, of which almost half were women. The number of staff per FTE has declined from 207.25 in 2019 to 166.94 in 2023. In terms of organizational structure, the faculty has undergone a period of significant transformation in the course of the period under evaluation, marked by a clear redefinition of its mission, structural reorganisation, and renewed commitment to interdisciplinary, socially engaged research. It appears to be positioned uniquely within Charles University given its disciplinary and practice realities, and the faculty has consolidated its identity around two complementary research pillars—elite sport performance and public health—while promoting an inclusive and sustainable approach to physical activity across the lifespan. This dual emphasis is now firmly embedded in both research and educational programmes, which draw upon expertise in social science, rehabilitation medicine, and applied physiology. The development of structured research fields—Sport Science Social (SPOS) and Sport Science Biomedical (SPOB)—has enabled the faculty to expand its research base and align more closely with European frameworks (e.g., FORD classification), while enhancing its capacity to address societal challenges through applied and contract research.

At the same time, the faculty has implemented a series of institutional reforms designed to strengthen academic leadership, build capacity among early career researchers, and modernise its programme offerings. The restructuring of departments has led to greater integration across research and teaching functions, while a newly developed Career Code has improved clarity around promotion pathways and supported generational renewal. Increased attention to internationalisation has yielded a growth in Erasmus+ partnerships and English-taught programmes, including the Erasmus Mundus MA in Sport Ethics and Integrity. Doctoral education has also improved markedly, with stronger selection, research engagement, and completion rates. Lifelong learning provision remains a core strength, supported by a commitment to public engagement and the faculty's evolving contribution to national and European discourses around movement, health, and equity. Moreover, the faculty has broadened its goals and implementation of societal impact beyond the engagement with more specific team sports, which increases the visibility of the research and teaching conducted in the faculty in many ways. Finally, it seems that teaching and

research are integrated, and that the scholarly endeavours are also benefitting the teaching of sports at various levels in Czech schools.

RECOGNITION BY THE RESEARCH COMMUNITY

3.2 Recognition by the research community

Evaluate the position of the evaluated unit in the R&D&I research community based on the facts presented in indicator 3.2 and its annexed tables (3.2.1 to 3.2.5).

Rating [1–5]:

4 - Very good

Qualitative assessment:

The faculty appears to have made notable strides in enhancing its recognition within the wider research community. A reported generational renewal in staffing has seen a cohort of younger associate professors emerging with increasing international visibility. Many are now meeting the criteria for professorial appointment, including publications in indexed journals, PhD supervision, and participation in international scholarly forums. The establishment of a University Centre of Excellence, led from within the faculty, is particularly significant, marking both a consolidation of expertise and a broader institutional endorsement of their research capacity. Domestically, the scholars in the faculty are well regarded, with recognition for scholarship, although this is not as readily apparent internationally.

Recommendations:

The faculty should continue to support, and expand where possible, the internationalisation of the staff in various ways. These might include:

- encouraging leadership roles in international scholarly organisations,
- encouraging high-quality international publications (including potentially housing international journal in the faculty, in addition to domestic ones),
- hosting international conferences and providing career incentives for staff to engage in these activities, in line with the University's strategic goals.

RESEARCH PROJECTS

3.3 Research projects

Evaluate the most important research projects of the evaluated unit, especially regarding the results achieved and the application potential of the project, the proportionality with respect to the R&D&I capacities of the evaluated unit, the degree of interdisciplinarity and collaboration with other parts of the evaluated HEI, and the consistency with the declared mission and vision of the evaluated unit. Use the data from the full list of research projects and contract research activities in Tables 3.3.1 and 3.3.2 to supplement the evaluation.

Rating [1–5]:

4 - Very good

Qualitative assessment: Research activity is structured around two clearly articulated pillars: elite sports performance and public health. Within these domains, the faculty has aligned itself with research questions of pressing national and European relevance. The University Centre's focus on increasing physical activity among children reflects both a pedagogical commitment and a broader societal imperative. The faculty's integration of research and professional partnerships with national sports federations appears to have ensured that its work not only contributes to scholarly debate

but also informs real-world practice in youth development and health promotion. This engagement is deep and well-functioning. The faculty could potentially encourage greater risk taking in the pursuit of larger international research projects, especially at the European level. The same applies to professional engagements by the staff. In particular, while the faculty has become more attractive as a partner institution in e.g. Horizon and ERC projects, the next step would be to focus on the core research strengths to attract these funds as a host institution. The maintenance and improvement of obtaining research funding domestically, given the faculty's strong role in these areas, should continue as well.

Recommendations:

The faculty has done well to establish and strengthen its position as the premier sports science faculty in the Czech Republic. To continue to develop on this trajectory, we would recommend that it:

- Prioritise the promotion of large-scale research projects, particularly at the European level, to enhance research visibility and competitiveness.
- Strengthen institutional capacity to act as a host institution for major international research grants and projects.
- Provide targeted support and structured incentives for academic staff to develop and lead such projects.
- Foster the expansion of international scholarly networks to increase opportunities for collaboration and research funding.

3.4 Research results with existing or prospective impact on society

Evaluate the research results already applied in practice or intended to be applied in practice. When evaluating, consider whether the results are proportionate to the R&D&I capacities of the evaluated unit, how they contribute to the fulfilment of the mission and vision of the evaluated unit and, if stated in the self-evaluation, how the results take into account the gender dimension and sustainability. Use the data from the full results summary in Table 3.4.1 to supplement the evaluation.

Rating [1–5]:

4 - Very good

Qualitative assessment:

The faculty has developed apparently robust mechanisms for translating research into practice. Notable among these are long-term partnerships with sports federations, which have enabled researchers to embed findings into training systems, performance diagnostics, and institutional policy. Work in this area is highly applied, with individualised feedback, intervention programmes, and diagnostic tools being co-produced with practitioners. Moreover, the faculty has strengthened and broadened their engagements with the school systems and other societal actors, providing direct benefit for the Czech society. The faculty has also restructured its doctoral provision, facilitating more direct engagement with policy and practice through a focus on publication-based theses and improved supervisory support. In general, which is the case in many Universities internationally too, there are few incentives to increase a scholar's visibility in the media and other outlets, which is something that could be more formally tied into the career evaluation processes. Finally, this type of visibility and impact by the faculty is beginning to manifest also internationally, which is something that can be improved over time by supporting the staff in their scholarly efforts and by cultivating important international research partnerships.

Recommendations:

The faculty has done well domestically to improve its visibility in its core functions, especially in its leadership in a range of applied research areas and designated sports (such as hockey). This has clearly helped the faculty to become a key player in the domestic funding for such scholarship. The staff have had extensive engagement in many cases to enhance the impact of the scholarship.

We would recommend that PE colleagues:

- Continue to strengthen the faculty's domestic visibility and leadership in applied research and designated sports
- Leverage the faculty's established role in national funding schemes to secure sustained research investment.
- Enhance international impact by supporting staff to increase the global reach and recognition of their research outputs.
- Improve societal visibility—both nationally and internationally—through structured incentives for public engagement and knowledge transfer activities.
- Align faculty initiatives with the University's strategic direction on increasing societal relevance and visibility of academic work.
- Encourage and support academic engagement in research addressing critical societal health challenges, including climate change and environmental sustainability, public health and nutrition and social inclusion and diversity.

TRANSFER OF RESULTS INTO PRACTICE

3.5 Transfer of results into practice

Evaluate the effectiveness of the transfer of results into practice by the unit being evaluated. Pay attention to whether the composition of the stated users of the results or the way the R&D&I results are commercialised (if stated) is consistent with the R&D&I results produced and the mission and vision of the evaluated unit and how successful the evaluated unit is in its activities, such as attracting new users of the results, commercialising the R&D&I results and obtaining funding from non-public, non-grant sources.

Rating [1–5]:

5 - Outstanding

Qualitative assessment:

The faculty self-evaluation report indicates that it has significantly expanded its public engagement and popularisation activity. Strategic use of media has is reported to have positioned staff as trusted experts in both elite sport and public health. Appearances on national radio and television, along with articles in mainstream press, have helped reinforce the faculty's identity as a key knowledge broker. Events such as the "Researchers' Night" have further enabled the public to engage directly with research processes, thereby contributing to broader science communication goals. The faculty's motto, "motion is our passion", serves as an effective umbrella for this dual commitment to performance and wellbeing as well as providing an easily understandable 'hook' for the public to identify the faculty and its wider role in society.

While these efforts domestically have been successful, with some clear impact, that faculty put even greater emphasis into fostering the development of commercial applications and patents, as well as other tangible innovations, given that many universities are developing these areas globally. The existing interdisciplinary collaborations may provide more such opportunities in the future. Moreover, the broader engagement in research networks internationally will enhance the impact

of the faculty's scholarship, which will lead to more funding opportunities and internationalisation of the staff.

Recommendations:

The faculty already does many positive things in this area, which should be continued. Such engagements will reaffirm the scholars' role in shaping sports education and health initiatives in the Czech Republic. We would recommend that colleagues:

- Facilitate greater innovation creation within the faculty, aligning with future priorities in public research funding.
- Enhance the international visibility and impact of academic staff through targeted support and strategic collaboration with University leadership.
- Promote gender equity and diversify the academic environment by actively supporting the recruitment of international staff.
- Increase participation in research projects that address pressing societal issues, such as:
 - Obesity and public health
 - Environmental sustainability
- Leverage these initiatives to further strengthen the faculty's national and international reputation.

POPULARIZATION OF VAVAI

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

Evaluate how active and successful the evaluated unit is in the field of popularisation of R&D&I and communication with the public.

Rating [1–5]:

4 - Very good

Qualitative assessment:

Through these efforts, the faculty has been effective in increasing its core functions and identity as a premier sports science unit in the Czech Republic. Public engagements have increased, with functional key partnerships in place. The faculty has notable role in the Czech public sphere, and the staff are actively pursuing avenues for increased visibility. However, popularising the R&D&I could be strengthened by supporting commercialisation and patents more directly, with clear incentives for the staff to do so. This is something that would align with the strategic goals of the University. Engagement with the pedagogy and schools has been strong and should be continued, with a clear impact in the Czech society, if not internationally.

Recommendations:

The organisational and structural changes have clearly clarified the faculty's mission and core strengths, by making them easier to understand outside the University. The faculty should continue to enhance its reputation in the following ways:

- Continue advancing gender equity initiatives and career development programmes to support staff progression.

- Enhance internationalisation by encouraging and supporting greater risk-taking among staff in research and collaboration.
- Explore opportunities for commercialisation of innovations and develop public–private partnerships, especially in health-related fields, as a potential growth area.

IMPLEMENTATION OF RECOMMENDATIONS

3.7 Implementation of the recommendations in Module 3

Evaluate how the evaluated unit has reflected the recommendations from the previous evaluation of the IEP, if applicable.

If the evaluated unit has not been evaluated before, the indicator will be marked as N/A – Not Applicable.

Rating [1–5]:

5 - Outstanding

Qualitative assessment:

There has been a clear and systematic implementation of the key recommendations arising from the last evaluation, with tangible structural and organisational reforms now evident across the faculty. A major restructuring reduced the number of departments from seventeen to six, creating greater coherence in academic provision, enabling a more effective use of laboratory resources, and fostering stronger interdisciplinary collaboration in both teaching and research. Career progression pathways, which were previously unclear, have now been clarified, with defined support structures in place to address the earlier gap in opportunities for advancement to full professor roles. The establishment of a dedicated grant office has been particularly significant, playing a central role in expanding external funding streams and actively supporting the faculty's ambition to lead Horizon Europe projects. In parallel, the adoption of a Gender Equality Plan, developed through Horizon-funded activity, reflects not only a commitment to internal structural reform but also a clear responsiveness to emerging European norms and expectations in research governance. Together, these measures illustrate a faculty that has moved purposefully to address previous shortcomings while positioning itself more strategically within the wider European research landscape.

Recommendations:

It is suggested that the faculty continue to sharpen focus areas, paying particular attention to how it might:

- Explore opportunities for achieving more international funding, also as host, attract international staff
- Create additional incentives for career development
- Ensure that the Gender Plan adopted is fully implemented
- Increase engagement in societally important areas, such as sustainability and health
- Explore the potential exploration of commercial applications, public-private partnerships

EVALUATED UNIT RATING

Evaluation of unit	
Having evaluated the individual criteria of module M3, please summarise your evaluation in the context of the module, describing and justifying the strengths and weaknesses of the unit being evaluated.	
3.1 Introductory information about the unit under evaluation	NOT RATED
3.2 Recognition by the research community	4 - Very good
3.3 Research projects	4 - Very good
3.4 Research results with existing or prospective impact on society	5 - Outstanding
3.5 Transfer of results into practice	5 - Outstanding
3.6 The most important activities in the field of popularization of R&D&I and communication with the public	4 - Very good
3.7 Implementation of the recommendations in Module	5 - Outstanding
Average rating [1–5]:	5 - Outstanding
Grade [A–D]:	A
Summary assessment: The information contained in the assessment documents and obtained during the site visit outline the progress made since the last evaluation, the strategic goals, and the reorganization of the Faculty of Physical Education and Sport. The Faculty of Physical Education and Sport at Charles University has made commendable progress since the last evaluation, with particular strengths in its dual research pillars—elite sport performance and public health—underpinned by strong interdisciplinary structures and societal engagement. Strategic reforms in organisational structure, career development, and internationalisation, along with the integration of research and teaching, have substantially enhanced its visibility and performance at the national level. The faculty has also embedded a culture of applied research, with strong links to schools, sports federations, and public health sectors, supported by structured doctoral education and targeted public engagement. Nevertheless, challenges remain in scaling this recognition to the international level, especially in terms of scholarly visibility, research leadership, and commercialisation. While the faculty's response to previous evaluation recommendations has been outstanding, the internationalisation of research teams, attraction of external funding as host institution, and enhanced engagement in emerging global research areas such as sustainability, gender, and innovation are key areas for further development. These would allow the faculty to more fully capitalise on its existing strengths and deepen its societal impact.	
Summary recommendations: Below is a consolidated list of the recommendations made in the course of this report. To continue on its positive trajectory the PE faculty should: 1. Strengthen International Leadership and Networks • Encourage staff to assume leadership roles in international scholarly organisations. • Foster participation in global networks to expand collaboration opportunities and research visibility.	

- Provide career incentives for international engagement.

2. Enhance Research Outputs and Dissemination

- Support high-quality international publications.
- Explore hosting an international journal within the faculty.
- Increase global reach and recognition of research outputs.

3. Build Capacity for Major Research Projects

- Prioritise development and leadership of large-scale, competitive research projects, especially at the European level.
- Strengthen institutional capacity to host major international research grants.
- Provide structured incentives and targeted support for staff to secure and lead projects.

4. Advance Internationalisation and Talent Development

- Attract and retain international staff to diversify the academic environment.
- Promote gender equity through full implementation of the Gender Plan.
- Encourage risk-taking in international research and collaboration.

5. Consolidate Domestic Strengths and Leverage National Visibility

- Build on existing leadership in applied research and designated sports.
- Use domestic achievements to secure sustained national funding.
- Strengthen the faculty's contribution to the University's strategic goals.

6. Address Critical Societal Challenges

- Support research on climate change, sustainability, public health, nutrition, and obesity.
- Advance projects promoting social inclusion, equity, and diversity.
- Align knowledge transfer and engagement with societal needs.

7. Foster Innovation, Impact, and Partnerships

- Promote innovation aligned with future public research funding priorities.
- Improve societal visibility nationally and internationally through public engagement.
- Explore research commercialisation and public-private partnerships, particularly in health.

EVALUATION REPORT IN MODULE 3

NAME OF EVALUATED UNIT: Faculty of Humanities

FORD: 6 - Humanities and the arts

SOCIAL CONTRIBUTION OF THE EVALUATED UNIT

3.1 Introductory information about the unit under evaluation

Indicator 3.1 is a non-evaluated indicator that provides basic information about the evaluated unit such as its mission and vision, organizational structure, size and staffing, or R&D&I capacities.

Commentary:

The Faculty of Humanities is the youngest faculty of Charles University. It brings together research in subjects such as transcultural communication, (health) care, social exclusion and inequalities or climate change, but its specificity is to work towards the enactment of the research results by actors in public and partly private spheres. Faculty members work in recognised disciplines as philosophy, history or anthropology, but others work in health care, with civil society, or (educational) psychology. They act as experts for state and municipal institutions and NGOs. The singularity and originality of the Humanities Faculty is therefore very strong. The Faculty defines its mission as “to provide critical feedback and socially responsible and sustainable solutions to public policies and private-law actors.” Masters programmes (such as Civil Society Studies, Management and Supervision in Social and Health Care Organisations) and PhD programmes (Applied ethics or Social work) contribute to this mission.

Therefore, the Academic staff divides itself between those doing fundamental research and those doing applied research. It is a small Faculty by comparison with other faculties of Charles University (especially compared to the Arts Faculty). In 2023, there were about 8 professors, 30 Associate professors, 76 assistant professors and 13 assistants. As noted in other faculties of the university, the gender imbalance is important with only a third of associate professors being women and a fifth at the professorial level.

There are just over 2,000 undergraduate students, 850 masters students, and now under 250 PhD students (a number which has decreased in recent years and will decline further – see below). In terms of R&D&I capabilities, its main strengths lie in sociology, followed by philosophy and history and archaeology.

RECOGNITION BY THE RESEARCH COMMUNITY

3.2 Recognition by the research community

Evaluate the position of the evaluated unit in the R&D&I research community based on the facts presented in indicator 3.2 and its annexed tables (3.2.1 to 3.2.5).

Rating [1–5]:

4 - Very good

Qualitative assessment:¹

The Faculty boasts a strong research profile, in the fields outlined and in particular in applied research. Members of the faculty have received awards in psychology or history. Faculty members sit on the boards of international journals. A number of them have been invited to give lectures abroad (France, Canada, United States, etc.), while the faculty hosts international scholars, thereby testifying to a good integration in research networks. Faculty members are also regular contributors to the evaluation of research, both at the Czech and at the international levels.

The Faculty has also had some success in European programmes, hosting for instance a postdoctoral fellow as part of the Marie Skłodowska Curie Actions.

The panel noted during the visit that student interest in applied research is high. They see applied research as meaningful and practicable. But there is some resistance to this direction of travel amongst senior scholars who prefer pure research.

The Faculty also promotes research by supporting its members through remission from teaching.

The Faculty has tried to develop the international dimension of its research, appointing for instance a Vice-Dean in charge of international affairs, which is commendable. It could perhaps make even more use of the possibilities afforded by the 4EU+ alliance.

Recommendations:

While there is a strong emphasis on applied research, which is successful, it would be important for the Faculty to make sure that the articulation between pure and applied research remains strong. In particular, it is important that subjects such as History (which are partly replicated in the Faculty of Arts) remain fully involved in the research at the Faculty.

Also, the potential developed by the 4EU+ alliance could perhaps be explored further. The Faculty should aim to establish or develop further contacts with partners within the 4EU+ alliance. It could for instance encourage Faculty members to apply for schemes such as visiting professorships to other Universities within the Alliance.

RESEARCH PROJECTS

3.3 Research projects

Evaluate the most important research projects of the evaluated unit, especially regarding the results achieved and the application potential of the project, the proportionality with respect to the R&D&I capacities of the evaluated unit, the degree of interdisciplinarity and collaboration with other parts of the evaluated HEI, and the consistency with the declared mission and vision of the evaluated unit. Use the data from the full list of research projects and contract research activities in Tables 3.3.1 and 3.3.2 to supplement the evaluation.

Rating [1–5]:

5 - Outstanding

Qualitative assessment:

The specificity of the Faculty which combines fundamental and applied research means that there is a great variety of research projects being implemented throughout the Faculty. For instance, in the first category, the Faculty has put forward the "Creative Copies": the Miscellanies of Ulrich Crux de Telcz (d. 1504)¹ programme which focused on the manuscripts copied by a canon of the 15th

¹ Provide verbal assessment of the indicator and briefly comment on the reasons for awarding the specific rating. Follow a similar procedure for the other indicators.

century. In the second category, the RECETAS projects analyses and evaluates how nature in the city can promote social interaction, help combat loneliness and improve the health and mental well-being of city dwellers. The INDUCT programme (Interdisciplinary Network for Dementia Using Current Technology) is a H2020-funded programme which aims to study the different care applications used across Europe to look after people affected with dementia.

The Faculty attracts funds from the Ministry for Education, the Agency of Health Research, the Ministry of Culture, the Czech Science Foundation, as well as from the European Union, thus showing strong support at the institutional level within the Czech Republic. There is a successful project with Prague municipality regarding care and dementia. By and large, it was noted that applied research offers more opportunities for funding. A case in point, developed during the onsite visit, was that of CELLO (Centre of Expertise in Longevity and Long-term Care), headed by Professor Iva Holmerová who is also the director of the Czech Centre of Gerontology. Professor Holmerová was a member of the Faculty panel for this M3 meeting. CELLO collaborates with a wide range of institutions in the Czech Republic and is also active in Horizon research projects. It seeks to involve PhD students in its research and outreach activities. Ethics are also very important in CELLO's approach. It provided therefore a good example of integration of basic and applied research.

Collaboration with other parts of the University is also dynamic, in particular with the Faculty of Arts and with the Faculty of Social Sciences. There are interesting avenues for interdisciplinary research, which the panel thought were exploited by the Faculties involved. This sometimes makes for stronger applications for funding.

The PhD programmes have been affected by the changes in funding at the Ministry level. As a consequence, the Faculty has started to limit the number of PhDs while insisting on higher expectations towards prospective students. The Faculty also tries to bring in extra funding support for PhDs through applications to university funds. It is also encouraging senior researchers to include PhD funding in their projects.

It is noted that the Faculty has been supporting PhDs, through a better organisation of the research office, as well as through promoting relationships with more experienced researchers.

Recommendations:

The dynamism of the Faculty is beyond doubt, in particular in what is its specificity, applied research. Certain members of staff have been particularly active. It is important that the Faculty continues in this direction, even after they retire.

3.4 Research results with existing or prospective impact on society

Evaluate the research results already applied in practice or intended to be applied in practice. When evaluating, consider whether the results are proportionate to the R&D&I capacities of the evaluated unit, how they contribute to the fulfilment of the mission and vision of the evaluated unit and, if stated in the self-evaluation, how the results take into account the gender dimension and sustainability. Use the data from the full results summary in Table 3.4.1 to supplement the evaluation.

Rating [1–5]:

5 - Outstanding

Qualitative assessment:

Quite clearly, the social and societal impact of research at the Faculty is high. The report gives a number of instances. The project TAČR for instance produced an output which is an educational website "Stories of Drought." It aims at understanding how Czech society responds to changes in the natural environment due to climate change. More generally, the social dimensions of the

research projects highlighted by the report concern climate change, as well as social issues such as the violence towards women or hate speech, language skills (acquisition and development), or again projects that have relevance for education.

Recommendations:

The nature of the research carried out at the Faculty means that it is naturally providing results with a strong societal impact. This is to be carried on!

TRANSFER OF RESULTS INTO PRACTICE

3.5 Transfer of results into practice

Evaluate the effectiveness of the transfer of results into practice by the unit being evaluated. Pay attention to whether the composition of the stated users of the results or the way the R&D&I results are commercialised (if stated) is consistent with the R&D&I results produced and the mission and vision of the evaluated unit and how successful the evaluated unit is in its activities, such as attracting new users of the results, commercialising the R&D&I results and obtaining funding from non-public, non-grant sources.

Rating [1–5]:

4 - Very good

Qualitative assessment:

This item is difficult to assess as the answer is standard across all faculties, therefore does not contain items specific to this faculty.

However, the report makes clear that the university considers that “the transfer of results into practice takes the form of policy papers, research reports or audits addressed directly to specific non-academic partners.” As outlined above, the Faculty is engaged with civil society partners. For instance the “Stories of Drought” programme lists outputs such as policy papers, recommendations for municipal administration and interactive maps. The “A is for App” programme is directed at pupils and teachers in schools: as indicated on the project website „In 4 countries: Belgium, The Czech Republic, The Netherlands and the United Kingdom, a high-quality fluency App is tested in a primary school with children aged 10-11.”

The CareOrg project (it investigates transnational senior care work from and within Central and Eastern Europe) brought in some revenue, as it is sponsored by the Volkswagen Foundation.

The applied dimension of the research carried out at the Faculty is certainly important in this respect. Their collaboration with the Centre for Knowledge and Technology Transfer (CPPT) is an important element in this strategy, using workshops to support knowledge transfer.

Recommendations:

The inclusion of specific items in this part of the report would be helpful.

POPULARIZATION OF VAVAI

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

Evaluate how active and successful the evaluated unit is in the field of popularisation of R&D&I and communication with the public.

Rating [1–5]:

5 - Outstanding

Qualitative assessment:

The Faculty is particularly active in this field. Researchers in disciplines such as history take part in TV programmes (in particular the History.cs programme) while others find in TV or radio programmes as well as podcasts outlets for their research, in fields such as gerontology or Czech literature. Researchers in history of art have been engaged in the organisation of exhibitions, while others have been involved in the “theatre of the oppressed” which aims to use theatre as instrument for change. A theatre company is present in the Faculty.

Recommendations:

There are many wonderful instances of involvement of Faculty members in communication with the public. While applied research necessarily presupposes public-facing outputs, other researchers have also been involved the popularisation and dissemination of science. What is not clear is whether this depends on the involvement of individuals, or whether this is a strategy at Faculty level.

These commendable interventions in public debates could be profitably turned into a strategy at Faculty level. The Faculty could both encourage other researchers to take part in similar outward-facing activities, and promote such interventions through advertising them globally (for instance, on the website, through a newsletter, etc.)

IMPLEMENTATION OF RECOMMENDATIONS

3.7 Implementation of the recommendations in Module 3

Evaluate how the evaluated unit has reflected the recommendations from the previous evaluation of the IEP, if applicable.

If the evaluated unit has not been evaluated before, the indicator will be marked as N/A – Not Applicable.

Rating [1–5]:

N/A - Not Applicable

Qualitative assessment:

While there were no overall recommendations in the previous report, the Faculty has focused on developing the social impact of applied research as well as the social dimension of fundamental research. This is apparent in the items above.

Specific recommendations of the previous report included to “continue efforts in achieving license agreements on results of the research” as well as the creation by the University of “conditions for Humanities’ knowledge transfer.” The report is not specific enough to show how this has been addressed by the University for the Faculty of Humanities, but the examples given show that a conscious effort has been made by the Faculty.

Recommendations:

The Faculty could develop plans for action regarding external funding. While this is something which is notoriously difficult for faculties in Ford 6, this had been mentioned in the previous report and could perhaps be investigated in the future.

EVALUATED UNIT RATING

Evaluation of unit

Having evaluated the individual criteria of module M3, please summarise your evaluation in the context of the module, describing and justifying the strengths and weaknesses of the unit being evaluated.

3.1 Introductory information about the unit under evaluation	NOT RATED
3.2 Recognition by the research community	4 - Very good
3.3 Research projects	5 - Outstanding
3.4 Research results with existing or prospective impact on society	5 - Outstanding
3.5 Transfer of results into practice	4 - Very good
3.6 The most important activities in the field of popularization of R&D&I and communication with the public	5 - Outstanding
3.7 Implementation of the recommendations in Module	N/A - Not Applicable
Average rating [1–5]:	5 - Outstanding
Grade [A–D]:	A
Summary assessment: The Faculty is clearly very active, in both fundamental and applied research. Its concern for the social implications of research is always apparent, driven by applied research. Faculty members are also involved in national and international networks, which reinforces the dynamic nature of the research carried out at local level. Of some concern to the panel was the imbalance in the gender structure of the Faculty. The Faculty should set up a plan to address this, both through encouragement to women to habilitate and through a concern at all levels of promotion for the adequate representation of women. This is all the more important as in the Faculty women scholars have high research outputs (80%). CELLO has provided support for 2 new women PhDs.	

Summary recommendations:

The Faculty has proved that it can think strategically about its organisation and its direction of travel (see internationalisation, PhD programmes, or again the emphasis on the social dimension of research).

To go further it could:

- organise at Faculty level the involvement of researchers in public-facing events.
- make sure that pure research keeps on being promoted by the Faculty.
- coordinate with the University to address the gender imbalance in the structure of the Academic staff.

EVALUATION REPORT IN MODULE 3

NAME OF EVALUATED UNIT: Institute of the History of Charles University and Archive of Charles University (IHACU)

FORD: 6 - Humanities and the arts

SOCIAL CONTRIBUTION OF THE EVALUATED UNIT

3.1 Introductory information about the unit under evaluation

Indicator 3.1 is a non-evaluated indicator that provides basic information about the evaluated unit such as its mission and vision, organizational structure, size and staffing, or R&D&I capacities.

Commentary:

The Institute of the History of Charles University and Archive of Charles University (IHACU) is one of four formally designated Institutes submitted by Charles University as part of this national assessment of research performance in the period 2019 - 2023. The work of these institutes in the research domain sits alongside the outputs of the 17 faculties that comprise the dominant part of the University's submission. The Charles University Archive is also accredited as a specialised archive.

The Institute provides an extensive introduction to its role and ethos and is clearly sensitive to its important contribution to the historical standing of Charles University and the fact that it has a unique position both in the Czech Republic and more widely in central Europe. It clearly states that its broad research focus is on the history of university education and science. It also 'critically reflects on the evolution of academic traditions...and tries to communicate with the general public in an accessible form.' There is an understandable emphasis on digital technologies both in terms of the administration of documents and the long-term storage of archive materials.

As indicated earlier, the IHACU operates on a relatively small scale with staff numbers in 2023 at around 20 FTEs, almost a third of which are women. Overall management of the Institute is split between an overall Director and the Head of the Institute of the History of Charles University. Staffing levels have remained consistent during the period under consideration with some small growth in 2023. In some degree this reflects the fact that the Institute is not a teaching entity, and therefore has no students, although staff do participate in teaching in some of the University's faculties. The breakdown of staff is notable for the fact that there is only one fully-fledged academic position - this being at the level of Professor. The lack of data in the various tables following the introduction is explained by these considerations.

RECOGNITION BY THE RESEARCH COMMUNITY

3.2 Recognition by the research community

Evaluate the position of the evaluated unit in the R&D&I research community based on the facts presented in indicator 3.2 and its annexed tables (3.2.1 to 3.2.5).

Rating [1–5]:

3 - Average

Qualitative assessment:

IHACU is very much at the forefront of interactions with European organisations that bring together experts in the history of science and university education. In particular there is a focus on Institute staff involvement in the proceedings of (1) the European Society for the History of Science and (2) the International Union of History and Philosophy and Technology. Some of this is by way of board membership, other connections are through the organisation of symposia and the leading of Congress proceedings. In this context, the director of the IHACU provides leadership not just for Charles University but also for the wider interests of the expert community in the Czech Republic.

Other aspects of the Institute's reach in the wider research community comes through long standing co-operative arrangements with universities in Germany and Austria. In addition IHACU staff members are very active in national initiatives to develop and promote digital archiving.

The reputation of the Institute was enhanced by three conferences delivered between 2019 and 2022 in collaboration with the Czech Academy of Sciences. Each conference has resulted in the publication of conference proceedings and formed part of collaborations with the Universities of Bern and Potsdam.

Given the difficulties placed on the academic community by the Covid-19 pandemic the tables situated in this part of the self-assessment document show a very healthy level of activity, spread throughout the evaluation period. Perhaps inevitably, given the size of IHACU, this activity is concentrated amongst a relatively few individuals. It is positive to note that there is some evidence of research engagement outside the Czech Republic and central /eastern Europe. In particular the Institute seems keen to explore the possibilities afforded by 4EU+ but has not been successful in generating enough interest yet.

Recommendations:

- Notwithstanding the fact that IHACU is situated in a rather specialised research space, it should consider wider collaborations with universities and organisations in western Europe, in particular within the scope of 4EU+, and beyond.

RESEARCH PROJECTS

3.3 Research projects

Evaluate the most important research projects of the evaluated unit, especially regarding the results achieved and the application potential of the project, the proportionality with respect to the R&D&I capacities of the evaluated unit, the degree of interdisciplinarity and collaboration with other parts of the evaluated HEI, and the consistency with the declared mission and vision of the evaluated unit. Use the data from the full list of research projects and contract research activities in Tables 3.3.1 and 3.3.2 to supplement the evaluation.

Rating [1–5]:

2 - Below average

Qualitative assessment:

The Institute provides evidence of well-established inter-faculty/unit research co-operation with the First Faculty of Medicine and the Faculty of Science. It is not indicated whether these have a specific project basis or whether they are standard day-to-day scholarly collaborations. No doubt these interactions contribute to the mission and purpose of IHACU but it is not possible to establish the degree of effectiveness in this respect.

A specific project based activity comes through a project of the Czech Science Foundation with outputs including an international workshop and the publication of a wide range of articles and some

research publications. Some funding was made available for this project - around 21,000 Euros over two years). In addition, IHACU has participated in work attracting a Czech Science Foundation grant (with the lead investigator being the Institute of Contemporary History of the Czech Academy of Sciences). The main output from this project was a collective monograph published in 2023 although the extent of contributions by IHACU is not stated e.g. authorship of individual chapters, co-authorship of chapters.

It is clear that the opportunities for project funding during this period were few and far between. The period between 2021 and 2023, for example, shows only minor funding support of 1200 Euros. While this picture on funding may change in the future - and in the meeting with Institute management there was some suggestion that this might be possible - it is clearly important for IHACU to engage with activity that, at the very least, contributes to the mission and purpose of the Institute. This the primary 'take away' from this part of the self-assessment.

Recommendations:

- IHACU should explore a wider base for funding by way of collaborations outside the Czech Republic with a focus on the archive digitalisation work that is a major thrust of the Institute's work. As recommended in 3.2 above this should embrace the wider European research space.
- Internally, some of the inter-faculty activities with the First Faculty of Medicine and the Faculty of Science should be steered towards more formally based project initiatives, through discussions between the respective management teams.

3.4 Research results with existing or prospective impact on society

Evaluate the research results already applied in practice or intended to be applied in practice. When evaluating, consider whether the results are proportionate to the R&D&I capacities of the evaluated unit, how they contribute to the fulfilment of the mission and vision of the evaluated unit and, if stated in the self-evaluation, how the results take into account the gender dimension and sustainability. Use the data from the full results summary in Table 3.4.1 to supplement the evaluation.

Rating [1–5]:

3 - Average

Qualitative assessment: The Institute provides, through Table 3.4.1, the maximum number of research outputs allowed under the self-assessment methodology for this section. As the narrative highlights, this covers research into the history of university medicine and the history of medicine in the Czech Lands. Work published in English also features prominently in this list of outputs and this covers a varied range of subject matter e.g. an international comparison of university history during the second world war.

The ability of this research to provide a historical context for current developments provides a valuable potential impact on existing and prospective society. Obviously this research follows the particular interests of Institute staff and, to some degree, this might restrict the wider societal impact. In other words, is there a heightened degree of specialisation in some of this research that limits its application to societal concerns?

One other aspect of activity stressed by the Institute in this section is the development of software to validate packages from records services. It is noted that 'the project of processing, digitalisation, and provision of access to lists of lectures and other official records of the Charles University and the German University in Prague...has met with a highly positive reception from the general public. In the meeting with the Institute management it was clarified that this public approval was known

through the number of individual archive requests. It would have been helpful for the statistics on these requests to be noted in the section.

Recommendations:

- The publication of research in English can offer a path to wider societal impact and the trend in this direction during the period under assessment should be made an on-going feature of IHACU research strategy for the future. The Institute should consider how far its journal can be a starting point for this initiative.

TRANSFER OF RESULTS INTO PRACTICE

3.5 Transfer of results into practice

Evaluate the effectiveness of the transfer of results into practice by the unit being evaluated. Pay attention to whether the composition of the stated users of the results or the way the R&D&I results are commercialised (if stated) is consistent with the R&D&I results produced and the mission and vision of the evaluated unit and how successful the evaluated unit is in its activities, such as attracting new users of the results, commercialising the R&D&I results and obtaining funding from non-public, non-grant sources.

Rating [1–5]:

2 - Below average

Qualitative assessment:

A centrally provided description of the University's mechanisms for, and approaches to, knowledge and technology transfer forms the overwhelming part of this section of the self-assessment. This provides a useful high level statement to show the broad thrust of university policy in this area. However, it is not particularly good at providing an understanding of how individual unit interactions with the central structures work in practice.

At the end of this section the IHACU does provide a brief description of knowledge transfer of software designed to validate records services that has involved the Prague City Archives and the Lightcomp Company. This is described as an open source licence. It is currently used by a number of academic organisations. How far this could be used as a case study for further knowledge transfer activity or to highlight the benefits of working with central structures is difficult to judge.

Recommendations:

None.

POPULARIZATION OF VAVAI

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

Evaluate how active and successful the evaluated unit is in the field of popularisation of R&D&I and communication with the public.

Rating [1–5]:

3 - Average

Qualitative assessment:

IHACU benefits in its communication with the public by having its own academic journal which is usually published twice a year and can be accessed by the public without restriction. Two editions during the period under assessment were published in foreign languages. The extent of public access to the journal is not specified.

Staff from the Institute are regular contributors to public lectures and have also been involved in the production of tv and film documentaries on the history of university education and medicine. Involvement in university wide open days and also national events e.g. Night of Scientists, is also a feature of the work of staff. Outreach work with schools is well embedded.

Recommendations:

- The Institute should introduce some quantitative data to go alongside this narrative.

IMPLEMENTATION OF RECOMMENDATIONS

3.7 Implementation of the recommendations in Module 3

Evaluate how the evaluated unit has reflected the recommendations from the previous evaluation of the IEP, if applicable.

If the evaluated unit has not been evaluated before, the indicator will be marked as N/A – Not Applicable.

Rating [1–5]:

5 - Outstanding

Qualitative assessment:

There was only one recommendation arising from the last evaluation and that related to the central structures for Knowledge transfer. In this section, therefore, ICAHU has chosen to identify a number of activities that have taken place to strengthen and deepen ties with other research institutions. These developments are to be commended.

Recommendations:

None.

EVALUATED UNIT RATING

Evaluation of unit

Having evaluated the individual criteria of module M3, please summarise your evaluation in the context of the module, describing and justifying the strengths and weaknesses of the unit being evaluated.

3.1 Introductory information about the unit under evaluation	NOT RATED
3.2 Recognition by the research community	3 - Average
3.3 Research projects	2 - Below average
3.4 Research results with existing or prospective impact on society	3 - Average
3.5 Transfer of results into practice	2 - Below average
3.6 The most important activities in the field of popularization of R&D&I and communication with the public	3 - Average
3.7 Implementation of the recommendations in Module	5 - Outstanding
Average rating [1–5]:	3 - Average
Grade [A–D]:	C

Summary assessment:

The IHACU has a well-established and recognised role within the University's research establishment. The scale of activity is relatively small and, in its attempts to grow its activities, it perhaps suffers alongside some of the other better resourced faculty players. It was interesting to hear from the Institute's management that a decade ago a project was initiated to fund a new purpose built premises for IHACU. This was postponed during the Covid crisis and it would appear that there is no immediate prospect of the project being taken forward. The Institute does not lack for ambition and it has a passionate leadership and staff. In discussions with the Institute's management the Ford 6 IEP members were impressed by this passion and commitment to the on-going work and development of IHACU.

However, development prospects seem to be constrained by staffing levels and the limits to external funding in these areas. Perhaps the University needs to think more closely about how such smaller entities can be incentivised to grow and develop.

Summary recommendations:

- Notwithstanding the fact that IHACU is situated in a rather specialised research space, it should consider wider collaborations with universities and organisations in western Europe, in particular within the scope of 4EU+, and beyond.
- IHACU should explore a wider base for funding by way of collaborations outside the Czech Republic with a focus on the archive digitalisation work that is a major thrust of the Institute's work. This should embrace the wider European research space.
- Internally, some of the inter-faculty activities with the First Faculty of Medicine and the Faculty of Science should be steered towards more formally based project initiatives, through discussions between the respective management teams.
- The publication of research in English can offer a path to wider societal impact and the trend in this direction during the period under assessment should be made an on-going feature of IHACU research strategy for the future. The Institute should consider how far its journal can be a starting point for this initiative.
- The Institute should introduce some quantitative data to go alongside its narrative on the most important activities in the field of popularisation of R&D&I and communication with the public

EVALUATION REPORT IN MODULE 3

NAME OF EVALUATED UNIT: Center for Theoretical Study

FORD: 1 - Natural sciences

SOCIAL CONTRIBUTION OF THE EVALUATED UNIT

3.1 Introductory information about the unit under evaluation

Indicator 3.1 is a non-evaluated indicator that provides basic information about the evaluated unit such as its mission and vision, organizational structure, size and staffing, or R&D&I capacities.

The Centre for Theoretical Study (CTS) is a transdisciplinary institute for advanced research, jointly operated by Charles University and the Czech Academy of Sciences since 1993. Founded in 1990, CTS fosters collaboration across natural sciences, social sciences, and humanities, integrating theoretical, empirical, and action-oriented research. Its mission is to cultivate a dynamic, top-tier scientific environment that bridges disciplinary boundaries and promotes international scholarly exchange.

CTS envisions establishing Transdisciplinary Anthropocene Studies as a recognized academic field. This vision is materializing through initiatives like the micro-credential course “Anthropocene: the contemporary world in transdisciplinary perspective,” launched in 2023 and accredited for 8 ECTS credits. The course is part of a broader effort to develop global educational and research networks, including partnerships with Humboldt University and the University of Vienna.

CTS operates as a compact and agile research center, structured around five thematic working groups:

1. Deep Anthropocene (Quaternary Palaeoecology and Archaeology)
2. Biological Diversity in the Anthropocene (Macroecology)
3. City-Country-Landscape (Cultural Anthropology, Urban Theory)
4. The Anthropocene – The World and Its Humans (Philosophy, History, Sociology, Economics)
5. Natural and Artificial Intelligence (Computer Science, Mathematics, Physics)

Each group is led by a guarantor and supported by targeted grant funding. CTS does not run standard degree programs but engages doctoral students and postdoctoral fellows through research projects and fellowships.

Staffing has grown significantly—from 17.24 FTE in 2019 to 26.59 FTE in 2023—driven by strategic recruitment and new grants. The team includes senior researchers, early-career scientists, and technical staff. Gender balance remains a challenge (3:1 male-to-female ratio), though improvements are evident among junior researchers and recent leadership appointments.

CTS’s research portfolio is predominantly rooted in basic research (75%), complemented by applied (17%) and contract research (8%). The disciplinary distribution reflects a near-equal balance between natural sciences and social sciences/humanities, with key strengths in:

- Computer and Information Sciences (11.26%)
- Biological Sciences (40.54%)

- Sociology (9.01%)
- Philosophy, Ethics and Religion (11.71%)
- History and Archaeology (13.51%)

CTS's societal contributions span nature conservation, urban planning, AI ethics, and pandemic response. Its transdisciplinary approach positions it as a unique hub for addressing complex global challenges through integrated scientific inquiry.

RECOGNITION BY THE RESEARCH COMMUNITY

3.2 Recognition by the research community

Evaluate the position of the evaluated unit in the R&D&I research community based on the facts presented in indicator 3.2 and its annexed tables (3.2.1 to 3.2.5).

Rating [1–5]:

5 - Outstanding

Qualitative assessment:

The Centre for Theoretical Study (CTS) demonstrates a distinctive and strategically positioned role within the international R&D&I research community.

For many years, members of the CTS have been involved in CU projects UNCE (University Centres of Excellence), namely The Centre for Biodiversity Dynamics (with the Faculty of Science) and Nature and Culture: Historical, Cultural and Biological Concepts of Human Nature (with the Faculty of Science, the Faculty of Philosophy and the Faculty of Humanities). Members of the CTS are also involved in several international consortia and working groups. On the other hand, the CTS is regularly visited by guests from renowned foreign research institutions.

The recognition of individual members of the CTS in the professional community is exceptional. Among them we can highlight the elected membership in national and international societies gathering the most prominent scientists (Academia Europaea - David Storch; The Learned Society of the Czech Republic - David Storch and recently Jakub Steiner), the participation in editorial boards of top journals such as Ecology Letters, Global Ecology and Biogeography or Preslia, or the participation in the process of R&D&I evaluation of national and international basic and applied research programmes, including ERC.

In addition, CTS members are involved in many professional organisations and advisory boards in the Czech Republic, ranging from scientific boards of universities (e.g. CTU, TU Liberec), the Scientific Council of the Ministry of the Environment, the Scientific Council of the Nature Conservation Agency, the Scientific Council of the Czech Switzerland National Park, the Scientific and Technical Panel of the Ramsar Convention on Wetlands - National Focal Point, the Scientific Council of the UNESCO Bohemian Paradise Global Geopark, the professional platforms of the Prague Institute of Planning and Development (IPR Prague), the Management Committee for the Czech Republic in the COST Action, etc.

Recommendations:

- Continue and expand participation in Horizon Europe consortia, COST Actions, and global transdisciplinary networks.
- Consider hosting international workshops or summer schools to attract global talent and raise CTS's profile.

RESEARCH PROJECTS

3.3 Research projects

Evaluate the most important research projects of the evaluated unit, especially regarding the results achieved and the application potential of the project, the proportionality with respect to the R&D&I capacities of the evaluated unit, the degree of interdisciplinarity and collaboration with other parts of the evaluated HEI, and the consistency with the declared mission and vision of the evaluated unit. Use the data from the full list of research projects and contract research activities in Tables 3.3.1 and 3.3.2 to supplement the evaluation.

Rating [1–5]:

5 - Outstanding

Qualitative assessment:

CTS's most prominent projects, such as those in macroecology, AI ethics, urban theory, and Anthropocene studies, have yielded high-impact publications, policy-relevant insights, and educational innovations. Notable achievements include the development of theoretical frameworks for biodiversity conservation and urban resilience; contributions to AI ethics that inform regulatory debates and digital governance; and launch of the micro-credential course "Anthropocene: the contemporary world in transdisciplinary perspective," which translates research into accredited education.

While CTS focuses primarily on basic research, several projects show strong application potential, particularly in nature conservation, urban planning, and ethical AI deployment. These outputs have been used by municipalities, NGOs, and international networks, demonstrating societal relevance beyond academia.

The scale and scope of CTS's projects are well-matched to its size and staffing. With a lean structure (26.59 FTE in 2023), CTS has managed to secure competitive national and EU funding; maintain a steady output of peer-reviewed publications and books; and engage doctoral and postdoctoral researchers through targeted fellowships.

The unit's ability to deliver high-quality research across multiple domains without overstretching its resources reflects sound strategic planning and efficient use of its R&D&I capacity.

CTS excels in interdisciplinarity, with five thematic working groups that span Natural sciences (e.g., macroecology, palaeoecology); Social sciences and humanities (e.g., philosophy, sociology, history); and Computational sciences (e.g., AI, mathematics, physics)

Projects often involve cross-group collaboration, and CTS maintains active links with other parts of Charles University and the Czech Academy of Sciences. This internal integration supports the Centre's transdisciplinary identity and fosters innovative approaches to complex problems like climate change, urban transformation, and digital ethics.

All major projects are tightly aligned with CTS's declared mission: to advance transdisciplinary research that bridges theoretical and applied domains. The Centre's vision to establish "Transdisciplinary Anthropocene Studies" is reflected in its project portfolio, educational initiatives, and international collaborations.

CTS's work embodies its commitment to intellectual rigor, societal relevance, and academic innovation. The projects not only reinforce its identity but also position it as a thought leader in emerging fields that require integrative thinking.

Recommendations:

- The center should deepen its integration with the broader Charles University ecosystem by formalizing joint appointments, co-supervised PhDs, and shared research infrastructure with other Charles University faculties, to foster cross-pollination and resource efficiency.
- The center should consider expanding its digital and data capabilities by hiring dedicated data stewards or digital curators to support reproducibility and open science.
- The center should consider benchmarking itself against global peers such as the Santa Fe Institute, the Potsdam Institute for Climate Impact Research, or the Institute for Advanced Study in Princeton and use insights to refine governance, outreach, and thematic focus.

3.4 Research results with existing or prospective impact on society

Evaluate the research results already applied in practice or intended to be applied in practice. When evaluating, consider whether the results are proportionate to the R&D&I capacities of the evaluated unit, how they contribute to the fulfilment of the mission and vision of the evaluated unit and, if stated in the self-evaluation, how the results take into account the gender dimension and sustainability. Use the data from the full results summary in Table 3.4.1 to supplement the evaluation.

Rating [1–5]:

4 - Very good

Qualitative assessment:

CTS operates with a compact but highly capable team (26.59 FTE in 2023), and its applied outputs are well-matched to this scale. Rather than pursuing large-scale industrial applications, CTS focuses on high-impact, context-sensitive contributions in areas such as nature conservation and biodiversity policy; urban planning and landscape transformation; AI ethics and digital governance; and pandemic response and public health modeling.

These applications emerge organically from CTS's core research strengths and reflect a strategic use of its resources. The center avoids overstretching, instead leveraging its intellectual capital to influence policy, education, and societal discourse.

CTS's mission centers on advancing transdisciplinary research that bridges theoretical insight and societal relevance. The applied results clearly support this goal. Specifically, the Anthropocene micro-credential course translates research into education, fostering public understanding of complex global challenges. Contributions to urban planning and nature conservation reflect CTS's commitment to ecological and cultural sustainability. Work on AI ethics and digital transformation aligns with its vision to shape emerging fields through integrative inquiry.

These outputs reinforce CTS's identity as a thought leader in transdisciplinary studies and demonstrate its ability to connect abstract theory with real-world impact.

The self-evaluation acknowledges gender imbalance (3:1 male-to-female ratio) and outlines steps toward improvement, particularly in junior recruitment and leadership roles. While gender is not a central theme of the applied research results, CTS shows awareness and intent to address it structurally.

Sustainability, on the other hand, is deeply embedded in CTS's applied work. Projects on biodiversity, landscape resilience, and urban transformation directly contribute to ecological sustainability and the center's emphasis on long-term planetary perspectives and Anthropocene studies positions sustainability as a foundational concern, not just a peripheral goal.

CTS's applied and practice-oriented research results are proportionate to its size and R&D&I capacity; strategically aligned with its mission and vision; societally relevant, especially in

sustainability and digital ethics; and gender-aware, with room for deeper integration into research themes.

These results reflect a mature, mission-driven research culture that prioritizes depth, interdisciplinarity, and long-term impact.

Recommendations:

- The center should expand its sustainability partnerships with environmental NGOs, city governments, and EU Green Deal initiatives.
- CTS should thrive to position itself as a transdisciplinary advisor on climate adaptation, biodiversity policy, and sustainable urbanism.

TRANSFER OF RESULTS INTO PRACTICE

3.5 Transfer of results into practice

Evaluate the effectiveness of the transfer of results into practice by the unit being evaluated. Pay attention to whether the composition of the stated users of the results or the way the R&D&I results are commercialised (if stated) is consistent with the R&D&I results produced and the mission and vision of the evaluated unit and how successful the evaluated unit is in its activities, such as attracting new users of the results, commercialising the R&D&I results and obtaining funding from non-public, non-grant sources.

Rating [1–5]:

4 - Very good

Qualitative assessment:

CTS's mission centers on transdisciplinary research that bridges theoretical inquiry with societal relevance. The practical applications of its R&D&I outputs, particularly in areas like biodiversity conservation, urban planning, AI ethics, and Anthropocene studies, are clearly aligned with this vision. Rather than pursuing commercialisation in a conventional sense, CTS focuses on knowledge transfer to public institutions, NGOs, and educational platforms, which reflects its emphasis on long-term societal impact over market-driven innovation.

The stated users of CTS's results include:

- Municipalities and regional planners (e.g., for urban resilience and landscape transformation)
- Environmental NGOs and conservation bodies (e.g., for biodiversity and ecosystem modeling)
- Educational institutions and networks (e.g., through the micro-credential course on the Anthropocene)
- Policy stakeholders and advisory bodies (e.g., in AI ethics and pandemic modeling)

This user base is consistent with CTS's research profile and transdisciplinary ethos. It reflects a deliberate targeting of actors who can implement or disseminate CTS's insights in real-world contexts.

CTS does not prioritize traditional commercialisation (e.g., patents, spin-offs), which is appropriate given its focus on basic and policy-relevant research. However, it has demonstrated success in securing contract research (8% of its portfolio), often with public or semi-public entities; attracting non-grant funding, including institutional support and targeted fellowships; and developing educational products (e.g., accredited micro-credentials) that could evolve into revenue-generating formats if scaled.

While commercialisation is not a core goal, CTS's ability to attract non-grant, non-public funding (especially through strategic partnerships and educational innovation) is proportionate and effective.

CTS has shown initiative in expanding its user base through international collaborations (e.g., Humboldt University, University of Vienna); public engagement and media presence, which raise awareness and attract new stakeholders; and educational outreach, which introduces CTS's work to new audiences, including students, educators, and civil society actors.

These efforts suggest a growing ecosystem of users and collaborators, even if not framed in commercial terms.

Recommendations:

- Consider licensing micro-credential courses, offering executive education, or developing open-source platforms with optional premium features.
- Pursue philanthropic funding, strategic partnerships with cultural institutions, or EU innovation instruments (e.g., EIT Climate-KIC, New European Bauhaus).
- Establish stakeholder advisory panels or co-creation workshops to regularly align research outputs with user needs.

POPULARIZATION OF VAVAI

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

Evaluate how active and successful the evaluated unit is in the field of popularisation of R&D&I and communication with the public.

Rating [1–5]:

4 - Very good

Qualitative assessment:

CTS is actively engaged in communicating its research to the public through a variety of formats:

- Public lectures and panel discussions on topics such as the Anthropocene, AI ethics, and biodiversity.
- Media contributions, including interviews, op-eds, and expert commentary in national outlets.
- Educational outreach, notably the launch of the micro-credential course "Anthropocene: the contemporary world in transdisciplinary perspective," which is designed for broader audiences and accredited for 8 ECTS credits.
- Digital presence, including a well-maintained website and social media channels that disseminate research findings and event announcements.

CTS's public engagement has led to increased visibility in national and international media; policy influence, especially in areas like urban planning and nature conservation; and educational innovation, with the micro-credential course serving as a model for transdisciplinary learning beyond traditional degree programs.

Popularisation efforts are tightly aligned with CTS's mission to foster transdisciplinary understanding of global challenges. By engaging with the public on topics like the Anthropocene, digital transformation, and ecological resilience, CTS reinforces its vision of bridging science, society, and culture.

While the gender dimension is not explicitly foregrounded in CTS's public communication strategy, the center has shown awareness of gender imbalance and is taking steps to address it internally. Sustainability, on the other hand, is a central theme in CTS's outreach—reflected in its events, publications, and educational programs focused on ecological and societal resilience.

Recommendations:

- Create a formal outreach roadmap with defined goals, target audiences (e.g., students, policymakers, general public), and key performance indicators. Include timelines for events, media campaigns, and content releases.
- Launch a podcast, video series, or interactive blog featuring CTS researchers discussing their work in accessible formats.
- Develop workshops, competitions, or classroom modules tailored for secondary schools. Consider partnering with educational platforms to scale outreach.
- Collect data on audience engagement, media reach, and feedback from public events. Use surveys, analytics, and stakeholder interviews to assess effectiveness and guide improvements.

IMPLEMENTATION OF RECOMMENDATIONS

3.7 Implementation of the recommendations in Module 3

Evaluate how the evaluated unit has reflected the recommendations from the previous evaluation of the IEP, if applicable.

If the evaluated unit has not been evaluated before, the indicator will be marked as N/A – Not Applicable.

Rating [1–5]:

4 - Very good

Qualitative assessment:

CTS has substantially reflected on the previous IEP recommendations, with clear improvements in strategic focus, visibility, collaboration, gender awareness, and educational engagement. While some areas, such as career development and internal integration, could benefit from further formalization, the overall trajectory is positive and responsive.

Recommendations:

- Continue implementing actions addressing previous recommendations relevant to career development, internal integration, and gender imbalance.

EVALUATED UNIT RATING

Evaluation of unit

Having evaluated the individual criteria of module M3, please summarise your evaluation in the context of the module, describing and justifying the strengths and weaknesses of the unit being evaluated.

3.1 Introductory information about the unit under evaluation

NOT RATED

3.2 Recognition by the research community

5 - Outstanding

3.3 Research projects	5 - Outstanding
3.4 Research results with existing or prospective impact on society	4 - Very good
3.5 Transfer of results into practice	4 - Very good
3.6 The most important activities in the field of popularization of R&D&I and communication with the public	4 - Very good
3.7 Implementation of the recommendations in Module	4 - Very good
Average rating [1–5]:	4 - Very good
Grade [A–D]:	B
Summary assessment: CTS is a high-performing, mission-driven research unit with a distinctive transdisciplinary identity. It excels in scientific output, societal relevance, and strategic responsiveness. With modest enhancements in stakeholder engagement, gender integration, and impact tracking, CTS is well-positioned to achieve even greater visibility and influence in the European R&D&I landscape.	
Summary recommendations: • Continue and expand participation in Horizon Europe consortia, COST Actions, and global transdisciplinary networks. • Consider hosting international workshops or summer schools to attract global talent and raise CTS's profile. • The center should deepen its integration with the broader Charles University ecosystem by formalizing joint appointments, co-supervised PhDs, and shared research infrastructure with other Charles University faculties, to foster cross-pollination and resource efficiency. • The center should consider expanding its digital and data capabilities by hiring dedicated data stewards or digital curators to support reproducibility and open science. • The center should consider benchmarking itself against global peers such as the Santa Fe Institute, the Potsdam Institute for Climate Impact Research, or the Institute for Advanced Study in Princeton and use insights to refine governance, outreach, and thematic focus. • The center should expand its sustainability partnerships with environmental NGOs, city governments, and EU Green Deal initiatives. • CTS should thrive to position itself as a transdisciplinary advisor on climate adaptation, biodiversity policy, and sustainable urbanism. • Consider licensing micro-credential courses, offering executive education, or developing open-source platforms with optional premium features. • Pursue philanthropic funding, strategic partnerships with cultural institutions, or EU innovation instruments (e.g., EIT Climate-KIC, New European Bauhaus). • Establish stakeholder advisory panels or co-creation workshops to regularly align research outputs with user needs. • Create a formal outreach roadmap with defined goals, target audiences (e.g., students, policymakers, public), and key performance indicators. Include timelines for events, media campaigns, and content releases.	

- Launch a podcast, video series, or interactive blog featuring CTS researchers discussing their work in accessible formats.
- Develop workshops, competitions, or classroom modules tailored for secondary schools. Consider partnering with educational platforms to scale outreach.
- Collect data on audience engagement, media reach, and feedback from public events. Use surveys, analytics, and stakeholder interviews to assess effectiveness and guide improvements.
- Continue implementing actions addressing previous recommendations relevant to career development, internal integration, and gender imbalance.

EVALUATION REPORT IN MODULE 3

NAME OF EVALUATED UNIT: Center for Economic Research and Graduate Education (CERGE)

FORD: 5 - Social sciences

SOCIAL CONTRIBUTION OF THE EVALUATED UNIT

3.1 Introductory information about the unit under evaluation

Indicator 3.1 is a non-evaluated indicator that provides basic information about the evaluated unit such as its mission and vision, organizational structure, size and staffing, or R&D&I capacities.

Commentary:

The introduction provides a good if only brief overview of the center and its activities. The main activities of CERGE – state-of-the-art (basic) research, world class graduate education, and social and public outreach – are clearly stated. The unit seemingly chooses to present its mission and vision in terms of activities, rather than long-term goals and aspirations and the position of CERGE in the field.

The introduction provides a good sense of how the organizational structure of CERGE, especially its relations with the Economics Institute of the Czech Academy of Sciences (EI) and Institute for Democracy and Economic Analysis (IDEA), contribute to its main activities. It is worth noting that the relationships between these organizational units have been clarified in part because of the recommendations of the last research review. The interview conducted by the evaluation panel with the CERGE representatives helped them to understand these organizational relationships and their development more clearly.

Basic information regarding staffing, age/rank/gender structures, as well as the teaching programs and student body, are provided and clearly presented. This reveals a small but very young and dynamic center. The overview also immediately raises questions regarding the enduring gender imbalance. The interview with the CERGE representatives helped the evaluation panel to better understand these dynamics, including (in the CUNI context) the relatively high number of foreign staff involved in CERGE, and the strategic focus on hiring more female colleagues at the junior level.

Finally, the introduction portrays CERGE as socially engaged. Given the importance of social impact in the CERGE's activities, this section could have possibly provided more information/examples that would help us to appreciate the practical realization of this priority. But again, the interview with the CERGE leadership, as well as the self-evaluation report, helped the evaluation panel to understand these activities better.

RECOGNITION BY THE RESEARCH COMMUNITY

3.2 Recognition by the research community	
Evaluate the position of the evaluated unit in the R&D&I research community based on the facts presented in indicator 3.2 and its annexed tables (3.2.1 to 3.2.5).	
Rating [1–5]:	4 - Very good
Qualitative assessment: The center provides evidence of a strong recognition within the research community: staff in different academic ranks are members of journal editorial boards and editorial teams and are frequent guests at prestigious foreign universities; leading foreign professors also come to Prague to lecture and teach. We should also mention the national and foreign awards won by the faculty staff, including Dennis J. Aigner Award, Heinz König Young Scholar Award, or the 2019 Minister of Education Award, and their serious involvement in the evaluation of research projects, especially projects of the Czech Science Foundation (GACR). Overall, the indicators suggest a very good recognition of the faculty by the (international) research community, and of the expanding academic services provided to it by the center staff.	
Recommendations: This is a well-regarded center nationally and internationally and its members play an active role in the field of economics within the Czech Republic and internationally. Conform to the strategic goals of the center to focus on top class basic research, the management might consider: • Creating support structures, and providing financial or career-enhancing incentives, for the staff members to become involved in professional associations and international learned societies, which would further increase center's visibility and prestige.	

RESEARCH PROJECTS

3.3 Research projects	
Evaluate the most important research projects of the evaluated unit, especially regarding the results achieved and the application potential of the project, the proportionality with respect to the R&D&I capacities of the evaluated unit, the degree of interdisciplinarity and collaboration with other parts of the evaluated HEI, and the consistency with the declared mission and vision of the evaluated unit. Use the data from the full list of research projects and contract research activities in Tables 3.3.1 and 3.3.2 to supplement the evaluation.	
Rating [1–5]:	3 - Average
Qualitative assessment: The center has demonstrated active but relatively modest engagement in a variety of research projects. The self-study reports in total five projects. The complementary tables 3.3.1 and 3.3.2., provide a good sense of the precise focus of these research projects. The portfolio includes major projects funded through national schemes, namely ESF (EXCELES program) which led to the creation of a highly significant cross-university and interdisciplinary collaboration within SYRI, and the Grant Agency of the Czech Republic (GAČR), with a steady share of funding received over the evaluated period. In contrast, measured by the revenue generated, contract research remains relatively limited, chiefly focused around one EU-funded project	

(EUROMOD). The interview clarified that this is in part because contract research is not overall developed in the Czech Republic, but also because CERGE prioritizes (basic) research that can be more readily translated into top level publications.

Funds received from abroad, most importantly those sourced from the European Union (e.g. Horizon Europe or ERC grants), which are a standard bearer of international research project funding in the Czech Republic, are also largely absent as a source of funding in the evaluated period. The onsite interview clarified that a self-evaluation report might be somewhat under-reporting this funding because of its location at co-operating institutions rather than at CERGE. The center considers this kind of funding a priority that has not yet been fully translated into visible results.

Recommendations:

The center should continue developing its capacities in this area and to:

- Consider developing a more robust strategy to diversifying sources of research funding and strategically focus on international sources, like ERC, Erasmus + and Horizon Europe.
- Continue building capacity and support structures, and keep providing financial or career-enhancing incentives, for the staff at all levels – early career, established, senior - to apply for these EU-funded projects.
- Continue implementing measures to increase diversity of staff, including addressing gender imbalances among early career, established, senior staff.
- Re-consider the long-term viability of the center's excellent PhD training program in light of the recent changes to the nationwide PhD funding schemes. Consider alternative sources of PhD funding, including EU-based projects (see above).

3.4 Research results with existing or prospective impact on society

Evaluate the research results already applied in practice or intended to be applied in practice. When evaluating, consider whether the results are proportionate to the R&D&I capacities of the evaluated unit, how they contribute to the fulfilment of the mission and vision of the evaluated unit and, if stated in the self-evaluation, how the results take into account the gender dimension and sustainability. Use the data from the full results summary in Table 3.4.1 to supplement the evaluation.

Rating [1–5]:

4 - Very good

Qualitative assessment:

The self-evaluation suggests that next to its chief focus on basic research, the center is also committed to research that aspires to generate societal benefit. The research in this area is highly diverse, covering areas such tax systems, human mobility, funding of higher-education students, various Covid 19-related issues, or electoral competition. Achievements in this area are presented mainly in terms of possible spinoffs and implications from the basic research of the center and from its top-level publications, rather than already applied/realized results, with a notable exception of the study for financing of higher education students.

The specific potential outputs reported in the self-evaluation confirm what one would expect from an economics focused center and include predominantly development of methodologies, services and advice to the government, and expert outputs for policymaking. There is evidence of strong potential influence, for example in contributions to the development of urban planning or environmental policies, policy evaluations, higher education funding, but less so in (explicit) terms of gender influence or sustainability.

Recommendations:

The disciplinary focus on economics provides the center with a very strong basis from which to achieve impact. The research conducted in the evaluated period also clearly demonstrates some good results and is to be commended.

Some points for further development might be considered, namely:

- Gender – there is little evidence in either titles or descriptions of projects to demonstrate any specific focus on it. Future research might be more explicit both in terms of how the project is described and conceptualized in those terms.
- Sustainability – like with gender, there is little evidence in either titles or descriptions of projects to demonstrate any specific focus on it. Future research might be more explicit both in terms of how the project is described and conceptualized in those terms.
- The center should continue to enhance its capacity to communicate the innovations, methodologies and outcomes of its projects to key stakeholders including government institutions, non-governmental organizations, students and other social partners.

TRANSFER OF RESULTS INTO PRACTICE

3.5 Transfer of results into practice

Evaluate the effectiveness of the transfer of results into practice by the unit being evaluated. Pay attention to whether the composition of the stated users of the results or the way the R&D&I results are commercialised (if stated) is consistent with the R&D&I results produced and the mission and vision of the evaluated unit and how successful the evaluated unit is in its activities, such as attracting new users of the results, commercialising the R&D&I results and obtaining funding from non-public, non-grant sources.

Rating [1–5]:

4 - Very good

Qualitative assessment:

The center identified several expert and advisory activities of its staff in the evaluated period, including a significant presence of the CERGE colleagues at government advisory bodies. In addition to this, CERGE has developed a robust infrastructure for applied research through the IDEA think tank, which serves as a dedicated channel for policy-relevant work. Operating in close cooperation with the Czech Academy of Sciences, IDEA enables CERGE to uphold high academic standards while producing influential analyses in domains such as education financing and urban development.

In parallel, CERGE has strengthened its external engagement through targeted dissemination strategies, including media outreach, public debates, and policy briefings. These efforts, coupled with sustained collaboration with ministries and public bodies, have ensured that CERGE's research informs national policymaking. Its graduate programmes further support this mission by producing alumni who now shape policy and practice across academia, government, and financial institutions.

Together, these activities appear to demonstrate a clear commitment to ensuring that economics research informs and enhances policies in relevant societal sectors, like schools, non-governmental organizations and ministries. The center relies on an external subsidiary (CPPT) of the university in this area.

Recommendations:

- Continue linking with the CUNI central knowledge transfer and commercialization arms and further explore new areas of funding, influence and impact.

POPULARIZATION OF VAVAI

3.6 The most important activities in the field of popularization of R&D&I and communication with the public	
Evaluate how active and successful the evaluated unit is in the field of popularisation of R&D&I and communication with the public.	
Rating [1–5]:	4 - Very good
Qualitative assessment: This center has a very serious media profile, which appears to be a result of its concerted strategic focus in this area. CERGE is clearly aware of the importance of the popularization of its research and has taken concrete steps towards developing a specific communications and dissemination infrastructure, most notably IDEA. The self-evaluation report includes a variety of outreach activities that have been undertaken in the evaluated period, ranging from popular lecture series, IDEA anti-Covid platform, public debates (IDEA talks) and conferences. There are also many individuals with high profile presence media.	
Recommendations: CERGE's activities point to a clear awareness of the value of science communication and outreach. The center should: • Keep investing in the IDEA think-tank and further enhance its capacity to communicate research results to key stakeholders and boarder public.	

IMPLEMENTATION OF RECOMMENDATIONS

3.7 Implementation of the recommendations in Module 3	
Evaluate how the evaluated unit has reflected the recommendations from the previous evaluation of the IEP, if applicable.	
If the evaluated unit has not been evaluated before, the indicator will be marked as N/A – Not Applicable.	
Rating [1–5]:	4 - Very good
Qualitative assessment: CERGE has made a serious attempt to address the main recommendations of the previous evaluation. In particular, the center focused on clarifying its co-operation and organizational embedding with EI and IDEA, promoting interdisciplinary collaboration, and enhancing the societal reach of their research. Other key developments identified included better analysis of its applied research and public policy impact. They provide evidence that good progress has been made in several areas, particularly in: • Fostering cross-university initiatives and interdisciplinary collaborations (SYRI). • Engaging more systematically with applied research and public policy impact by strengthening IDEA. • Increasing the share of altruistic funding.	

Improving the visibility and practical application of research.
Recommendations: - Diversify your sources of funding for both basic research and for PhD positions by more concerted effort to attract international funding, including exploring EU-prioritized areas like competitiveness which are suitable for economics research. - Consider leveraging institutional support offered by the university to facilitate creation and administration of international grants, as well as the use of internal university funding schemes like PRIMUS as a seed money.

EVALUATED UNIT RATING

Evaluation of unit	
Having evaluated the individual criteria of module M3, please summarize your evaluation in the context of the module, describing and justifying the strengths and weaknesses of the unit being evaluated.	
3.1 Introductory information about the unit under evaluation	NOT RATED
3.2 Recognition by the research community	5 - Outstanding
3.3 Research projects	3 - Average
3.4 Research results with existing or prospective impact on society	4 - Very good
3.5 Transfer of results into practice	4 - Very good
3.6 The most important activities in the field of popularization of R&D&I and communication with the public	4 - Very good
3.7 Implementation of the recommendations in Module	4 - Very good
Average rating [1–5]:	4 - Very good
Grade [A–D]:	B
Summary assessment: The Center for Economic Research and Graduate Education (CERGE) is a highly regarded institution that combines a commitment to high-quality basic research, graduate education, and public engagement. The panel commended CERGE's strong international reputation, particularly the academic recognition of its staff and its media visibility. The centre's affiliation with the Economics Institute of the Czech Academy of Sciences and the IDEA think-tank has been clarified since the last review and contributes to a coherent institutional profile. However, while the centre is socially engaged and maintains strong links to policy and public discourse, more could be done to explicitly showcase the impact of its research, particularly in relation to gender and sustainability concerns. The centre's research project portfolio remains modest relative to its ambitions and capacities, with a limited presence in major international funding streams such as Horizon Europe or ERC. While this is partly explained by structural factors in the Czech funding ecosystem, the panel encourages the development of a more strategic approach to accessing international research funding and enhancing the application and societal relevance of its work. Measures to diversify funding, improve gender balance, and further integrate communications and knowledge transfer activities are	

underway and should be continued. Overall, CERGE is a well-positioned and dynamic unit with strong foundations and substantial potential for future development.

Summary recommendations:

- Diversify your sources of funding for both basic research and for PhD positions by more concerted effort to attract international funding, including exploring EU-prioritized areas like competitiveness which are suitable for economics research.
- Consider leveraging institutional support offered by the university to facilitate creation and administration of international grants, as well as the use of internal university funding schemes like PRIMUS as a seed money.
- Continue with the proactive approach to international visibility. Consider strategically prioritizing opportunities to take on leadership roles in the management of professional associations and learned societies.
- Continue with the targeted recruitment and the design of career pathways that will lead to a more balanced gender profile at all academic levels of employment.
- Continue and strengthen the design of career pathways and career opportunities that has already led to significant internalization at all academic levels of employment and offer these as 'best practices' to the wider university.

EVALUATION REPORT IN MODULE 3

NAME OF EVALUATED UNIT: Environment Center

FORD: 1 - Natural sciences

SOCIAL CONTRIBUTION OF THE EVALUATED UNIT

3.1 Introductory information about the unit under evaluation

Indicator 3.1 is a non-evaluated indicator that provides basic information about the evaluated unit such as its mission and vision, organizational structure, size and staffing, or R&D&I capacities.

Commentary:

The Environment Center (CUEC) is a multidisciplinary research institute whose mission is primarily focused on the social aspects of the environment, supporting evidence-based policymaking. It consists of five departments, spanning social, educational, and behavioural aspects of environmental research and are led by professors who teach and also conduct research at other units (faculties). A total of approximately 33 FTE R&D personnel work at the center; this number does not include the Department heads. The CUEC collaborates closely with the Faculty of Science's Institute for Environment on natural science topics and contributes significantly to doctoral programs, although CUEC PhD students are enrolled in other faculties. While classified as natural sciences in official tables, its real focus is social science and policy-relevant research. The center relies mostly on external funding, with only a small portion of its funding coming from Charles University (CU). CUEC also provides expertise without additional HR support in areas like sustainability planning to CU and governmental committees. It has a strong international profile (50-60% European funding) and engages in programs like 4EU+. The center aims to strengthen its fields through external hiring and initiatives like Primus grants (3 grants active which is considerable with respect to the size of the center), and recently established collaborations on new study programs in sustainability management.

RECOGNITION BY THE RESEARCH COMMUNITY

3.2 Recognition by the research community

Evaluate the position of the evaluated unit in the R&D&I research community based on the facts presented in indicator 3.2 and its annexed tables (3.2.1 to 3.2.5).

Rating [1–5]:

3 - Average

Qualitative assessment:

The Environment Center (CUEC) holds a particular position in the R&D&I community of Charles University for applied research supporting evidence-based policymaking. Its strong interdisciplinary profile, focused on the social dimensions of environment-society relations, is beneficial for its collaboration with international organizations, government bodies, and local authorities. The center is recognized for producing analyses that inform government strategies and policies and has contributed significantly to Charles University's own sustainability agenda. CUEC stands as a

respected, practice-oriented unit with considerable impact in policy-relevant research nationally and internationally.

Members of the center contribute their expertise to editorial boards and proposal evaluations for international journals and calls. Invited lectures were given by a few guests visiting the Center and by a limited number of people outside the center. The center's visibility, and consequently its recognition, nationally and internationally, beyond the CU research community, remains limited when too few researchers engage in international invited lectures (7/8 are given by the same person). It is particularly surprising that researchers who have received awards are not among those invited to give lectures.

Recommendations:

- Researchers should continue to provide their expertise to various bodies in society, ranging from decision-making bodies to the media.

RESEARCH PROJECTS

3.3 Research projects

Evaluate the most important research projects of the evaluated unit, especially regarding the results achieved and the application potential of the project, the proportionality with respect to the R&D&I capacities of the evaluated unit, the degree of interdisciplinarity and collaboration with other parts of the evaluated HEI, and the consistency with the declared mission and vision of the evaluated unit. Use the data from the full list of research projects and contract research activities in Tables 3.3.1 and 3.3.2 to supplement the evaluation.

Rating [1–5]:

3 - Average

Qualitative assessment:

Keeping the budget from national sources stable during the evaluation period, the center has considerably increased project funding from the European Union. Many of these projects are in fact networks that bring them together with similar institutions elsewhere. The international projects are concentrated in the largest of the five departments.

Recommendations:

- Best practice in internationalization should be shared between the departments throughout the center.

3.4 Research results with existing or prospective impact on society

Evaluate the research results already applied in practice or intended to be applied in practice. When evaluating, consider whether the results are proportionate to the R&D&I capacities of the evaluated unit, how they contribute to the fulfilment of the mission and vision of the evaluated unit and, if stated in the self-evaluation, how the results take into account the gender dimension and sustainability. Use the data from the full results summary in Table 3.4.1 to supplement the evaluation.

Rating [1–5]:

4 - Very good

Qualitative assessment:

The projects have a direct impact at various levels, from school education to sustainable development at local level. They provide also evidence for science-informed political decisions at the national level.

Recommendations:

- While maintaining their fruitful interactions with national bodies, the center could increase its impact at the international level. The recent networking projects that crosslink the center internationally should be used to identify relevant opportunities.

TRANSFER OF RESULTS INTO PRACTICE

3.5 Transfer of results into practice

Evaluate the effectiveness of the transfer of results into practice by the unit being evaluated. Pay attention to whether the composition of the stated users of the results or the way the R&D&I results are commercialised (if stated) is consistent with the R&D&I results produced and the mission and vision of the evaluated unit and how successful the evaluated unit is in its activities, such as attracting new users of the results, commercialising the R&D&I results and obtaining funding from non-public, non-grant sources.

Rating [1–5]:

4 - Very good

Qualitative assessment:

The transfer to society is particularly well realized; the projects' results feed directly into politics. The creation of a spin-off specializing in ESG expertise, which was finalized in 2025, is expected to be a major asset for the future. However, no funding from non-public, non-grant sources has been received and the center does not seem to make full use of the services of the CPPT and the CUIP.

Recommendations:

- The center should make the best of the spin-off for the valorization of their expertise.
- The center should actively pursue funding from non-public sources.

POPULARIZATION OF VAVAI

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

Evaluate how active and successful the evaluated unit is in the field of popularisation of R&D&I and communication with the public.

Rating [1–5]:

5 - Outstanding

Qualitative assessment:

Despite the lack of details in the self-assessment report, the list of individuals who appear on national TV and radio or write newspaper articles, as well as the center's impact outside the academic community, clearly demonstrates important activities in science popularization.

Recommendations:

- Popularizing science is an important aspect of the center's projects to ensure their impact. All researchers should receive appropriate training for media interactions.

IMPLEMENTATION OF RECOMMENDATIONS

3.7 Implementation of the recommendations in Module 3	
Evaluate how the evaluated unit has reflected the recommendations from the previous evaluation of the IEP, if applicable.	
If the evaluated unit has not been evaluated before, the indicator will be marked as N/A – Not Applicable.	
Rating [1–5]:	4 - Very good
Qualitative assessment: The center has adopted two significant recommendations, namely strengthening internationalization and collaboration with the Faculty of Science. The former has led to significant EU funding for some departments. However, the center has not improved its visibility through invited lectures.	
Recommendations: The center should improve the visibility and scientific recognition of all its members.	

EVALUATED UNIT RATING

Evaluation of unit	
Having evaluated the individual criteria of module M3, please summarise your evaluation in the context of the module, describing and justifying the strengths and weaknesses of the unit being evaluated.	
3.1 Introductory information about the unit under evaluation	NOT RATED
3.2 Recognition by the research community	3 - Average
3.3 Research projects	3 - Average
3.4 Research results with existing or prospective impact on society	4 - Very good
3.5 Transfer of results into practice	4 - Very good
3.6 The most important activities in the field of popularization of R&D&I and communication with the public	5 - Outstanding
3.7 Implementation of the recommendations in Module	4 - Very good
Average rating [1–5]:	4 - Very good
Grade [A–D]:	B
Summary assessment: The center primarily conducts applied research projects that have a significant societal impact. Its internationalization strategy for funding and creation of a spin-off for ESG expertise has been remarkably successful. While the national recognition is undeniable, there is room for improvement regarding international scientific recognition.	
Summary recommendations:	

- Researchers should continue to provide their expertise to various bodies in society, ranging from decision-making bodies to the media.
- Best practice in internationalization should be shared between the departments throughout the center.
- The center should increase its impact at the international level by leveraging the recent networking projects that crosslink the center internationally, to identify relevant opportunities.
- The center should make the best of the spin-off for the valorization of their expertise.
- The center should actively pursue funding from non-public sources.
- All researchers should receive appropriate training for media interactions.

SUMMARY RATING IN MODULE 3

MODULE 3 – SUMMARY RATING

After evaluating the individual units, please provide a summary evaluation of social relevance in Module 3 for the HEI as a whole. Please assess the balance of the evaluated units, how they contribute to the mission and vision of the HEI and describe the strengths and weaknesses of the HEI assessed in Module 3.

The summary rating is determined in accordance with the rules of the Methodology HEI2025+ as the average of the grades of the individual units, weighted by their size in terms of FTE staff.

EVALUATED UNIT	Grade [A–D]
Faculty of Science	B
Faculty of Mathematics and Physics	A
Centre for Theoretical Study	B
Environment Centre	B
First Faculty of Medicine	B
Second Faculty of Medicine	B
Third Faculty of Medicine	B
Faculty of Medicine in Plzeň	C
Faculty of Medicine in Hradec Králové	B
Faculty of Pharmacy in Hradec Králové	B
Faculty of Law	C
Faculty of Education	B
Faculty of Social Sciences	B
Faculty of Physical Education and Sport	A
Centre for Economic Research and Graduate Education	B
Catholic Theological Faculty	C
Protestant Theological Faculty	B
Hussite Theological Faculty	C
Faculty of Arts	A
Faculty of Humanities	A
Institute of the History of CU and Archive of C	C
Summary grade	B
Summary quality assessment: Within the context of this evaluation the following units were evaluated: Faculty of Science, Faculty of Mathematics and Physics, Center for Theoretical Study, Environment Center (FORD 1); First Faculty of Medicine, Second Faculty of Medicine, Third Faculty of Medicine, Faculty of Medicine in Plzeň, Faculty of Medicine in Hradec Králové, Faculty of Pharmacy in Hradec Králové (FORD 3);	

Faculty of Law, Faculty of Education, Faculty of Social Sciences, Faculty of Physical Education and Sport, Center for Economic Research and Graduate Education (FORD 5); Catholic Theological Faculty, Protestant Theological Faculty, Hussite Theological Faculty, Faculty of Arts, Faculty of Humanities, Institute of the History of Charles University and Archive of Charles University (FORD 6).

Out of the 21 units that were evaluated four were evaluated as “Outstanding”, eleven as “Very good”, and six as “Average”. The distribution of scores among FORDs is more or less uniform; no outlier FORDs were found. However, the distribution of individual scores per some evaluation criteria is less uniform; this is not surprising, in view of the different orientation of scientific disciplines towards basic/applied research. Accordingly, the scores for contract research; the revenues from non-public sources; the number of applied research results with economic impact; are generally higher for units in FORD1 and 3 than for those in FORD 5 and 6.

FORD 1 – Natural Sciences

Collectively, the four units in FORD 1 represent a powerful constellation of scientific and conceptual expertise with growing societal impact. The Faculty of Mathematics and Physics stands out for its exceptional performance in commercialization, outreach, and public service, with strong ties to industry and a culture of applied excellence. The Environment Center (CUEC) demonstrates high policy relevance, particularly in sustainability, biodiversity, and ESG frameworks, with a well-developed popularization strategy and emerging international influence. CTS contributes deep conceptual leadership in transdisciplinary inquiry, especially around Anthropocene studies, ethics, and systems thinking—offering a bridge between theoretical insight and societal reflection. The Faculty of Science anchors the university’s research excellence in the natural sciences, with strong disciplinary depth and international visibility, though its societal uptake and valorization remain comparatively modest.

Public engagement across these units is varied but generally strong. CTS and CUEC are particularly active in science communication, while Mathematics and Physics has developed exemplary outreach platforms. The Faculty of Science, despite its research strength, has yet to fully capitalize on its potential for broader societal dissemination and stakeholder alignment.

The four units exhibit a complementary balance of strengths. Mathematics and Physics and the Faculty of Science provide foundational and applied research capacity, while CTS and CUEC offer conceptual innovation and policy relevance. CTS’s transdisciplinary ethos and CUEC’s policy engagement serve as natural bridges between the technical faculties and broader societal discourse. However, inter-unit collaboration remains underleveraged. Opportunities for synergy, such as joint projects on climate modeling, ethical AI, or biodiversity analytics, are not yet systematically pursued.

In terms of scale, the Faculty of Science and Mathematics and Physics are large, well-resourced faculties with extensive infrastructure and international networks. CTS and CUEC are smaller, agile units with high intellectual impact but limited structural support. This asymmetry presents both a challenge and an opportunity: the university could better integrate CTS and CUEC into strategic planning and resource allocation to amplify their influence.

All four units contribute meaningfully to Charles University’s mission to advance knowledge, foster innovation, and serve society. Mathematics and Physics exemplifies the university’s capacity for technological leadership and public engagement. CUEC aligns closely with the university’s commitment to sustainability and policy relevance. CTS embodies the university’s intellectual ambition and interdisciplinary vision. The Faculty of Science reinforces the university’s global standing in research excellence.

Together, these units reflect the university's potential to lead in socially engaged science by combining disciplinary rigor with societal responsiveness. However, to fully realize this potential, the university must address structural imbalances and foster deeper integration across units.

These four units form a cornerstone of Charles University's scientific and societal mission. By investing in valorization pathways, fostering inter-unit collaboration, and supporting inclusive talent development, the university can amplify their collective impact. CTS and CUEC should be more fully integrated into strategic planning, while the Faculty of Science and Mathematics and Physics should be encouraged to expand their societal footprint through targeted outreach and stakeholder engagement.

FORD 3 – Medical and Health Sciences

These six units form the biomedical backbone of Charles University, with a profound and multifaceted impact on Czech society. Their research spans clinical innovation, translational medicine, pharmaceutical development, public health, and health systems reform. Across the board, they demonstrate strong alignment with national health priorities and contribute directly to improving patient care, shaping clinical guidelines, and informing public policy.

The First Faculty of Medicine leads in scale and infrastructure, with high-end research platforms and deep clinical integration. Its translational outputs, such as nanorobotics in dentistry and AI-based diagnostics, show promise for future societal uptake. The Second Faculty of Medicine distinguishes itself through paediatric, neurological, and rare disease research, with strong ties to Motol Hospital and European Reference Networks. The Third Faculty of Medicine is notable for its practice-changing clinical trials (e.g., PRAGUE series), and its work in psychiatry, metabolism, and perinatal diagnostics. The medical faculties in Plzeň and Hradec Králové contribute regionally and nationally through applied research in oncology, cardiology, and infectious diseases, while the Faculty of Pharmacy excels in drug development, regulatory science, and pharmaceutical innovation.

Public engagement is evident across all units, with growing use of podcasts, science festivals, and media outreach. However, international visibility and commercialization remain uneven. Some faculties (e.g., Pharmacy, Plzeň) are advancing spin-offs and tech transfer, while others (e.g., Third Faculty of Medicine) rely heavily on hospital-based collaborations without formal valorization pathways.

The six units exhibit a complementary balance of strengths. The medical faculties provide clinical depth and translational capacity, while the Faculty of Pharmacy offers innovation pipelines and regulatory expertise. The medical faculties in Plzeň and Hradec Králové serve as regional anchors, reinforcing the university's national footprint. The Second and Third Faculties of Medicine bring specialization in paediatrics, neurology, psychiatry, and metabolic diseases, while the First Faculty offers scale, infrastructure, and strategic leadership.

Despite this complementarity, structural fragmentation persists. Funding flows between faculties and hospitals are often opaque, and inter-faculty collaboration is not systematically incentivized. Recruitment of international talent remains a shared challenge, particularly for PhD and postdoctoral positions, due to salary constraints and administrative complexity. Gender imbalance in senior ranks is also evident, especially in clinical faculties.

These units are central to Charles University's mission to advance knowledge, educate future professionals, and serve society. They train thousands of medical and pharmaceutical students, contribute to national health policy, and produce high-impact research with direct clinical relevance. Their integration with university hospitals and national research platforms (e.g., SYRI, EXCELES, National Institutes for Cancer, Neurology, and Metabolic Diseases) positions the university as a leader in biomedical science.

Moreover, their societal contributions extend beyond academia: shaping vaccination strategies, developing diagnostic tools, improving drug safety, and informing mental health and addiction policy. The Faculty of Pharmacy's role in regulatory science and its emerging spin-off ecosystem exemplify the university's potential for innovation-driven impact.

FORD 5 – Social Sciences

These five units form the social and civic backbone of Charles University, with research that directly engages public institutions, policy frameworks, educational systems, and societal wellbeing. Their collective impact spans legal reform, pedagogical innovation, economic policy, democratic resilience, and public health. Each unit demonstrates a clear orientation toward applied research and societal engagement, though with varying degrees of strategic coherence and international visibility.

The Faculty of Social Sciences stands out for its mature integration of basic and applied research, with strong participation in EU-funded projects, policy advisory roles, and public communication. It has developed mechanisms for impact tracking and dissemination, though leadership in international consortia remains a growth area. CERGE complements this with high-level economic analysis, policy engagement, and a strong media profile, though its international funding portfolio is still modest relative to its ambitions.

The Faculty of Education is undergoing a strategic transformation, shifting from a traditional teacher-training model to a research-driven institution with growing interdisciplinary capacity. Its societal relevance is evident in curriculum reform, teacher development, and educational policy, though uneven research capacity across departments and limited international leadership remain challenges.

The Faculty of Physical Education and Sport demonstrates exemplary social relevance, particularly in public health, elite sport diagnostics, and school engagement. It has successfully restructured its research pillars and governance, and its outreach activities (through media, diagnostics, and lifelong learning) are among the most impactful in the university.

The Faculty of Law, while nationally influential, shows more limited international visibility and strategic coherence. Its societal relevance is evident in legislative advisory roles and domestic jurisprudence, but its research remains heavily focused on national contexts, with underdeveloped valorization and popularization strategies.

Together, these units offer a well-balanced portfolio of socially engaged research. Social Sciences and CERGE provide analytical depth and policy orientation; Education and Physical Education offer pedagogical and health-related impact; Law contributes legal expertise and institutional reform. However, structural asymmetries persist. CERGE and Social Sciences are more internationally networked, while Law and Education remain more domestically focused. Physical Education excels in public engagement but has limited commercialization pathways.

Inter-unit collaboration is not yet systematically cultivated. Opportunities for synergy—such as joint projects on civic education, health economics, or legal frameworks for digital wellbeing—are largely untapped. Moreover, disparities in funding access, valorization infrastructure, and career development pathways affect the consistency of societal impact across units.

These units contribute directly to Charles University's mission to foster knowledge, serve society, and shape public discourse. They train educators, economists, legal scholars, and health professionals who influence national systems and global debates. Their research informs public policy, supports democratic institutions, and enhances societal wellbeing. Collectively, they embody the university's commitment to relevance, responsibility, and reform.

Their work reinforces Charles University's role as a civic institution; not only producing knowledge but actively shaping the social fabric. From CERGE's economic modeling to Education's teacher training, from Law's legislative input to Physical Education's health diagnostics, these units translate academic expertise into public value.

FORD 6 – Humanities and the Arts

These six units form the intellectual and cultural heart of Charles University, with research that engages deeply with ethical reflection, historical memory, cultural heritage, civic discourse, and social cohesion. Their societal relevance is expressed through public-facing scholarship, contributions to education and policy, and sustained engagement with communities, institutions, and cultural actors.

The Faculty of Arts stands out for its scale, disciplinary breadth, and international recognition. It leads in research excellence and societal impact, with projects addressing migration, minority inclusion, democratic resilience, and cultural pluralism. Its spin-off "Charles Games" exemplifies innovative knowledge transfer, while its outreach through exhibitions, public lectures, and media presence reinforces its civic role.

The Faculty of Humanities complements this with a distinctive blend of applied and fundamental research, particularly in ethics, gerontology, social exclusion, and climate-related civic education. Its integration of research with civil society and public institutions, exemplified by CELLO and Horizon-funded projects, demonstrates high social relevance and strategic agility.

The Protestant Theological Faculty (PTF) has made significant strides in aligning theological research with contemporary societal challenges. Its work on populism, digital ethics, and religious freedom reflects a commitment to open dialogue and civic engagement. Popularization efforts such as the "Pastoral Brothers" project show innovative outreach beyond traditional academic boundaries.

The Catholic and Hussite Theological Faculties maintain strong academic traditions and contribute to cultural and ethical discourse, though their societal relevance is more modest and less systematically articulated. The Catholic Faculty shows potential in applied ethics and cultural studies, while the Hussite Faculty demonstrates engagement with spirituality and religious pluralism, albeit with limited international visibility and valorization.

IHACU plays a unique role in preserving and interpreting the university's institutional memory. Its work in the history of science and education, digital archiving, and public history contributes to cultural continuity and civic understanding. While its scale is small, its public engagement and archival expertise are valuable assets to the university's identity.

Together, these units offer a rich and complementary portfolio of socially engaged research. The Faculty of Arts and Humanities provide conceptual and applied leadership in cultural and civic domains. The theological faculties contribute ethical depth, spiritual reflection, and community engagement. IHACU anchors institutional heritage and historical scholarship.

However, structural imbalances persist. The Faculty of Arts and Humanities are well-resourced and internationally networked, while the theological faculties and IHACU operate with limited funding, visibility, and strategic support. Opportunities for synergy, such as collaborative work on ethics, history, and civic education, are underdeveloped. Valorization and commercialization pathways are unevenly accessed, and impact tracking is inconsistent across units.

These units embody Charles University's mission to foster critical inquiry, cultural stewardship, and societal engagement. They contribute to the university's role as a civic institution: preserving heritage, shaping public discourse, and advancing ethical reflection. Their work supports democratic values, pluralism, and intellectual freedom.

From the Faculty of Arts' leadership in public humanities to the Faculty of Humanities' applied ethics and gerontology, from PTF's engagement with digital theology to IHACU's archival innovation, these units enrich the university's social contract with the public. Their contributions are especially vital in times of cultural fragmentation and civic uncertainty.

Overall CU

Charles University presents a compelling portrait of a research-intensive institution deeply embedded in the social, cultural, and civic fabric of the Czech Republic, with growing international reach. Across its faculties and institutes, the university demonstrates a sustained commitment to producing knowledge that matters; not only within academic circles but also in the lives of citizens, institutions, and communities. The social relevance of its research is evident in multiple domains: from clinical breakthroughs and public health diagnostics to legal reform, educational innovation, cultural preservation, and ethical reflection.

The university's strengths lie in its disciplinary breadth, its integration with public institutions, and its capacity to translate academic expertise into societal benefit. Many faculties have developed strong outreach cultures, with visible media presence and innovative formats for public engagement. Several units have restructured their governance and research strategies to better align with societal needs, and there is growing participation in EU-funded consortia and national research platforms.

However, challenges remain. Valorization and commercialization pathways are unevenly accessed, with some faculties underutilizing university-level support structures for knowledge transfer and innovation. International visibility and recruitment, particularly in smaller and more traditional units, are modest and constrained by structural and financial limitations. Gender imbalance persists in senior academic ranks, especially in STEM and theological faculties, and impact tracking is inconsistently applied across units. Inter-faculty collaboration, while promising in some areas, is not yet systematically cultivated, leaving opportunities for synergy underexploited.

Overall, Charles University is a socially engaged institution with the intellectual, clinical, and cultural capacity to lead in Europe. Its research touches lives, informs policy, and enriches public discourse. To fully realize this potential, the university must continue investing in strategic integration, inclusive talent development, and mechanisms that amplify the societal footprint of its scholarship.

Summary recommendation:

- Charles University should develop a university-wide framework for tracking, evaluating, and communicating the societal relevance of its research. While many units demonstrate strong public engagement, impact metrics are inconsistently applied. Establishing clear indicators—such as policy influence, public uptake, media reach, and stakeholder partnerships—would allow for more strategic learning and visibility. This framework should be adaptable across disciplines, recognizing the diverse ways in which impact manifests in medicine, law, education, humanities, and theology.
- Several faculties underutilize existing structures for commercialization and knowledge transfer (e.g., CUIP, CPPT). The university should expand training and incentives for researchers to engage in contract research, licensing, and spin-off creation, especially in underrepresented domains such as law, education, and humanities. Valorization should not be limited to patents and products; it must also include policy briefs, educational tools, cultural outputs, and digital platforms. A broader definition of “transfer” will better reflect the university's civic mission.
- Persistent gender imbalances in senior academic ranks, particularly in STEM and theological faculties, require targeted interventions. The university should audit promotion pathways,

introduce mentorship schemes, and support habilitation for women and underrepresented groups. Career development policies must also address structural barriers such as maternity-related delays and limited international mobility. Faculties like Arts and Humanities, which show strong female research output but low senior representation, should be prioritized for equity initiatives.

- Despite complementary strengths across units, cross-faculty collaboration remains underleveraged. The university should create seed funding for interdisciplinary projects that unite biomedical, social, legal, and cultural expertise, particularly around themes like public health, digital ethics, sustainability, and civic education. Shared appointments, co-supervised PhDs, and joint research centers could help dissolve silos and generate more integrated societal impact.
- While many units participate in EU-funded consortia, leadership roles remain concentrated in a few faculties. Charles University should invest in grant support offices, proposal development teams, and strategic partnerships to help more units (especially mid-sized and smaller ones) lead Horizon Europe, ERC, and 4EU+ initiatives. International visibility should also be supported through bilingual science communication, global media engagement, and targeted recruitment of international scholars.
- Institutes like IHACU and theological faculties contribute uniquely to the university's cultural and ethical mission but face structural constraints. The university should explore tailored support for these units, including digital archiving platforms, collaborative research hubs, and dedicated funding streams. Their societal relevance, often expressed through public history, ethics, and civic dialogue, deserves institutional recognition and strategic integration.
- Charles University excels in creative outreach: from podcasts and exhibitions to educational games and science festivals. These efforts should be scaled and coordinated through a central public engagement office that supports media training, content production, and stakeholder mapping. Faculties should be encouraged to align outreach with strategic themes (e.g., climate, democracy, health) and to document engagement as part of career progression and research evaluation.

EVALUATION REPORT FOR MODULES 4 & 5

HIGHER EDUCATION INSTITUTION NAME: Charles University

COMPANY REGISTRATION NUMBER (CRN): 00216208

MODULE 4 – VIABILITY

ORGANISATION AND MANAGEMENT OF R&D&I

4.1 Organisation and management of R&D&I

Evaluate the organizational structure and setup of the R&D&I management system in relation to the size and type of the university and its mission and vision. Also consider comparisons with foreign universities of similar size and focus.

Rating [1–5]:

4 - Very good

Qualitative assessment:

Charles University (CU) was established in 1348 and is one of the oldest universities in Europe. Its organisation and management structures, both in relation to research and teaching, are informed by history and culture, national legal frameworks / legislation, a commitment to academic freedom and a belief in comprehensive academic delivery across the domains of medicine, the sciences, social sciences and the arts. During the period of this assessment the University comprised 17 faculties, 4 Institutes and a number of centrally based units such as the Knowledge and Technology Transfer Centre and the Charles University Innovations Prague (CUIP). The technical and economic apparatus, the regulations (particularly ethical) and the strategic elements in terms of coordination and communication are highlighted in the self-evaluation report.

The University's academic structures and functional organisation are based on two key principles: high levels of autonomy for faculties and other academic entities, such as Institutes, and the development of agreed strategic university-wide plans and policies through the Rectorate and established governance mechanisms such as the Senate and the Research Board. This model of governance and management is largely followed in the Czech higher education landscape; it is also a model that exists elsewhere in Europe and beyond. What, perhaps, marks the Charles University approach is the on-going efforts by the University to ensure that there is an underlying integration to the academic and other activities of the institution. These efforts are evident in the establishment of central advisory bodies like the Research Board and the International Advisory Board, as well as in recent administrative initiatives such as the development of a data warehouse prototype and a pilot for a unified financial methodology designed to improve coordination.

The University is very clear that achieving the optimal balance of power between the 'Centre' and the faculties / Institutes is one of its major challenges. Indeed, the University's characterisation of the high level of faculty autonomy as both a strength and a weakness is testimony to its recognition of this challenge. In particular, it places a fundamental responsibility on both central and local faculty leaderships to navigate this approach in a constructive and open-minded way. This can be seen in the attempts made to ensure that interdisciplinarity is embedded as a core aspect of the work of the University and in the way that the University reaches out to the international academic community through vehicles such as the 4EU+ alliance. This centre–faculty model is comparable to governance at several 4EU+ partners; relative to these peers, CU's cross-faculty instruments are at an earlier stage of institutionalisation, which currently constrains execution across faculties.

The IEP Team was able to debate some of these issues with the University's management and it formed the view that, while some efforts to achieve greater corporate integration were making an impact, for example, the Cooperatio Program, more fundamental change and improvement is being hampered, in some measure by the rigidity of the organisational structures, particularly in relation to faculty autonomy and the overall number of academic units. In the context of the University's history and culture, it may be that a gradualist approach that moderates this power dynamic remains appropriate for Charles University; but there may be an argument for planning for greater and faster change in structures that would avoid IEP teams at the five-year cycle seeing a broadly similar organisational and managerial landscape. A fuller commitment to change might also contribute to more interdisciplinarity research with a greater impact and more coherent international partnerships across faculties, outside of the 4EU+ alliance. This raises the question of whether the bureaucratic complexities of the Cooperatio Program - with 43 research areas to be divided further into disciplines in the period 2022-2026 - is the most effective way of 'reducing fragmentation across the university' (SER, 4.1), or if it merely reflects the institution's existing administrative complexity. Certainly, a number of the M3 subject meetings reinforced the impression that consistent and structured co-operation across faculties in the research domain remains somewhat elusive. At the application interface, CUIP facilitated five spin-offs in 2022, indicating that central KTT functions can translate distributed research into institutional outputs; the remaining challenge is to reproduce this coordination earlier in the research pipeline.

A consequence of the current organisational and management arrangements, therefore, can be to reinforce equilibrium rather than innovation and introduce a focus on the tactical rather than the strategic development of research. This, in turn, can lead to existing arrangements for faculty funding of research left without challenge and potential innovation, both large and small, squeezed out of the picture.

Recommendations:

- **Strategic review of governance and interdisciplinarity:** Initiate a strategic review of the current governance model to identify specific reforms that could better empower interdisciplinary research and enhance strategic agility. This review should benchmark against international universities that have successfully integrated autonomous faculties into a more cohesive corporate research strategy, moving beyond the current model that may "reinforce equilibrium rather than innovation."
- **Interim evaluation of the Cooperatio program:** Conduct a formal interim evaluation of the Cooperatio program focused on its primary objective to "reduce fragmentation". The evaluation should assess its administrative complexity and use clear metrics to measure the growth and impact of cross-faculty collaborations. Successful models of cooperation from within the program's 43 research areas should be identified and promoted as best practices across the university.
- **Accelerate data-driven strategic management:** Prioritize and accelerate the development of the university data warehouse prototype. A fully implemented system is crucial to equip both central and faculty leadership with the analytical tools needed to transition from tactical to strategic R&D&I management, ensuring that resource allocation and key decisions are based on transparent, university-wide performance data.

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

Evaluate the systems/measures/tools described to stimulate high-quality science at the HEI being evaluated. In your evaluation, consider the documented effectiveness of the measures described, their impact on achieving the mission and vision of the HEI being evaluated, the realization of excellent science and the possible absence of key systems/measures/tools.

Rating [1–5]:

4 - Very good

Qualitative assessment:

Charles University (CU) has developed a comprehensive ecosystem of measures to attract, support, and reward high-quality research. Notable initiatives include the PRIMUS programme for early-career researchers, the Cooperatio programme fostering long-term disciplinary development, and the Donatio Universitatis Carolinae Chair to recruit internationally recognized scientists. Internal funding schemes (GAUK, UNCE, Charleston COFUND) provide over €20 million annually, enabling the establishment of new research teams, interdisciplinary projects, and international collaborations.

CU has also built robust project support systems, such as dedicated ERC and MSCA mentoring schemes, workshops on Horizon Europe, and professional project managers at both faculty and central levels.

The Knowledge and Technology Transfer Centre (CPPT) and Charles University Innovations Prague (CUIP) play a vital role in spin-off creation and commercialization, with over 150 technologies transferred since inception. Open science policies, supported by data stewards and open-access coordinators, demonstrate CU's alignment with European best practices.

CU has made significant progress in strengthening its research and institutional environment since the last evaluation. The Cooperatio programme, enhanced research infrastructures, robust support schemes, and international collaborations reflect a clear strategic orientation. Decentralization remains both a strength and a challenge, but improved communication and governance reforms are helping to align faculties with central priorities.

The main strengths lie in comprehensive internal funding schemes, successful innovation support (CUIP, CPPT), and integration into international alliances.

Weaknesses persist in limited international staff recruitment, and over-reliance on EU structural funds. Overall, CU demonstrates strong viability and resilience, with credible plans to further consolidate its position as a leading European university.

Despite the progress made since the last evaluation, some issues remain only partially solved. Gender equality has advanced slowly despite institutional measures (see also sections 4.5 and 4.7), and reliance on EU structural funds continues to be a risk factor for sustainability. The need to increase the success rate of proposals in Horizon Europe and ERC grants was highlighted in 2020 and remains an ongoing challenge.

Recommendations:

- Maintain the strong portfolio of internal funding by continuing to support seed projects, doctoral scholarships, and international mobility, while ensuring long-term sustainability through multi-year planning. Systematic monitoring of outcomes (e.g. conversion into external grants, publications, doctoral completions) should guide prioritisation and demonstrate return on investment.

- Strengthen international recruitment by establishing targeted fellowship schemes for postdocs and junior PIs, creating clear career pathways for foreign staff, and addressing salary and legislative barriers that currently limit attractiveness.
- Increase leadership in ERC and Horizon Europe by combining centralised proposal-writing support with structured mentoring by experienced PIs, and by linking institutional performance indicators directly to European grant activity. Internal seed grants could also be strategically used to prepare competitive applications.
- Consolidate university-wide support services by strengthening coordination between the Rectorate and faculty research offices. This should ensure strategic alignment in grant support and project management, while maintaining the benefits of decentralisation and proximity to researchers.
- Ensure equitable access to infrastructure by prioritising large strategic projects (e.g. Campus Albertov, HPC/AI platforms), harmonising access policies across faculties, and monitoring usage to reduce disparities. Transparent allocation and coordinated planning would help maximise return on investment and encourage cross-faculty collaboration.

4.3 Quality control system for R&D&I environment

Evaluate the described internal and external evaluation system in terms of its quality, effectiveness and suitability for the HEI.

Rating [1–5]:

4 - Very good

Qualitative assessment:

Charles University (CU) demonstrates recognised strengths in a wide range of fields, spanning medicine, natural sciences, social sciences, and the humanities. In biomedical research, flagship groups in immunology, neuroscience, and oncology contribute to high-impact publications, international guidelines, and multicentre clinical trials. For example, paediatric oncology research has influenced European treatment protocols, and neuroscience teams have made recognised contributions to brain imaging and neurodegenerative disease research. In the natural sciences, mathematicians and theoretical physicists consistently publish in top international journals, while Earth sciences and environmental studies have developed internationally visible outputs on climate change and sustainability.

In the social sciences and humanities, CU maintains strong traditions in philosophy, history, law, and linguistics. Research in history and archaeology contributes to major European projects and international exhibitions, while legal scholars and political scientists are increasingly active in EU policy-related research. The Faculty of Arts hosts several internationally recognised centres in language and cultural studies, and recent projects in digital humanities have strengthened the international visibility of the field.

The Cooperatio programme has reinforced interdisciplinarity and visibility by supporting thematic clusters that span faculties and disciplines. This initiative has helped to build bridges, for example between biomedical sciences and ethics, or between environmental research and social policy. Nevertheless, the overall quality of research remains uneven across the university. While some faculties and departments are internationally competitive, others remain largely nationally oriented, with lower output in high-impact journals and limited participation in European consortia. International competitiveness is still constrained by relatively low success rates in ERC and Horizon Europe leadership applications.

CU operates a comprehensive quality control system combining internal evaluation and external review. Faculties undergo regular assessments coordinated by the Rectorate, while the Cooperatio

programme introduces systematic monitoring of research outputs. International advisory boards provide external benchmarking, and research integrity is safeguarded by Ethics Commissions. Progress since the last evaluation includes the piloting of a university-wide financial methodology and a data warehouse integrating HR, student, and finance data. However, the quality control system remains somewhat heterogeneous across faculties, with variations in implementation speed and quality standards.

Recommendations:

- Further harmonise quality assurance mechanisms across faculties, addressing the current heterogeneity in implementation speed and standards.
- Ensure that internal evaluation results systematically inform strategic funding allocations, so that performance is directly linked to institutional priorities.
- Expand the role of international experts in periodic assessments to strengthen benchmarking against global standards and enhance external credibility.

4.4 Sustainability and resilience of R&D&I

Evaluate the described system of measures for sustainability and resilience of R&D&I in terms of their quality, effectiveness or possible absence of key measures.

Rating [1–5]:

3 - Average

Qualitative assessment:

CU has established important structural foundations that contribute to the long-term sustainability of its research system. Internal funding schemes such as the PRIMUS programme, mobility scholarships, and doctoral fellowships provide continuity and flexibility, particularly for young researchers preparing competitive external funding applications. Strategic infrastructure projects like **Campus Albertov**, designed as a multidisciplinary hub for natural sciences and medicine, and the **high-performance computing and AI platforms** under development, illustrate a forward-looking institutional vision. The expansion of project management services and centralised support for ERC and Horizon Europe applications has enhanced the university's ability to respond to new opportunities and mitigate risks.

Nonetheless, major challenges remain. The financial sustainability of internal funding schemes is not yet secured, as many of them rely on temporary or fragmented resources without long-term guarantees. Dependence on national funding sources (GA ČR, AZV ČR, TA ČR) remains high, with relatively limited diversification into European or international programmes. International recruitment is still modest, with relatively few foreign postdocs and senior academics compared to peer institutions, limiting both global competitiveness and staff renewal. Furthermore, disparities across faculties persist: some units consistently sustain high-quality research through competitive international grants, while others remain vulnerable to fluctuations in national funding and have weaker resilience in terms of staffing and infrastructure renewal.

Recommendations:

- Ensure the long-term sustainability of internal funding schemes by embedding them into multi-annual financial planning, with clear evaluation of outcomes and strategic co-financing from external partners where possible.
- Diversify funding sources by increasing participation and leadership in ERC and Horizon Europe projects, thereby reducing reliance on national schemes.
- Strengthen human resource sustainability through targeted recruitment and retention of international researchers, and by offering attractive career pathways for young academics.

- Reduce disparities between faculties by ensuring equitable access to infrastructure, support services, and funding opportunities, thus reinforcing resilience across the university.
- Advance strategic infrastructure projects such as Campus Albertov and HPC/AI platforms in a timely and coordinated way, ensuring they contribute to both national and international competitiveness.

PERSONNEL POLICY

4.5 Structure of human resources

Evaluate the described structure of human resources at the evaluated HEI in terms of age composition, degree of internationalization, distribution by job classification, and gender balance. For the assessment, use the data from the annexed tables 4.5.1 and 4.5.2; it is also possible to draw on the more detailed staffing data presented in indicator 3.1 of the self-evaluation reports for the evaluated units.

Rating [1–5]:

3 - Average

Qualitative assessment:

Throughout the evaluation period (2020–2024), the number of staff has remained stable, with some fluctuations in some categories. These categories include professors, associate professors, assistant professors, assistants, early career researchers, research and development personnel, and technical staff.

Between 2020 and 2024, the category of professors has seen a 10% increase (to about 600), that of associate professors has remained stable (approx. 850), assistant professors have decreased by about 10% (to just under 1600), assistants have increased by 15% (to 450), and R&D personnel by about 40% (the latter increase may be due to temporary measures such as research contracts, etc.). The overall picture is therefore one of stability, which, in a covid/post-covid context, is probably right. The age structure of professors is dominated by the 50-70 age group, which accounts for about 60% of professors, and we still find a significant proportion in the 70+ category (26%). Associate professors are more numerous in the 40-60 age group (more than 60%), and assistant professors in the 30-50 age group (70%). This overall structure reflects the possibility of promotions from category to category. Indeed, the university claims a career development framework.

The gender structure is not balanced. While women represent about half of assistant professors they represent about a quarter of associate professors and less than 20% of professors. There are obviously differences between faculties, but on the whole the gender structure is very much tilted towards men. The university, as testified by the self-evaluation report, is conscious of the difficulty, but while it is optimistic because of the increase in gender parity at early and mid-career levels one could also see this as a difficulty for women to gain access to the higher echelons of the academic career. The university leadership puts forward its efforts through targeted recruitment, mentoring, and leadership programs for women. It also abides by Horizon Europe's Gender Equality Measures. (see also below). However, not all faculties fully support efforts for gender equity, and high levels of unconscious bias sometimes persist.

Over the period, there has been an increase in the number of foreign nationals working at Charles University, going from 460 to 650, which represents an increase of 40%. In 2024, 10% of the total academic and research staff are foreign nationals. In its HR Action Plan for 2027–2029 the university will expand international recruitment. In order to promote internationalisation, the University has set up various measures such as administrative support for foreign nationals, mentoring programmes, language courses. This was corroborated during exchanges with foreign researchers.

Further, the University promotes international collaborations and exchanges, for instance through membership in the 4EU+ Alliance, or collaborations with universities in Asia and the Middle East.

As reported in the self-evaluation report, HR policies abide by the HR Excellence in Research Award (HR Award), which CU has held since 2019.

Recommendations:

- The University should make sure that promotions, and in particular the promotions of women, follow the recommendations set out in its policy documents. This should include measures to raise awareness of unconscious bias.

4.6 Academic and Research Careers

Evaluate the described system for the recruitment and career development of academic and research staff. Evaluate the system in terms of its quality and effectiveness, as well as the potential absence of key elements.

Rating [1–5]:

4 - Very good

Qualitative assessment:

In order to guide its policy, Charles University has drawn up a series of documents and agreements: Career Regulations, Framework Principles for Career Development of Academic Staff, Researchers, and Lecturers, and Collective Agreements between the University and the Unions. With these documents the University lays out its policy for promotions or further education.

The university has put in place various modes of support for staff, in particular incoming staff, such as mentoring, in order to help newcomers integrate into the University. In particular, the Staff Welcome Centre was established in 2020, a specialized workplace focused on recruiting international employees and creating a supportive environment for them. According to the report, the Centre has supported nearly 1,000 employees in this capacity, which is excellent. The mentoring programme extends to postdocs, with a focus on women researchers. And this is supplemented at the Faculty level by some faculties having their own programmes.

Charles University is committed to ensure that all rules for promotion, etc. are laid out clearly. The senior positions are for instance accessible through strict guidelines (scientific achievement, teaching achievements, leadership experience, etc.). Study leave is open to full-time academic staff, after a defined period of employment (e.g., 6 years of continuous employment may entitle an academic to 6 months of leave), which is consonant with international practice.

The University is also conscious of the need to help returning employees after leave, such as maternity leave, in particular through flexible working arrangements.

The University has also implemented a harmonization of academic career paths across faculties.

The University seems therefore attentive to the career paths of its employees, and aware of the need to support them at all stages (promotion, leave, etc.). The policies are clear and well-defined. There is a concern for the welfare of foreign nationals.

Recommendations:

- The policies in place seem to be fruitful. Greater attention should be paid to support for women (see next section).

4.7 Gender equality measures

Evaluate the gender equality measures described in self-evaluation. Evaluate the measures in terms of their quality and effectiveness, as well as the potential absence of key measures.

Rating [1–5]:

2 - Below average

Qualitative assessment:

The gender equality measures described in the report are substantial. The University has for instance laid out its priorities for the near future as unifying benefits for carers, improving conditions for caregiver allowances, and addressing pay disparities across faculties. The University explains as well in the report that it has developed an Equal Opportunities Plan for the 2025-7 period: “Developed with input from the Gender Audit (2022), Caregiver Needs Survey (2024), CU Ombudsman, and relevant rectorate departments, the plan includes 69 activities across nine strategic areas.” It is also committed to monitor progress through goals, actions, responsible persons, deadlines, and indicators to ensure continued progress. Various commissions have also been set up, such as the CU Equal Opportunities Council which is an advisory body to the Rector.

For recruitment, the University has also put in place a number of processes and has implemented mentoring programmes for women in science and research. Such measures are also in place for appointments to leadership positions or for nominations to professional bodies.

The University has also published a code of ethics aimed at clamping down on harassment and improper behaviour.

While these measures testify to a necessary awareness, on the part of the University, of the need to support women in research and in the workplace, changes are happening at a very slow pace. The figures are quite striking. Women represent only 18% of professors, 27% of associate professors, but 41% of academic staff, and 51% of PhD students. This is replicated with few variations across the faculties. This means that there is much to be done to ensure the promotion and recruitment of women in senior research positions. Strikingly, the figures for management positions are not much better and have not improved between 2020 and 2024, as if the measures in place were either ineffectual or not sufficient. In 2020, there were 6 men and 3 women acting as vice-rectors, in 2024 6 men and 2 women; in 2020, there were 17 men and 4 women acting as Deans, in 2024, 19 men and 2 women.

Recommendations:

- The University should therefore review, in dialogue with the faculties, the ways in which these measures are implemented and seek to redress the gender imbalance across the University.

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

Evaluate the described mobility of academic and researcher staff. Pay attention to whether the evaluated HEI achieves the set objectives, whether the mobility objectives are appropriately set for the HEI and whether the strategies in place lead to their achievement or help remove existing barriers to mobility.

Rating [1–5]:

4 - Very good

Qualitative assessment:

The University is aware of the necessity to promote the mobility of staff, and has put in place a number of processes to do so. It has availed itself of opportunities afforded by programmes such as Erasmus+ or the MSCA COFUND Charleston project, as well as membership of the 4EU+ Alliance. A

platform (Charles Abroad) presents all the different possibilities which students and staff can explore in order to go abroad.

It is also conscious of the difficulties which persist, some of which are not in its power to resolve, such as visa restrictions. Brexit has also affected its exchanges with the United Kingdom. Others are in its power to address and it seems to do so, such as helping women take part in such programmes.

But, in spite of covid having taken its toll during the period under consideration, mobility has been on the increase in the period. International exchanges and mobility seem to be an important component of Charles University policy.

Recommendations:

- CU should enter in dialogue with the Ministry to gain more support for its mobility schemes.

RESEARCH INFRASTRUCTURE

4.9 Research infrastructure

Evaluate the system described for the acquisition/optimisation of core facilities and other equipment and their renewal. Evaluate the system in terms of its effectiveness and suitability for the HEI. Also consider the system for sharing instruments and equipment, including core facilities and equipment of evaluated units. Use the data in Annex Table 4.9.1 to support your evaluation.

Rating [1–5]:

4 - Very good

Qualitative assessment:

Charles University (CU) lists its Research Infrastructures as a key strength in the self-evaluation SWOT analysis.

Charles University (CU) has established a comprehensive and systematic approach to acquiring, optimizing, and maintaining high-end research infrastructure. According to Annex Table 4.9.1 in the self-evaluation report, total expenditure on research infrastructure and equipment in 2020–2024 was €77.99 million, including related non-investment and personnel costs. The main categories comprised Machinery and equipment €43.04m, Land and buildings €17.36m, Small fixed assets €11.49m, Repairs and maintenance €5.25m, and Software €0.84m. This represents a reduction of 36% in investment-level, down from 122M€ in the previous period under review (2014–18).

CU leverages multiple funding sources, including:

- European Structural and Investment Funds (ESIF)
- Ministerial programs
- University Investment Property Reproduction Fund
- Institutional support

Funding is allocated based on strategic research priorities, ensuring modernization and sustainability.

CU maintains:

- A centralized investment plan.

- A database of high-value instruments, even though the update methodology and frequency are not organized on a regular basis.
- Regular infrastructure audits for optimization and refurbishment, even though the specific mechanisms used for monitoring the utilization rates of major instruments remains unclear also after the audits.

CU's infrastructure strategy includes building mini-campuses to consolidate research and education:

- **Albertov Biocentre** – advanced life sciences research hub.
- **Medical campuses at Motol and Pilsen** – modern facilities for teaching and research.
- **Pelc-Tyrolka mini-campus** – new Faculty of Humanities building.
- **Centre for Faculty of Social Sciences** – renovated space supporting research and teaching.

These investments provide state-of-the-art laboratories, shared resources, and digital research tools, strengthening interdisciplinary collaboration.

CU follows a decentralized model where faculties manage equipment, but is moving toward greater integration through:

- **Catalogue of Services** – profiling ~140 research teams and capabilities
- **Identification of Core Facilities** – high-end instruments and methodologies accessible to internal and external users, through formal sharing arrangements with national partners (e.g., Czech Academy of Sciences) and international networks (4EU+ Alliance).

Benefits:

- Maximizes utilization of expensive instruments.
- Expands research opportunities beyond CU through collaborative agreements.
- Improves cost efficiency and fosters partnerships.

CU hosts five large research infrastructures and partners in ten others, providing advanced facilities for global research initiatives. These infrastructures strengthen CU's competitiveness, attract international collaborations, and enable high-impact scientific discoveries.

Examples of Key Facilities

1. **BIOCEV** – Biotechnology and Biomedicine Research Centre.
 - Partnership with Czech Academy of Sciences.
 - Capacity-sharing model for advanced biological research.
2. **Biomedical Centre Pilsen**
 - ESIF-funded facility at Faculty of Medicine.
 - Supports research and education in biomedical sciences.
3. **MEPHARED 2**
 - Modernization project for medical and pharmaceutical research.
 - Enhances student training and healthcare innovation.

Challenges and Future Plans

- **Challenges:** Dispersed campuses and lack of a unified sharing policy.
- **Planned Solutions:**
 - Further integration of sharing systems.

- Expansion of remote access to computational resources, alongside development of virtual/remote instrumentation access where feasible.
- Continued investments in digital research platforms —specifically the selection and implementation of a RIMS/CRIS in 2025, development of a university-wide EIS, and interoperability with OpenAIRE, EOSC, and Horizon Europe—and in cybersecurity.

Vision for 2025–2030

CU will:

- Expand shared access to high-end infrastructure.
- Invest in digital platforms enabling remote experiments.
- Enhance integration of dispersed facilities.
- Align infrastructure development with Open Science principles and EU research priorities.

The vision for the future expresses a commitment to continue this ambition.

Recommendations:

- CU should, if possible, increase the level of funding allocated for investment in research infrastructure (2014-28-level).
- CU should continue enhancing the remote- and virtual access to shared infrastructures (within and beyond CU).
- CU should formalize its core facilities policy, complete with clear access and pricing models. To incentivize inter-faculty sharing, a portion of central funds could be allocated to support the operational costs of designated core facilities based on their cross-campus usage.
- CU should increase and further use the potential for interdisciplinary cooperation to enhance the sharing of facilities.
- CU should further strengthen its focus on world-class digital research, particularly to support its stated strategic ambitions in areas like artificial intelligence, quantum technologies, and data-driven life sciences. This would ensure that infrastructure investment is directly enabling the university's highest research priorities.

FINANCES

4.10 Budget and structure of financial resources

Evaluate the budget and financial resource structure of the evaluated HEI in terms of its suitability for the HEI, i.e. whether the financial resource structure is appropriate for the size and type of the evaluated HEI. You should also pay attention to the ability of the evaluated HEI to attract prestigious research projects. Use the data in the annexed tables 4.10.1 to 4.10.5 to support your evaluation.

Rating [1–5]:

4 - Very good

Qualitative assessment:

Charles University is a large, multidisciplinary research university with 17 faculties spanning humanities, sciences, and medicine. Its total budget of approximately €833 million (Table 4.10.1) is well-aligned with its scale and mission. Most of the total budget is allocated to the Faculty of Science (€171M); the Faculty of Mathematics and Physics (€141M) and the First Faculty of Medicine (€109M). These allocations reflect the high operational and research demands typical of STEM and clinical faculties.

Public sources funding dominates the funding of Charles University, at 92.7%. This is typical for Central European HEIs. Foreign public sources account for 6.2%, indicating strong international engagement. Other sources, including donations, contracts, and spin-offs account for only 1.1% of the funding (Table 4.10.5). This distribution, however, does not apply to all faculties at CU. Some faculties in the Humanities (e.g., Catholic theological Faculty, Hussite Theological Faculty) rely almost entirely on domestic public funds. On the other hand, research-intensive faculties (e.g., those in the Natural Sciences) show higher shares of foreign and competitive funding.

This funding structure is appropriate and typical for a large, public research university. The balance of basic (72%) vs. applied (28%) research (Table 4.10.2) supports both foundational science and innovation.

Charles University has overall a strong track record in attracting prestigious EU-funded research projects. It exhibits a 18% success rate with 68 projects in Horizon Europe; this constitutes an improvement over the success rate achieved in Horizon 2020. It has achieved competitive performance in attracting ERC grants, with multiple Starting, Consolidator, and Synergy grants (Table 4.10.3), often exceeding €1M per project. MSCA & other EU-funded projects are regularly secured across disciplines (Tables 4.10.3 & 4.10.4).

Charles University also performs very well in attracting research projects funded by national (Czech) agencies, including the Czech Science Foundation, the Technology Agency, and the Health Research Agency. The funding of such projects adds up to annual totals in the tens of millions (Table 4.10.4).

Additionally, Charles University is a beneficiary of EU structural funds and national recovery plans for infrastructure and strategic development.

CU has and applies an internal research strategy which consists of several successful internal grant schemes (PRIMUS, UNCE, and Cooperatio) that foster early-career and interdisciplinary research. The strategy extends to innovation support and knowledge transfer and is implemented through CU Innovations Prague (CUIP), that supports patents, licensing, and spin-offs.

Charles University has a robust and diversified financial structure that is well-suited to its size and research-intensive profile. Its strong track record in attracting prestigious projects, especially ERC and Horizon Europe, demonstrates international competitiveness. The university strategically supports its competitiveness by means of internal funding mechanisms.

Recommendations:

- Expand partnerships with industry and private foundations.
- Promote alumni giving and philanthropic campaigns.
- Develop continuing education and executive programs as revenue generators.
- In addition to EU programmes, target global funders e.g., the NIH.
- Negotiate contracts directly with industry.

4.11 Rules for the use of institutional support for the LCDRO

Evaluate the strategy described and the rules for the use of institutional support for the LCDRO. In your evaluation, consider the effectiveness of the implemented strategy and policies and whether they contribute to the mission and vision of the HEI.

Rating [1–5]:

4 - Very good

Qualitative assessment:

The LCDRO strategy of Charles University is designed to strengthen its position as a leading research institution; to support long-term, interdisciplinary, and high-impact research; and to foster

international competitiveness and innovation. This aligns well with the university's mission to be a globally respected research university and its vision of advancing knowledge across disciplines.

The university applies clear rules for allocation and use of funds that are directed toward priority areas such as interdisciplinary research, early-career support, and infrastructure. The faculties and units receive support based on research output, grant success, and strategic relevance. The implementation mechanisms include internal grant schemes and monitoring and evaluation instruments.

Overall, the LCDRO strategy of Charles University reinforces the university's core values (academic excellence, innovation, and societal relevance), puts strong emphasis on early-career researchers and team building, fosters cross-faculty collaboration, and supports global partnerships and grant competitiveness. Therefore, it is highly effective, well-aligned with the university's long-term goals, and contributes to the university's mission and vision.

Recommendations:

- Consider broadening the metrics used to assess the impact of funding mechanisms, by e.g., including metrics for societal relevance, interdisciplinary reach, and educational impact and carrying out qualitative assessments of research influence on policy, culture, and innovation.
- Strengthen support to early-career researchers, e.g., by expanding PRIMUS to include bridge funding and mentoring programs; offering tenure-track pathways linked to LCDRO performance, and by creating interdisciplinary postdoc fellowships to foster cross-faculty collaboration.
- Improve the communication on LCDRO and its results, e.g., by publishing impact reports showcasing LCDRO outcomes, by highlighting success stories to build internal momentum and external trust, and by fostering a culture of shared learning across faculties.

NATIONAL AND INTERNATIONAL COOPERATION

4.12 Significant collaborations in R&D

Evaluate listed examples of significant R&D&I collaborations with respect to the effectiveness of the collaborations established, their proportionality and appropriateness to the type of HEI and its mission and vision.

Rating [1–5]:

5 - Outstanding

Qualitative assessment:

CU has established a strong partnership with the Czech Academy of Sciences, regulated by a formal agreement, that encompasses twenty joint workplaces. This partnership's effectiveness is evident through its substantial output of hundreds of joint publications, impactful doctoral training, and outreach activities.

Similarly effective is the collaboration with university hospitals and the Ministry of Health institutes, which form the largest biomedical research base in the Czech Republic (CZ). In addition to producing a high number of scholarly publications, the partnership with hospitals efficiently serves the training of students and postgraduates.

CU is engaged in many applied research projects with industry. Through CU Innovations Prague (CUIP), some licensing agreements have already been facilitated, and this process will become more efficient once all CU entities have fully embraced this structure.

CU is actively engaged globally, playing a leading role in the prestigious 4EU+ European Universities Alliance with partner institutions, establishing bilateral partnerships with other prominent universities, and participating actively in important university networks. Although some Faculty members do not take full advantage of the alliance's benefits, these partnerships contribute already to the internationalization of teaching and research at CU. For example, about half of WoS indexed publications are with an international co-author. One should note also the establishment of a common research center with St Andrews University, and the participation in a well-funded ERC Synergy grant. CU's seed-funding scheme (mini-grants) for launching international collaborations within the university's alliances and networks is particularly useful.

These collaborations are scaled to CU's capacity as a leading university, providing seed funding and administrative support.

The partnerships also strongly align with CU's mission of academic excellence, societal impact, and global relevance.

Recommendations:

- Continue the proactive politics for national and international collaboration, and maintain internal funding schemes and administrative support
- Ensure equitable participation across faculties, particularly with regard to improving international collaboration where it has not yet been fully implemented

STUDIES

4.13 Doctoral studies	
Evaluate the described organisation of doctoral studies. Pay attention to the setup and quality of the processes, as well as their effectiveness through basic statistics, such as drop-out rate or data on the future career of graduates.	
Rating [1–5]:	3 - Average
Qualitative assessment: The organisation of doctoral studies at CU reflects significant progress in response to anticipated national policy reforms, particularly the amendments to the Czech Higher Education Act. The anticipated introduction of doctoral schools, a structured supervision model, and financial reforms represent commendable structural changes aimed at improving both quality and completion outcomes. These developments will be complemented by a shift towards more selective admissions, increased stipends, and reinforced internationalisation efforts. Both the onsite visit and SER indicated that the University is committed to developing this element of institutional provision with management emphasising their reform orientation, improved financial incentives, and systemic coherence via doctoral schools. Whilst acknowledging the current changes being undertaken, some systemic gaps have been identified: • lack of peer exchange opportunities, • lack of adequate research training, • unclear processes for handling misconduct, • uneven, demanding graduation and publication criteria. Processes and Quality Doctoral training at CU is governed by an individual study plan under the supervision of qualified academic staff. The institution's establishment of supervisory standards, inclusion of advisory roles, and formalised monitoring mechanisms via Subject Area Boards indicate a well-structured approach. The incentive system for supervisors further enhances accountability and support. The adoption of the Doctoral Study Hub and structured training (including soft skills and international mobility) aligns well with international standards. CU has also made strategic investments in enhancing the doctoral experience through interdisciplinary training, thematic workshops, mentoring, and the development of the Doctoral Schools concept. Supervisors are central to doctoral success, and the reward system for timely completions, along with regular evaluations of individual study plans, appears to ensure academic rigour and progress tracking. However, the effectiveness of these processes is somewhat undermined by inconsistencies—especially in publication requirements across faculties—and by the lack of interfaculty collaboration and student community-building mechanisms. Moreover, while the establishment of ombudsperson roles is a positive development, clarity on complaint procedures is still insufficient and student support for workplace issues exist, suggesting gaps in welfare infrastructure. PhD students are also by default supervised by one supervisor, creating potential for vulnerability situations and isolation. Statistical indicators show progress in several key areas: • Success Rate: Improved to 59% in 2024, up by 23% over six years. • Drop-out Rate: Not directly stated but implied improvement from historically low success rates. • Internationalisation: 34% of students are international, and 18% study in a foreign language.	

- Financial Support: Scholarships have risen from approx. 400 EUR to 1000 EUR/month, significantly improving feasibility of full-time study.
- Graduate Employability: Graduate tracking appears to indicate high employability and low unemployment, with a portion advancing to prestigious academic and research institutions.

CU maintains robust collaborations with the Czech Academy of Sciences and global research institutions, offering a range of collaborative programmes and promoting international mobility. These partnerships are reported to have enhanced doctoral candidates' research exposure and career prospects.

Recommendations:

- Standardise Completion Requirements: Harmonise publication and dissertation requirements across faculties to ensure equity and clarity, while taking into account specificities of scientific disciplines.
- Enhance Student Support Structures:
 - Create a centralised, easily accessible portal for serious grievances.
 - Expand the role of the ombudsperson and ensure widespread awareness among students.
- Foster Doctoral Community: Organise regular cross-faculty and intra-faculty events, seminars, and peer networks to enhance academic culture and student wellbeing.
- Implement Monitoring of Supervisor Quality:
 - Institutionalise training and evaluation for supervisors across faculties.
- Facilitate more consistent supervision in team structures
- Career Development: Expand targeted career counselling tailored to PhD students and improve access to postdoctoral opportunities.
- Strengthen Graduate Tracking: Develop a formal, centralised system for tracking alumni careers to inform program design and identify skill gaps.
- Facilitate more consistent research training for doctoral students, possibly in the context of Faculty-based graduate schools.

IMPLEMENTATION OF RECOMMENDATIONS

4.14 Implementation of recommendations in Module 4

Evaluate how the HEI has reflected the recommendations from the previous evaluation of the IEP, if applicable.

If the HEI has not been evaluated before, the indicator will be marked as N/A – Not Applicable.

Rating [1–5]:

4 - Very good

Qualitative assessment:

Charles University has demonstrated a comprehensive and strategic response to the Module 4 recommendations from the previous IEP evaluation. The institution has made measurable progress across key domains, including structural integration, doctoral governance, internationalization, infrastructure, and equality. The self-evaluation report reflects a mature and forward-looking approach to institutional development, with clear alignment between recommendations and implemented actions.

Recommendations:

- Continue with the implementation of these actions that are in progress.

MODULE 4 RATING

MODULE 4 – SUMMARY EVALUATION

After evaluating each indicator, please provide an overall evaluation of Module 4. Assess the overall state of the research and institutional environment and the quality of the internal processes of the HEI. Consider whether and how the set processes contribute to the fulfilment of the HEI's mission and vision.

The aggregate grade is determined in accordance with the rules of the Methodology HEI2025+ as a simple average of the scores for each indicator.

INDICATOR	RATING [1–5]
4.1 Organisation and management of R&D&I	4 - Very good
4.2 System of support for a quality R&D&I environment and incentive measures for quality science	4 - Very good
4.3 Quality control system for R&D&I environment	4 - Very good
4.4 Sustainability and resilience of R&D&I	3 - Average
4.5 Structure of human resources	3 - Average
4.6 Academic and Research Careers	4 - Very good
4.7 Gender equality measures	2 - Below average
4.8 Mobility of academic and research staff (including sectoral and inter-sectoral mobility)	4 - Very good
4.9 Research infrastructure	4 - Very good
4.10 Budget and structure of financial resources	4 - Very good
4.11 Rules for the use of institutional support for the LCDRO	4 - Very good
4.12 Important collaborations in R&D&I	5 - Outstanding
4.13 Doctoral studies	3 - Average
4.14 Implementation of recommendations in Module 4	4 - Very good
AVERAGE RATING	4 - Very good
GRADE [A–D]	B

Summary assessment:

Charles University (CU) demonstrates a robust and historically grounded research environment. The university's governance model is shaped by a dual structure that balances central strategic planning with high levels of faculty autonomy. While this approach reflects CU's deep academic traditions and national context, it also presents challenges in fostering innovation and interdisciplinary collaboration. The evaluation panel notes that this equilibrium may inadvertently prioritize tactical stability over strategic transformation, particularly in the coordination of cross-faculty research initiatives.

CU has developed a comprehensive ecosystem to support high-quality research. Internal funding schemes such as PRIMUS, Cooperatio, and Donatio Universitatis Carolinae provide substantial resources for early-career researchers, disciplinary development, and international recruitment. These are complemented by strong project support systems, including mentoring for ERC and MSCA applicants, and professional grant management services at both faculty and central levels. The

university's commercialization efforts are anchored by the Knowledge and Technology Transfer Centre (CPPT) and Charles University Innovations Prague (CUIP), which have successfully facilitated spin-offs and technology transfers.

In terms of research quality, CU maintains internationally competitive outputs across a wide range of disciplines. Biomedical research groups contribute to European treatment protocols and clinical trials, while theoretical physicists and mathematicians publish in top-tier journals. The humanities and social sciences also show strong performance, particularly in history, law, and digital humanities. The Cooperatio programme has helped to foster interdisciplinary clusters, although consistent collaboration across faculties remains uneven.

Infrastructure development is another area of strength. Strategic projects such as Campus Albertov and the university's high-performance computing and AI platforms illustrate a forward-looking vision. These investments are supported by a €78 million allocation over the evaluation period, and efforts are underway to harmonize access policies and promote shared use across faculties. Financially, CU demonstrates strong performance in securing EU grants, though its reliance on national funding sources and structural funds remains a concern for long-term sustainability.

Despite these achievements, several challenges persist. The university's internal funding schemes lack guaranteed long-term support, and international recruitment, particularly of senior academics, remains modest. Gender equality is another area requiring attention. Although CU has implemented mentoring programmes and institutional policies aligned with Horizon Europe, women continue to be underrepresented in senior academic and leadership roles. The pace of change is slow, and disparities across faculties suggest that implementation is uneven.

Overall, Charles University presents a resilient and strategically oriented research environment, with credible plans to consolidate its position among leading European institutions. However, realizing this ambition will require targeted reforms in governance, funding sustainability, gender equity, and cross-faculty integration.

Summary recommendations:

- **Strategic review of governance and interdisciplinarity:** Initiate a strategic review of the current governance model to identify specific reforms that could better empower interdisciplinary research and enhance strategic agility. This review should benchmark against international universities that have successfully integrated autonomous faculties into a more cohesive corporate research strategy, moving beyond the current model that may "reinforce equilibrium rather than innovation."
- **Interim evaluation of the Cooperatio program:** Conduct a formal interim evaluation of the Cooperatio program focused on its primary objective to "reduce fragmentation". The evaluation should assess its administrative complexity and use clear metrics to measure the growth and impact of cross-faculty collaborations. Successful models of cooperation from within the program's 43 research areas should be identified and promoted as best practices across the university.
- **Accelerate data-driven strategic management:** Prioritize and accelerate the development of the university data warehouse prototype. A fully implemented system is crucial to equip both central and faculty leadership with the analytical tools needed to transition from tactical to strategic R&D&I management, ensuring that resource allocation and key decisions are based on transparent, university-wide performance data.
- **Maintain the strong portfolio of internal funding** by continuing to support seed projects, doctoral scholarships, and international mobility, while ensuring long-term sustainability through multi-year planning. Systematic monitoring of outcomes (e.g. conversion into external grants, publications, doctoral completions) should guide prioritisation and demonstrate return on investment.

- Strengthen international recruitment by establishing targeted fellowship schemes for postdocs and junior PIs, creating clear career pathways for foreign staff, and addressing salary and legislative barriers that currently limit attractiveness.
- Increase leadership in ERC and Horizon Europe by combining centralised proposal-writing support with structured mentoring by experienced PIs, and by linking institutional performance indicators directly to European grant activity. Internal seed grants could also be strategically used to prepare competitive applications.
- Consolidate university-wide support services by strengthening coordination between the Rectorate and faculty research offices. This should ensure strategic alignment in grant support and project management, while maintaining the benefits of decentralisation and proximity to researchers.
- Ensure equitable access to infrastructure by prioritising large strategic projects (e.g. Campus Albertov, HPC/AI platforms), harmonising access policies across faculties, and monitoring usage to reduce disparities. Transparent allocation and coordinated planning would help maximise return on investment and encourage cross-faculty collaboration.
- Further harmonise quality assurance mechanisms across faculties, addressing the current heterogeneity in implementation speed and standards.
- Ensure that internal evaluation results systematically inform strategic funding allocations, so that performance is directly linked to institutional priorities.
- Expand the role of international experts in periodic assessments to strengthen benchmarking against global standards and enhance external credibility.
- Ensure the long-term sustainability of internal funding schemes by embedding them into multi-annual financial planning, with clear evaluation of outcomes and strategic co-financing from external partners where possible.
- Diversify funding sources by increasing participation and leadership in ERC and Horizon Europe projects, thereby reducing reliance on national schemes.
- Strengthen human resource sustainability through targeted recruitment and retention of international researchers, and by offering attractive career pathways for young academics.
- Reduce disparities between faculties by ensuring equitable access to infrastructure, support services, and funding opportunities, thus reinforcing resilience across the university.
- Advance strategic infrastructure projects such as Campus Albertov and HPC/AI platforms in a timely and coordinated way, ensuring they contribute to both national and international competitiveness.
- The University should make sure that promotions, and in particular the promotions of women, follow the recommendations set out in its policy documents. This should include measures to raise awareness of unconscious bias.
- The University should therefore review, in dialogue with the faculties, the ways in which these measures are implemented and seek to redress the gender imbalance across the University.
- CU should enter in dialogue with the Ministry to gain more support for its mobility schemes
- CU should, if possible, increase the level of funding allocated for investment in research infrastructure (2014-28-level).
- CU should continue enhancing the remote- and virtual access to shared infrastructures (within and beyond CU).
- CU should formalize its core facilities policy, complete with clear access and pricing models. To incentivize inter-faculty sharing, a portion of central funds could be allocated to support the operational costs of designated core facilities based on their cross-campus usage.
- CU should increase and further use the potential for interdisciplinary cooperation to enhance the sharing of facilities.

- CU should further strengthen its focus on world-class digital research, particularly to support its stated strategic ambitions in areas like artificial intelligence, quantum technologies, and data-driven life sciences. This would ensure that infrastructure investment is directly enabling the university's highest research priorities.
- Expand partnerships with industry and private foundations.
- Promote alumni giving and philanthropic campaigns.
- Develop continuing education and executive programs as revenue generators.
- In addition to EU programmes, target global funders e.g., the NIH.
- Negotiate contracts directly with industry.
- Consider broadening the metrics used to assess the impact of funding mechanisms, by e.g., including metrics for societal relevance, interdisciplinary reach, and educational impact and carrying out qualitative assessments of research influence on policy, culture, and innovation.
- Strengthen support to early-career researchers, e.g., by expanding PRIMUS to include bridge funding and mentoring programs; offering tenure-track pathways linked to LCDRO performance, and by creating interdisciplinary postdoc fellowships to foster cross-faculty collaboration.
- Improve the communication on LCDRO and its results, e.g., by publishing impact reports showcasing LCDRO outcomes, by highlighting success stories to build internal momentum and external trust, and by fostering a culture of shared learning across faculties.
- Continue the proactive politics for national and international collaboration, and maintain internal funding schemes and administrative support
- Ensure equitable participation across faculties, particularly with regard to improving international collaboration where it has not yet been fully implemented
- Standardise Completion Requirements: Harmonise publication and dissertation requirements across faculties to ensure equity and clarity, while taking into account specificities of scientific disciplines.
- Enhance Student Support Structures:
 - Create a centralised, easily accessible portal for serious grievances.
 - Expand the role of the ombudsperson and ensure widespread awareness among students.
- Foster Doctoral Community: Organise regular cross-faculty and intra-faculty events, seminars, and peer networks to enhance academic culture and student wellbeing.
- Implement Monitoring of Supervisor Quality:
 - Institutionalise training and evaluation for supervisors across faculties.
- Facilitate more consistent supervision in team structures
- Career Development: Expand targeted career counselling tailored to PhD students and improve access to postdoctoral opportunities.
- Strengthen Graduate Tracking: Develop a formal, centralised system for tracking alumni careers to inform program design and identify skill gaps.
- Facilitate more consistent research training for doctoral students, possibly in the context of Faculty-based graduate schools.

MODULE 5 – STRATEGY AND POLICIES

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

Evaluate the described vision and general mission of the university emphasizing R&D&I (in context of its educational function and the educational policy strategy of the state or the relevant ministry for higher education). Compare the defined mission with reality. The evaluation should consider how the mission and vision of the HEI has been fulfilled in the past five-year period and whether the vision for the next five-year period is adequately set and realistically achievable.

Rating [1–5]:

5 - Outstanding

Qualitative assessment:

Charles University's articulated mission and vision place strong emphasis on its role as a comprehensive, research-intensive institution committed to excellence in education, research, development, and innovation (R&D&I). Charles University positions itself as a leading European research university, as a driver of societal development through high-quality education and cutting-edge research and as a promoter of academic freedom, interdisciplinarity, and international collaboration. Focusing on R&D&I, the mission explicitly integrates research and innovation with educational excellence. The university commits to supporting basic and applied research, knowledge transfer, and societal impact and emphasizes the development of human capital through doctoral education and early-career support.

The Czech Ministry's of Education long-term strategy emphasizes research excellence and international competitiveness, integration of R&D&I into teaching and societal engagement, and support for innovation ecosystems and knowledge transfer. The mission of Charles University and its strategic programs (e.g., PRIMUS, UNCE, Cooperatio) directly reflect these national priorities. Additionally, the university contributes to the achievement of national goals through its track record in attracting ERC and Horizon Europe projects, doctoral training, and innovation hubs (e.g., CU Innovations Prague).

Over the past five years Charles University exhibits significant growth in international grants, especially ERC and Horizon Europe. Its internal funding schemes (PRIMUS and Cooperatio) have strengthened interdisciplinary and early-career research and CU Innovations Prague has matured into a functional knowledge transfer platform. Thematic programs and doctoral schools link teaching with research priorities.

However, the university is still heavily reliant on public sources; private and philanthropic funding remain limited. Variation in strategic maturity across faculties is still observed; some remain reactive rather than proactive. Evaluation still leans toward traditional outputs (publications, grants) rather than broader societal impact.

For the next five years the university aspires to strengthen its position as a global research leader, to deepen interdisciplinarity and societal relevance, to expand innovation and knowledge transfer, and to enhance doctoral education and talent development. Notwithstanding the risk of attempting to achieve these ambitious goals in the face of depending mostly on continued public funding; partial faculty engagement, and imperfect agility in responding to global challenges, the university's vision builds on existing strengths and institutional momentum, it is strategically anchored and operationally feasible.

Recommendations:

- Sharpen the vision with measurable targets (e.g., % increase in ERC grants, doctoral completion rates, innovation outputs) and introduce milestone-based tracking to assess progress toward becoming a "leading European research university."

- Embed R&D&I into curricula by expanding research-based learning across undergraduate and master's programs and by promoting interdisciplinary modules that reflect societal challenges (e.g., climate, AI, health equity).
- Enhance the doctoral ecosystem by formalizing doctoral schools with structured supervision, transferable skills training, and international mobility.
- Develop a balanced scorecard for strategic initiatives and establish a formal mechanism for reflecting on strategic outcomes and adapting policies.

5.2 Research and development objectives

Evaluate the set goals of the HEI in both the area of R&D&I and the development of the HEI as an institution. Consider whether the goals are adequately established in relation to the size and type of the HEI, as well as its mission and vision, and whether they are achievable within the proposed timeframe.

Rating [1–5]:

5 - Outstanding

Qualitative assessment:

The defined R&D&I goals of Charles University are well-calibrated to the university's scale and type (a large, multidisciplinary, research-intensive university). They reflect the university's mission to advance knowledge, support societal development, and promote academic freedom and they align with national and European policy priorities, including the Czech Ministry's emphasis on excellence, innovation, and internationalization. The five-year horizon for achieving them is realistic, given the existing position of the university. However, risks exist because of strong dependency on public funding and uneven faculty engagement, but these are manageable with targeted interventions.

The defined institutional development goals are appropriate and necessary for a university of this complexity and ambition. They support the long-term vision of becoming a globally competitive, socially engaged institution. The emphasis on decentralization, transparency, and inclusivity reflects mature institutional thinking. The five-year timeframe is achievable, as many initiatives are already underway. However, it will be necessary for strategic planning to remain adaptive and for monitoring and evaluation mechanisms to be consistently applied.

Recommendations:

- Use Cooperatio as a blueprint to launch new thematic clusters in emerging fields (e.g., AI ethics, planetary health, digital humanities).
- Encourage co-supervision of PhD students across faculties to foster cross-disciplinary collaboration.
- Prioritize digital transformation in research administration, student services, and data analytics.
- Formalize policies for diversity, equity, and inclusion in hiring, promotion, and student support.

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

Evaluate the described institutional and strategic instruments for the fulfilment of the research and development objectives regarding how they will contribute to the fulfilment of these objectives. In your evaluation, also pay attention to the possible absence of key instruments or measures.

Rating [1–5]:

4 - Very good

Qualitative assessment:

Charles University has outlined a comprehensive set of institutional and strategic instruments aimed at fulfilling its research and development (R&D) objectives. These include internal grant schemes; the LCDRO funding framework; CU Innovations Prague; doctoral education and research schools; and mechanisms for international grant support. These instruments reflect a mature and mission-aligned approach to fostering excellence, interdisciplinarity, and societal impact.

However, while EU funding is well-supported, there is limited mention of targeting non-EU sources; metrics for societal impact of research are relatively underdeveloped; broader innovation culture, beyond CUIP, across faculties is not fully embedded; and research infrastructure (labs, digital platforms, shared facilities) is addressed less prominently than it should.

Recommendations:

- Charles University should expand its global funding strategy, broaden impact metrics, and invest in infrastructure and innovation culture across faculties.

5.4 Implementation of recommendations in Module 5

Evaluate how the HEI has reflected the recommendations from the previous evaluation of the IEP, if applicable.

If the HEI has not been evaluated before, the indicator will be marked as N/A – Not Applicable.

Rating [1–5]:

4 - Very good

Qualitative assessment:

Charles University received a single recommendation in Module 5, which emphasized the need to continue and accelerate the integration of existing university information systems and introduce new Management Information Systems (MIS), including Decision Support Systems (DSS). The university has reflected well on this recommendation and has paved the way for fully complying with the recommendation.

Recommendations:

- Continue working towards fully implementing the systems and interconnections necessary to comply with the recommendation.

MODULE 5 RATING

MODULE 5 – SUMMARY EVALUATION

After evaluating each indicator, please provide an overall evaluation of Module 5. Evaluate the overall setting of the HEI's strategic objectives and development plan.

The aggregate grade is determined in accordance with the rules of the Methodology HEI2025+ as a simple average of the scores for each indicator.

INDICATOR	RATING [1–5]
5.1 Mission and vision of the evaluated institution in R&D&I	5 - Outstanding
5.2 Research and development objectives	5 - Outstanding
5.3 Institutional instruments and measures for the implementation of the research and development strategy	4 - Very good

5.4 Implementation of recommendations in Module 5	4 - Very good
AVERAGE RATING	4 - Very good
GRADE [A–D]	A
Summary assessment: Charles University’s strategy and policies reflect a high level of institutional maturity, strategic foresight, and alignment with both national priorities and global trends. The integration of education, research, and innovation is not only aspirational; it is operationalized through well-designed instruments and governance structures. The university is well-positioned to lead in the European higher education and research landscape over the coming years.	
Summary recommendations: • Sharpen the vision with measurable targets (e.g., % increase in ERC grants, doctoral completion rates, innovation outputs) and introduce milestone-based tracking to assess progress toward becoming a “leading European research university.” • Embed R&D&I into curricula by expanding research-based learning across undergraduate and master’s programs and by promoting interdisciplinary modules that reflect societal challenges (e.g., climate, AI, health equity). • Enhance the doctoral ecosystem by formalizing doctoral schools with structured supervision, transferable skills training, and international mobility. • Develop a balanced scorecard for strategic initiatives and establish a formal mechanism for reflecting on strategic outcomes and adapting policies. • Use Cooperatio as a blueprint to launch new thematic clusters in emerging fields (e.g., AI ethics, planetary health, digital humanities). • Encourage co-supervision of PhD students across faculties to foster cross-disciplinary collaboration. • Prioritize digital transformation in research administration, student services, and data analytics. • Formalize policies for diversity, equity, and inclusion in hiring, promotion, and student support. • Charles University should expand its global funding strategy, broaden impact metrics, and invest in infrastructure and innovation culture across faculties. • Continue working towards fully implementing the systems and interconnections necessary to comply with the recommendation.	

OVERALL EVALUATION IN MODULES 1 TO 5

OVERALL EVALUATION

Provide a summary evaluation of the HEI as a whole across all five modules. Justify your evaluation and highlight the main strengths and/or weaknesses of the evaluated HEI. The overall grade is determined according to the rules of the "Methodology VŠ2025+".

MODULE	MODULE WEIGHT	GRADE [A–D]
MODULE 1 and 2	50 %	A
MODULE 3	30 %	B
MODULE 4	10 %	B
MODULE 5	10 %	A
OVERALL RATING		A – Excellent

Qualitative assessment:

Charles University demonstrates sustained excellence across all major research domains, combining disciplinary depth, societal relevance, and international competitiveness. Evaluations from both national-level assessments (Modules 1 and 2) and institutional reviews (Modules 3 to 5) confirm its position as a leading European research university.

In Modules 1 and 2, Charles University received an overall grade of A across all disciplinary panels. More than half of its evaluated outputs were rated as excellent or very good, with only a small fraction receiving the lowest grade. The university's performance in the natural sciences is particularly strong, with physics, biology, and chemistry showing exceptional rates of publication in top-tier journals. In medical sciences, Charles University leads nationally in clinical medicine, demonstrating high productivity and significant contributions to translational research and diagnostics. The social sciences also stand out, especially in economics and media studies, where output far exceeds national benchmarks. In the humanities, the university excels in history, archaeology, and philosophy, although performance varies across faculties.

Institutional evaluations further highlight Charles University's deep societal engagement. Its research contributes directly to public policy, clinical innovation, cultural heritage, and civic discourse. Faculties such as Mathematics and Physics, the Centre for Theoretical Study, and the Environment Centre lead in commercialization, ethics, and sustainability. The medical faculties are closely aligned with national health priorities and clinical practice. However, the university's decentralized governance model, while supportive of academic autonomy, poses challenges for strategic cohesion and interdisciplinary collaboration. Initiatives like the Cooperatio programme and central advisory bodies aim to address fragmentation, though progress remains uneven.

Charles University supports its research ecosystem through robust internal funding schemes and innovation platforms. Several programmes, along with the activities of CUIP and CPPT, have enabled over 150 technology transfers. The university's commitment to open science and its investment in strategic infrastructure, including Campus Albertov and high-performance computing platforms, align with European standards. Nonetheless, valorization pathways are not equally developed across all faculties, with law, education, and the humanities underutilizing available commercialization support.

Internationalization is a growing strength, with active participation in EU consortia and the 4EU+ Alliance. Staff mobility and international recruitment are increasing, supported by targeted initiatives. Yet, structural constraints such as salary levels and visa regulations continue to limit global competitiveness. Career development frameworks are well-defined, but gender imbalance remains a concern. Women represent only 18% of professors, and progress in leadership roles has been slow.

Recommendations:

- The university should develop a comprehensive, university-wide framework for tracking, evaluating, and communicating the societal relevance of its research. While many units demonstrate strong public engagement, impact metrics are inconsistently applied. Establishing clear indicators, such as policy influence, media reach, stakeholder partnerships, and public uptake, would enable more strategic learning, visibility, and cross-unit comparability. This framework should be adaptable across disciplines, recognizing the diverse ways in which impact manifests in medicine, law, education, humanities, and theology.
- Valorization and knowledge transfer mechanisms should be broadened and better integrated. Several faculties underutilize existing structures such as CUIP and CPPT. The university should expand training and incentives for researchers to engage in contract research, licensing, and spin-off creation, especially in underrepresented domains like law, education, and the humanities. Valorization should encompass not only patents and products but also policy briefs, educational tools, cultural outputs, and digital platforms, reflecting the university's civic mission.
- Persistent gender imbalances in senior academic ranks require targeted interventions. The university should audit promotion pathways, introduce mentorship schemes, and support habilitation for women and underrepresented groups. Career development policies must address structural barriers such as maternity-related delays and limited international mobility. Faculties with strong female research output but low senior representation, such as Arts and Humanities, should be prioritized for equity initiatives.
- Cross-faculty collaboration remains underleveraged. The university should create seed funding for interdisciplinary projects that unite biomedical, social, legal, and cultural expertise, particularly around themes like public health, digital ethics, sustainability, and civic education. Shared appointments, co-supervised PhDs, and joint research centers could help dissolve silos and generate more integrated societal impact.
- While many units participate in EU-funded consortia, leadership roles remain concentrated in a few faculties. Charles University should invest in grant support offices, proposal development teams, and strategic partnerships to help more units, especially mid-sized and smaller ones, lead Horizon Europe, ERC, and 4EU+ initiatives. International visibility should also be supported through bilingual science communication, global media engagement, and targeted recruitment of international scholars.
- Institutes such as IHACU and the theological faculties contribute uniquely to the university's cultural and ethical mission but face structural constraints. The university should explore tailored support for these units, including digital archiving platforms, collaborative research hubs, and dedicated funding streams. Their societal relevance, often expressed through public history, ethics, and civic dialogue, deserves institutional recognition and strategic integration.
- Charles University excels in creative outreach, from podcasts and exhibitions to educational games and science festivals. These efforts should be scaled and coordinated through a central public engagement office that supports media training, content production, and stakeholder mapping. Faculties should be encouraged to align outreach with strategic themes (e.g., climate, democracy, health) and to document engagement as part of career progression and research evaluation.