

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

PROVIDERS METHODOLOGIST

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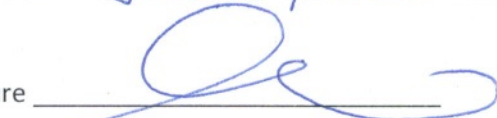
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Date of on-site visit of higher education institution:

June 17, 2025

In Miami date 10/27/2025

Signature



(IEP chairperson)

Prof. Rudi H. Ethrich, RNDr., MSc., Ph.D.

HIGHER EDUCATION INSTITUTION NAME:

University of Veterinary Sciences Brno

COMPANY REGISTRATION NUMBER (CRN): 62157124

THE LIST OF EVALUATION UNITS IN MODULE 3:

Faculty of Veterinary Medicine

Faculty of Veterinary Hygiene and Ecology

CEITEC VETUNI

CHAIRPERSON OF INTERNATIONAL EVALUATION PANEL

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LIST OF INTERNATIONAL EVALUATION PANEL MEMBERS		
Name and surname	Position in IEP	Current position
Rudi Ettrich	Chairman of the panel	President/Chief Executive Officer & Professor, Larkin University
Teresa Fossum	Panel member	CEO and Founder, Dr. Fossum's Pet Care
Petra Winter	Panel member	Professor, University of Veterinary Medicine, Vienna
Roman Pogranichniy	Panel member	Section head of Diagnostic Virology and Serology, Kansas State University
Tomasz Stadejek	Panel member	Professor, Warsaw University of Life Sciences
Leo Brunnberg	Panel member	Professor, Faculty of Veterinary Medicine
Gabriel Kováč	Panel member	Professor, University of veterinary and pharmacy in Košice

EVALUATION REPORT IN MODULE 3

NAME OF EVALUATED UNIT: Faculty of Veterinary Medicine

FORD: 4 - Agriculture and veterinary 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 part is well written, clearly describing the positive outcomes for VETUNI. It remains within the recommended word limit and provides a strong overview of the university, offering good perspective. The committee commends the well-organized presentation of the material and its effective delivery to the audience. The document is structured clearly and will be valuable for the committee and others who review it.

VETUNI currently has a total of 1,198 students enrolled at the Faculty, including 1,036 students in the Master's program in Veterinary Medicine, which is the Faculty's primary field of study. Additionally, 43 students are enrolled in the newly established Bachelor's program, *Veterinary Assistant*, and 119 students are pursuing doctoral studies. The Veterinary Medicine and PhD programs are also offered in English for self-paying students from various European countries (France, Cyprus, Greece) as well as Israel.

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:¹

During the review period, the Faculty demonstrated a high level of activity in R&D&I, which has been recognized by the wider scientific community. The numerous invited lectures delivered by academic staff at foreign universities, international conferences, and other professional events highlight the Faculty's international visibility and reputation. Furthermore, the involvement of faculty members on editorial boards of prestigious international journals, their elected memberships in professional societies, and their participation in evaluating R&D&I outcomes through competitive research project and programme calls reflect both the Faculty's academic authority and its active contribution to shaping the scientific field. **Overall, the Faculty's performance in R&D&I represents a significant**

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.

strength and enhances the university's unique national standing as the only veterinary university in Czechia as well as their international standing.

Recommendations:

At the same time, the Faculty could further strengthen its impact by developing clearer strategies to emphasize their unique standing as the only Veterinary University running a veterinary teaching hospital – with high clinical expertise in Czechia, expand collaborative projects, enhance external partnerships, and increase the visibility of its achievements beyond the academic 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]:

5 - Outstanding

Qualitative assessment:

A total of €1 103 800 in research funding was secured. Annual funding ranged from €119 600 (2022) to €368 900 (2019), with an average of €220 760 per year. Additionally, €70 000 was obtained through contract research activities. The five most significant projects listed are all of high national relevance and, in several cases, of European or international importance. The panel would especially like to highlight the following:

Novel physiological functions of pro-apoptotic cysteine proteases in endochondral ossification

Czech Science Foundation (GACR) Project (€294 900):

The project was conceived in collaboration between VETUNI (as beneficiary) and the Institute of Animal Physiology and Genetics CAS. The principal investigator was an expert from France who has long been collaborating with both institutions. The project team included students and early-career researchers. Scientifically, the work focused on the growth plate of long bones and chondrogenesis, with a specific emphasis on novel functions of caspases—cysteine proteases traditionally associated with apoptosis and inflammation. The project produced results demonstrating the impact of caspase inhibition on chondrogenesis, including key molecular markers and cartilage nodule morphogenesis in microarray-based cultures. Follow-up research aimed to clarify the functions of individual caspases, particularly the so-called “apical” caspases. It revealed previously unrecognized roles for caspase-1 and caspase-9 in physiological chondrogenesis. These findings have potential therapeutic relevance to osteoarthritis, where caspase-1 plays a significant role and is a target of emerging treatment strategies. The main outcomes were summarized in four original scientific articles published in Q1 journals. The project's contributions were also incorporated into a doctoral dissertation; following her successful defense, the student continued her research at a foreign university, further developing the international collaboration initiated at VETUNI Brno.

Physiological properties and functions of dentition related stem cells with focus on in vivo context

Czech Science Foundation (GACR) Project (€131 200)

The project was carried out within the framework of long-term cooperation between VETUNI and the Institute of Animal Physiology and Genetics of the Czech Academy of Sciences (CAS). The international dimension was ensured by the principal investigator, based at King's College London. The co-investigators were affiliated with both VETUNI and the Faculty of Medicine at Masaryk University (MUNI). The team also included numerous students and early-career researchers, with their professional development forming an integral part of the project's objectives. The primary research focus was on stem cells—an area of growing therapeutic interest. To date, most characterizations of these cells, particularly in dentistry, have been conducted in vitro. This project aimed to bridge that gap by contributing crucial in vivo data essential for clinical translation. The investigative strategy centered on two stem cell types—dental pulp stem cells (DPSCs) and periodontal ligament stem cells (PDLSCs)—employing cutting-edge methodologies such as single-cell transcriptomics, proteomics, high-resolution spatiotemporal analyses, and precise cell-population mapping. For example, single-cell RNA-seq revealed distinct clusters and differentiation potentials within DPSCs and PDLSCs. The project produced ten peer-reviewed articles in high-impact journals (including *Nature Communications* and *eLife*), documenting the evolutionary dynamics of stem cell markers, their spatial localizations, and novel metabolic pathways—pointing toward regenerative potential. Further publications (e.g., in *Journal of Translational Medicine*) demonstrate the practical relevance of these findings to periodontal disease management.

The influence of the level of livestock management and prevention of diseases, including biosecurity, on the reduction of antimicrobials usage and the spread of antimicrobial resistance

National Agency for Agricultural Research (NAZV) Project (€114 300)

The project was executed at VETUNI with my role as co-principal investigator, while the main investigator was based at the Institute of Animal Science in Prague-Uhřetěves. Among the project's intangible outcomes are four officially certified methodologies—together forming an innovative toolkit enabling comprehensive assessment of how breeding management, biosecurity, and immunoprophylaxis practices influence antibiotic usage, and the emergence and spread of antibiotic resistance. One of these methodologies is a unique antibiotic selection guide for treating bacterial diseases in livestock—unmatched in the Czech Republic—which is specifically designed for use by practicing veterinarians. All four methodologies are aimed at stakeholders across the livestock sector in the Czech Republic, including cattle, pig, and poultry breeders, breeder associations, government bodies such as the Ministry of Agriculture and the State Veterinary Administration, as well as private veterinarians working on farms. These methodologies are publicly accessible via the websites of the Ministry of Agriculture of the Czech Republic, the Research Institute of Animal Production, and VETUNI.

Preventive measures towards restricted and rational use of antibiotics in broiler production in the Czech Republic

National Agency for Agricultural Research (NAZV) Project (€77 600)

The project, conducted jointly by VETUNI and the Veterinary Research Institute, produced a functional probiotic sample containing eleven distinct bacterial species, such as *Bacteroides caecigallinarum*, *Bacteroides gallinaceum*, *Bacteroides mediterraneensis*, *Bacteroides salanitronis*, *Mediterranea massiliensis*, *Megamonas funiformis*, *Megamonas hypermegale*, *Megasphaera stantonii*, *Megasphaera elsdenii*, *Lactobacillus aviaries*, *Lactobacillus ingluviei*. When administered orally to one-day-old chicks, this probiotic blend notably reduced colonization by pathogenic *E. coli*. Use of the preparation in the first days after hatch lowered the incidence of avian pathogenic *E. coli*, contributing to decreased early mortality on farms. An invention application and utility model are currently filed with the Industrial Property Office. Additionally, a certified methodology—Active Monitoring of Serious *E. coli* Clones in Parent Breeding, Hatcheries, and Commercial Meat Poultry Farms—was developed and validated by the competent state authority. This protocol enables active surveillance of epidemiologically relevant *E. coli* strains across the poultry production pyramid. Early detection in parent breeding, hatcheries, and production flocks is a crucial prerequisite for implementing proactive prevention and control programs against economically significant co-infections in meat poultry.

Summary: research is unequivocally a top priority for FVM. The faculty consistently achieves an impressive success rate in securing competitive grant funding. Projects are clearly aligned with important national and international priorities, and the research teams consistently deliver excellent outcomes. FVM operates at the forefront of its fields. The faculty not only excels in securing funding, but also maintains strong international partnerships, ensuring its position at the cutting edge of veterinary and biomedical research.

Recommendations:

However, since some projects already involve international collaborators, it would be advisable for the faculty to further expand its international engagement by taking a more active role in European or globally funded consortia—either as the main beneficiary or as a partner. In particular, young researchers should be encouraged to participate in extended research stays (several months) abroad. International cooperation is well recognized as a key driver of world-class research, and young scientists especially benefit from it, and it significantly enhance their career development and contribute to innovative outcomes.

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:

During the period under review, Faculty researchers made significant contributions to applied research with tangible societal impact, particularly in veterinary diagnostics, animal health, and antimicrobial stewardship. Key achievements include:

- **African Swine Fever (ASF) diagnostics and vaccine development:** Development of an ELISA kit detecting antibodies against ASFV C-type lectin protein, alongside identification of antigenic regions suitable for subunit vaccine development, enhancing disease monitoring and control in swine populations.
- **Assisted reproduction in large animals:** Certification of the intrafollicular oocyte transfer (IFOT) methodology, primarily for cattle but adaptable to other large species, supporting research on embryo quality, oocyte maturation, and improving reproductive technologies.
- **Probiotics for poultry health:** Creation of a probiotic preparation to protect the appendix mucosa of poultry, now in pilot commercialization, providing a preventive strategy that supports poultry welfare and reduces reliance on antibiotics.
- **Antimicrobial stewardship and livestock management:** Multiple certified methodologies were developed to evaluate and improve livestock management, biosecurity, and prophylaxis practices, guiding rational antibiotic use across cattle, pigs, and poultry farms. These tools provide practical guidance for veterinarians, farmers, and authorities to reduce antimicrobial resistance while maintaining animal health and welfare.
- **Fish health diagnostics:** Development of an ELISA test for detecting antibodies to *Acanthamoeba polyphaga mimivirus* in fish sera, applicable in both diagnostic laboratories and research, enhancing disease surveillance in aquaculture.
- **Collaborative applied research projects:** Engagement in national and international projects, including the QK22020066 grant on rational antibiotic use in broiler production, demonstrating the Faculty's ability to generate intellectual property and transfer innovative solutions to end-users.

Overall, these applied research outcomes illustrate the Faculty's strong commitment to translating scientific discoveries into practical solutions that benefit animal health, improve veterinary practices, and address societal challenges such as disease control and antimicrobial resistance.

Recommendations: no recommendations

FVM VETUNI shall maintain its capacity to translate research into tools with tangible societal benefits

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 self-assessment explicitly states that:

“The Faculty currently does not have financial resources obtained by commercialization of research results (spin-offs, licenses, etc.).”

However, the faculty have very effectively used their clinical income to support research and have found alternate methods to fund research interests, including intramural grants. Funding research from these sources is a common practice amongst clinical veterinary faculty. Additionally, several of the projects listed in the SER are vaccine development. In one case, the vaccine is in clinical trials; thus, there is a clear intent to commercialize. There are a number of sponsored projects that will likely not lead to commercialization but do provide funds that can be used for pilot studies and other expenses (such as patent costs, etc). Researchers interested in commercializing products have an opportunity to learn about technology transfer and intellectual property. Thus, although the SER reports that they are not currently commercializing products, there is a clear intent to do so.

The Faculty has demonstrated:

- Successful **deployment of certified methodologies** in national surveillance and farm management
- Technology transfer via **public registries** (e.g., Ministry websites)
- Ongoing applications for **utility models and patents**, e.g., for a poultry probiotic

Many clinical science students and faculty working and having some research project.

There is interested to do more research in the area of their focus area.

Recommendations:

The FVM VETUNI Brno is effective at translating R&D&I into practical applications that benefit veterinary medicine and livestock management in the Czech Republic. It excels in societal impact and stakeholder engagement. However, the commercialization of outputs remains limited, and the unit has not yet capitalized on licensing or spin-off opportunities. Enhancing this aspect—through targeted innovation partnerships and IP strategy—would improve both financial sustainability and long-term impact.

Report annually to university leadership and external stakeholders.

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 University is successful in popularizing the research conducted at VETUNI to the public in various ways. They make use of press, websites, local news media, and other resources, as described here: in the press, on the Internet, on the University's website, through press releases and media invitations, by arranging interviews with academic staff and students on television and radio, and through the communication of the External Relations Department with the general public.

Recommendations:

The committee recommends establishing metrics to measure the impact of this important work carried out at VETUNI. For example, such metrics could include how it contributes to an increase in the number of cases at the veterinary clinic or how it leads to a higher number of applications from candidates to the Faculty of Veterinary Medicine.

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 have been two major recommendations, the first highly recommending participation in international research projects, including EU-funded initiatives. During the period under review, the Faculty was involved in one notable international project: a collaborative study with the U.S. Fish and Wildlife Service titled *“Evaluation of Parasitic Infections Involved in Mortalities of Mountain Gorillas of Virunga Massif Using Advanced Genomics.”*

Another valuable collaboration was contract research conducted with GATT Technologies BV (Netherlands) on the development of hemostatic materials. Beyond the financial benefits, this partnership provides opportunities to further advance the research topic in the future.

In addition, the Faculty maintains cooperation with neighboring universities in Central Europe, primarily through student exchanges, summer schools, and regular meetings of faculty and university management within the framework of the VetNEST project, which involves all veterinary universities and faculties in the region.

The second recommendation was with respect to offering guidance on the processes by which research knowledge and discoveries can be effectively translated into tangible products and applied procedures. Faculty researchers have demonstrated notable success in securing projects from grant calls focused on applied research, reflecting their ability to address practical challenges in the veterinary field. As a result, several certified methodologies and proven technologies have been effectively transferred to end-users, with contracts for their use—including commercialization—being signed, demonstrating the Faculty’s commitment to translating research into real-world applications.

A key example is the QK22020066 project, *“Preventive Measures Towards Restricted and Rational Use of Antibiotics in Broiler Production in the Czech Republic,”* which led to the development of the intellectual property *“Probiotic Preparation for the Protection of the Appendix Mucosa of Poultry and Its Use.”* This outcome, achieved in collaboration with the Veterinary Research Institute, illustrates the Faculty’s capacity for productive partnerships and innovative research. An invention and utility model application has been filed with the Industrial Property Office, with commercialization planned, further underlining the practical impact and societal relevance of the Faculty’s research activities.

Recommendations: To further strengthen these outcomes, the Faculty could expand its commercialization pathways and actively engage additional industry partners.

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	5 - Outstanding
3.7 Implementation of the recommendations in Module	5 - Outstanding
Average rating [1–5]:	5 - Outstanding
Grade [A–D]:	A
Summary assessment: Very good team of faculty working together on training future veterinarians for the Czech republic. VETUNI is passing different assessment and accreditation and this is indication of the quality of work that they do. Research projects and faculty capacity performing this project could increase in the future. The Faculty of Veterinary Medicine has achieved strong visibility and recognition within the international scientific community during the evaluation period. This is reflected in the active participation of its academic staff in prominent international conferences and clinical specialist training programs, where they have been regularly invited to share their expertise in fields such as exotic animal medicine, diagnostic imaging, and soft tissue surgery. The number and scope of these lectures highlight the faculty's leadership in niche areas of clinical veterinary practice. In addition, faculty members contribute to scientific quality assurance through editorial roles in internationally recognized journals in veterinary medicine, immunology, and genomics. Their ongoing service on editorial boards supports the faculty's reputation for scientific rigor and peer engagement. The faculty also maintains active representation in national research evaluation structures, with consistent participation in research project and program assessments. These contributions to national funding bodies demonstrate trust in the faculty's academic judgment and further reinforce its standing in the Czech research system. Beyond external recognition, the faculty has hosted international experts who contributed to internal academic enrichment through guest lectures and collaborative activities. This two-way exchange further demonstrates the faculty's integration into the global academic network. Prestigious awards granted to faculty members and departments during the period underline the consistent quality and relevance of their scientific contributions, both in research and clinical fields.	

Taken together, these activities confirm the faculty's role as a respected and dynamic participant in veterinary research and education at both national and international levels.

Summary recommendations:

It would be beneficial to identify additional sources of funding for research grant applications and to increase the number of research projects across all departments.

The faculty is encouraged to continue its active engagement in international academic forums and scientific publishing. Its contributions are well recognized and valued across clinical and research communities. Continued support will help maintain and expand the leadership role in specialized veterinary fields, particularly by promoting recognized researchers (R2 researchers according to the European framework for research careers) who are not yet fully independent, enabling them to successfully secure their first third-party funded project. This is especially important for clinical researchers, who should be supported by special funding programs that provide clinical-free research time to create sufficient opportunities for them to focus on their research projects.

EVALUATION REPORT IN MODULE 3

NAME OF EVALUATED UNIT: Faculty of Veterinary Hygiene and Ecology

FORD: 4 - Agriculture and veterinary 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 mission of FVHE VETUNI is to provide high-quality veterinary education, conduct creative and professional activities in veterinary hygiene, ecology, animal welfare, food safety, public and wildlife health, and to fulfill its broader social responsibilities. Strategically, the faculty aims to strengthen its international recognition, excel in education, research, and professional practice, modernize its facilities, and maintain strong national and European collaborations.

FVHE VETUNI holds an excellent position nationally and internationally, being one of only two faculties providing veterinary education, internationally accredited by EAEVE, in the Czech Republic. It is particularly recognized for applied and contract research, supported by national and international grants.

The faculty is led by the Dean, supported by Vice-Deans overseeing education, science, research, foreign relations, and strategy. Governance includes the Academic Senate, Scientific Council, and various advisory and expert committees. Administrative operations are managed by the Dean's Office.

FVHE VETUNI currently offers 4 bachelor programmes (2 in English), 4 master programmes (1 in English), 5 doctoral programmes (all in English), and 3 lifelong learning courses. The faculty employs approximately 180 staff, with around 100 involved in teaching and research activities.

In 2023, the faculty had a total of 1054 students, of whom 547 were studying in the master's degree programme of Veterinary Medicine, which is the faculty's dominant field of study, as well as 374 students in bachelor programmes and 59 students in doctoral programmes.

The introduction is written well and provides all basic information.

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:¹

The academic staff of FVHE demonstrates a sustained level of engagement in the scientific community, both nationally and internationally. Faculty members have been involved on editorial boards of domestic and international scientific journals, reflecting recognized expertise in their fields. The Faculty supports international cooperation through participation of academic staff in foreign conferences, invited lectures, and by hosting international experts at faculty-organized scientific and educational events. FVHE staff are members of professional societies within the Czech Republic and abroad. **While these activities contribute to the Faculty's academic profile, there is potential to further strengthen international collaborations and increase the visibility and impact of its contributions in the global veterinary and scientific community.**

Recommendations:

Further strengthen international collaborations and increase the visibility and impact of its contributions in the global veterinary and scientific 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]:

5 - Outstanding

Qualitative assessment:

The Faculty of Veterinary Hygiene and Ecology (FVHE) acquired a total of €3.44 million in funding between 2019 and 2023, with 71% of this amount obtained as a beneficiary. A significant increase in funding was observed from 2019 to 2023, representing a 52% rise compared to 2019. On average, approximately €690,000 was secured annually. Out of 30 submitted projects, 17 were funded by the National Agency for Agricultural Research (NAZV). All submitted projects align with FVHE's mission, focusing on research in food safety and quality, as well as the veterinary protection of public health.

FVHE primarily conducts applied research with the goal of implementing findings in the field of veterinary public health or further developing methods in collaboration with public institutions, such as the State Veterinary Institute in Jihlava. The focus on bees, aquaculture, and insects, as well as the development of methods for identifying animal species in food products, is highly forward-looking and innovative. While there is evidence of good interdisciplinary collaboration in some areas, there is potential to further intensify interdisciplinary efforts on key topics both within the Czech Republic and internationally. The Cooperation with CEITEC is very well appreciated.

Efforts to expand diagnostic services for international food companies in the areas of food safety and hygiene have already been initiated. Establishing long-term collaborations within a European consortium would be highly desirable, particularly to secure European funding in the fields of food safety and hygiene over the long term.

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.

Given the high teaching workload, the level of success in securing research funding is very satisfactory. The diversity of funded projects is also impressive, reflecting close collaboration with the veterinary public sector. Particularly in the development of certified methods and diagnostic tools, the application potential of these projects is very high.

Currently, there are only a few research activities in the field of biodiversity. This topic, which is mentioned in FVHE's mission, may still be in its early stages of development.

Recommendations:

The FVHE should continue to prioritize innovative research areas, particularly in the field of food safety and quality. Further Strengthening cooperation with basic research institutions, such as CEITEC, is highly recommended to better interlink applied research activities with fundamental research. This will enhance FVHE's ability to position itself as a strong partner in European consortia within its chosen focus areas. Partnerships with the private sector, especially with international food companies, should be further developed. These collaborations can help expand diagnostic services and lead to the development of marketable solutions in food safety and hygiene. It is also recommended that FVHE align its research strategy with the recommendations provided in the evaluation. As part of this alignment, FVHE should consider integrating a support program for young researchers. Such a program could include initiatives to foster interdisciplinary research and collaboration, further strengthening the faculty's research capacity and impact.

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:

FVHE has produced applied research outcomes of various sort during the evaluated period, significant are the certified methodologies (e.g. Semi-automatic determination of pollen profile Meliss palynological analysis of honey, Methodological course of CEITEC the examination of emergency fish kill causes , Diagnostic of spring carp mortality , Fast diagnostic methods of amphibian diseases or software : Set for multiplex detection of DNA from farm anima s or software: Evaluation of the risk of microbial contamination of food , which have an economic potential or are already being used in practice. The outcomes are produced in cooperation with practice and the private sector in relation to the current requirements of the agricultural and the food sector.

Recommendations:

FHVE shall maintain its capacity to translate research into tools with tangible societal benefits

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:

FVHE places considerable emphasis on securing grant and contract research projects, and faculty staff have been successful in obtaining such funding through collaborations with both domestic and international institutions, as well as commercial partners. This approach allows for the practical implementation of findings from basic and applied research. Staff involved in these projects are financially incentivized, which encourages further engagement in similar research activities.

Cooperation with practice is well established, involving a range of public and private organizations in veterinary hygiene, animal welfare, food safety, and related fields. During the evaluated period, FVHE completed two contract research projects totaling 200,000 CZK, with additional funds (approximately 1 million CZK) obtained through advisory and commissioned activities, though these are not formally classified as contract research.

The Faculty also achieved successful accreditation and reaccreditation of its Food Analysis Laboratory, which is expected to serve as a future source of income and facilitate further knowledge transfer into practice. New contract research projects for international companies, including Remmers GmbH (Germany) and SACCO System (Italy), commenced in 2024 and 2025, respectively, although their income falls outside the current evaluation period.

Recommendations:

While FVHE demonstrates active engagement in applied research and knowledge transfer, the committee believes that there is potential for further development in this area.

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:

FVHE actively engages in the popularization of science and research for both students and the general public. The Faculty employs a variety of channels, including public lectures, media appearances on radio and television, contributions to press and popular science publications, and online platforms. These efforts promote interest in scientific exploration and raise awareness of topics such as veterinary hygiene and ecology, animal welfare, food safety, and quality in gastronomy. Examples of such activities include guided tours and specialized lectures for industry

professionals. While these initiatives effectively enhance public engagement and visibility, there is potential to further systematize and expand outreach efforts to reach broader audiences.

Recommendations:

While these initiatives effectively enhance public engagement and visibility, there is potential to further systematize and expand outreach efforts to reach broader audiences.

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 made measurable progress in addressing recommendations from the previous evaluation. Efforts have focused on enhancing international collaboration, increasing participation in grant and contract research projects, and improving knowledge transfer into practice. Accreditation and reaccreditation of the Food Analysis Laboratory were successfully completed, providing a strengthened platform for applied research and services to external partners. Faculty staff have actively engaged in public science popularization, contributing to greater visibility and societal impact. **Overall, significant steps have been taken to utilize opportunities to expand international partnerships, diversify funding sources, and systematize outreach and knowledge transfer activities.**

Recommendations:

FHVE has implemented prior recommendations with measurable success and the committee sees the readiness of FHVE to take the same approach in this evaluation round

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	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	5 - Outstanding
Average rating [1–5]:	5 - Outstanding
Grade [A–D]:	A
Summary assessment: The Faculty of Veterinary Hygiene and Ecology (FVHE) is a respected institution with a visible and steadily growing presence in the national and international research landscape with a special focus on VPH and Zoonoses. Its academic staff regularly contribute to key scientific debates as invited speakers at international conferences and universities, addressing topics such as aquatic animal health, food safety, zoonoses, and emerging wildlife diseases. These activities strengthen the faculty's academic influence and international reach. The faculty further contributes to the advancement of science through editorial board participation in established international journals and elected memberships in professional societies. Such involvement underlines the scientific credibility of FVHE and its integration into expert networks in veterinary medicine, food hygiene, and public health. Recognition of the faculty's scientific achievements is also reflected in national awards for scholarly publications and contributions to applied veterinary science. The distinction of its staff in both research and science communication demonstrates the faculty's capacity to produce knowledge that is both academically rigorous and societally relevant. FVHE also contributes to research governance as reviewers and evaluators for national and international research agencies. By supporting peer review processes and research program assessments, the faculty helps shape the quality and direction of publicly funded research in the region. Moreover, the faculty actively fosters academic exchange by hosting international guest speakers and specialists, thereby reinforcing its role as a hub for scientific dialogue. Altogether, FVHE demonstrates a balanced commitment to research excellence, knowledge transfer, and service to the scientific community, which secures its respected position in the broader R&D&I ecosystem.	
Summary recommendations: FVHE is encouraged to maintain its strong engagement with the international scientific community and its active role in research evaluation, publishing as well as high quality in veterinary training. Its contributions are well regarded and address relevant societal challenges. Continued support will help strengthen its scientific influence and cross-border collaborations.	

EVALUATION REPORT IN MODULE 3

NAME OF EVALUATED UNIT: CEITEC VETUNI

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:

CEITEC – Central European Institute of Technology – is a multidisciplinary research centre established in 2010 by a consortium of six major institutions in Brno, including VETUNI. Its mission is to achieve scientific excellence in life sciences, material sciences, and technologies, contributing to improvements in human and animal health. CEITEC operates as a decentralized consortium, with CEITEC VETUNI functioning as a university research unit at a level comparable to a faculty.

The introduction points out that since the last evaluation, CEITEC VETUNI has strengthened its capacity by increasing the number of staff exclusively affiliated with the unit and expanding its portfolio of submitted and secured research projects. Newly recruited researchers are primarily funded through grant projects, with transitional support provided by CEITEC or LCDRO funds.

The unit is led by a Director and supported administratively by a single staff member. In 2023, CEITEC VETUNI employed 13 staff members, equivalent to approximately 9 full-time equivalents. While it does not offer accredited educational programs, doctoral students from university faculties actively participate in its research. Research and teaching activities remain closely linked, with all academic staff engaged in both.

The introduction summarizes that CEITEC VETUNI has demonstrated progress in consolidating its research capacity and project activity. However, higher-ranking academic staff remain tied to faculty roles for accreditation purposes, and the unit's direct involvement in doctoral education and formal academic staffing is limited, indicating areas for potential structural development.

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:¹

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.

CEITEC as a whole has become a well recognized brand in the Central European Research Area and CEITEC VETUNI certainly profits from that positive recognition. Researchers at CEITEC VETUNI have shown a strong and sustained commitment to R&D&I activities during the evaluated period, earning well-deserved recognition within the national and international scientific community. Their contributions are reflected in numerous invited lectures at international conferences and other professional events. CEITEC staff also play important roles on editorial boards of leading scientific journals and hold elected positions in professional societies, demonstrating their expertise and influence. Furthermore, they are actively involved in evaluating R&D&I outcomes through participation in research project and programme calls, underscoring their key role in shaping research priorities and advancing scientific excellence.

Recommendations:

CEITEC shall continue their strong and sustained commitment to R&D&I activities during the next evaluation period and continue to play a key role in shaping research priorities and advancing scientific excellence

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:

Qualitative assessment:

CEITEC acquired a total of €3.77 million in funding between 2019 and 2023, with 72.4% of this amount obtained as a beneficiary. From 2020 to 2023, a slight decrease in third-party funding was observed. This decline may be linked to the reduction in research staff due to the recent reorganization. On average, approximately €753,960 was secured annually. Out of 15 submitted projects, 5 were funded by the Czech Science Foundation, 5 by the National Agency for Agricultural Research (NAZV), and 3 by the Agency for Health Research of the Czech Republic. All submitted projects align with CEITEC's mission, focusing on molecular veterinary medicine addressing especially veterinary protection of public health.

CEITEC primarily conducts basic research, which serves as the foundation for the development of vaccines, diagnostic tools, and technological solutions aimed at reducing disease outbreaks, minimizing the use of antimicrobial substances, and improving food safety and quality. Some of the projects have strong commercialization potential and practical applications, particularly in vaccine production. However, certain projects could benefit from stronger collaboration within the evaluated HEI to further enhance interdisciplinarity and strengthen partnerships with industry.

The research group at CEITEC has been very successful in acquiring third-party funding. As a result, CEITEC can play a significant role in the training of PhD students within VETUNI and should be actively involved in their education and development.

Recommendations:

CEITEC should refine its research profile within the field of molecular veterinary medicine as part of the reorganization process. Additionally, efforts should be made to enhance collaboration within VETUNI, with a particular focus on supporting and developing early-career researchers. As a separate research unit, CEITEC could leverage the research output of VETUNI, especially to increase its success in international collaborative research consortia projects and to even further increase number of submitted proposals and funded 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]:

5 - Outstanding

Qualitative assessment:

While CEITEC VETUNI has a strong focus on basic research with a rather long term impact on society, it also has achieved notable success in producing research results with direct societal relevance, particularly in the field of veterinary diagnostics and sustainable agriculture. The certified methodology for *Molecular Detection and Species Classification of Piroplasm*, developed in cooperation with the State Veterinary Institute Jihlava and the Czech Association of Beef Cattle Breeders, is already implemented in diagnostic practice and freely available to other diagnostic institutions. This ensures broad accessibility and practical application of the results. Similarly, the certified methodology for *Molecular Detection of Anaplasma phagocytophilum from Vertebrate Samples and Tick Vectors* represents an equally valuable contribution, supporting animal health, food safety, and sustainable livestock production. These outcomes demonstrate CEITEC VETUNI's capacity to translate research into tools with tangible societal benefits.

Recommendations:

CEITEC shall maintain its capacity to translate research into tools with tangible societal benefits

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:

CEITEC VETUNI's transfer of results into practice aligns well with its emphasis on translational and molecular biomedical research as evidenced by its contributions to the development of novel diagnostic tools (e.g., ELISA kits targeting ASFV and fish viruses), advanced cellular and tissue models, and methodologies applicable in regenerative medicine and infectious disease monitoring.

These outputs are in keeping with the unit's mission to generate scientifically rigorous, application-ready innovations with societal relevance.

Engagement with End Users

CEITEC collaborates actively with a diverse range of end users, including:

- **Public health authorities** (e.g., State Veterinary Administration, Ministry of Agriculture)
- **Diagnostic laboratories**
- **Veterinary research institutes**
- **Private sector partners** (e.g., Bioveta a.s., MIKROP Čebín a.s.)
- **Academic institutions** in the Czech Republic and internationally

This engagement has supported the development and validation of applied methodologies and functional diagnostic products. Outputs such as certified methodologies for biosecurity and antibiotic stewardship have already been adopted in field practice, particularly in poultry and livestock health management.

No revenues from non-public, non-grant sources (e.g., license fees, royalties, equity, or donations) were recorded for CEITEC VETUNI during the 2019–2023 evaluation period. This further highlights the need to institutionalize commercialization practices and industry partnerships beyond traditional contract research.

Recommendations:

CEITEC VETUNI has demonstrated excellence in generating societally relevant R&D&I outputs with clear translational potential. The unit maintains robust collaborations with public, academic, and industrial stakeholders, facilitating effective knowledge transfer. However, to fully capitalize on its innovations and align with best practices in research commercialization, CEITEC would benefit from formalizing its IP management and innovation exploitation strategies. Doing so would significantly enhance the unit's long-term impact and financial sustainability.

While CEITEC VETUNI has produced several high-potential outputs—including certified methodologies, utility models, and functional samples—the commercialization pathway remains underutilized. To date, there is no documented evidence of licensing deals, spin-off creation, or revenue from IP exploitation. Despite the strong translational nature of CEITEC's work, the absence of a formal commercialization mechanism may be limiting the monetization and dissemination/public use of its 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]:

5 - Outstanding

Qualitative assessment:

CEITEC VETUNI has actively engaged in promoting its scientific activities and communicating research achievements to the general public. Popularisation efforts are evident through press articles, online publications, and appearances in television and radio broadcasts. These initiatives

not only enhance public awareness of research but also foster public participation in scientific projects. For example, Prof. Žurek's project on mapping exotic ticks in the Czech Republic successfully involved citizens in sample collection for pathogen detection, representing a strong case of community-engaged research. Similarly, media coverage of research into environmentally safe methods for eliminating ticks highlights the institute's contribution to addressing issues of both public health and ecological balance. Overall, these efforts demonstrate a consistent commitment to disseminating R&D&I results beyond the academic community, thereby strengthening the societal relevance and visibility of CEITEC VETUNI's research.

Recommendations:

CEITEC shall stay actively engaged in promoting its scientific activities and communicating research achievements to the general public, consistent with their commitment to disseminating R&D&I results beyond the academic community.

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 last evaluation, CEITEC VETUNI has made visible progress in responding to the panel's recommendations. The unit has successfully stabilized key research groups, particularly in *Molecular Microbiology* and *Animal Immunogenomics*, which now operate with a larger proportion of researchers exclusively affiliated to CEITEC. This has reduced dependence on shared appointments with faculties, although senior academics still maintain multiple affiliations. Dedicated access to equipment and equal incentive structures with other university researchers has further reinforced CEITEC's capacity to operate as an independent research-focused entity.

The recommendation to strengthen retention of expertise and manpower has been addressed through mechanisms that combine grant-based funding for new researchers with bridging support from DKRVO or CEITEC funds during project transitions. While this provides a degree of stability, long-term retention strategies for senior staff remain less clearly articulated.

In line with the panel's suggestion to enhance translation of results, CEITEC has achieved progress with certified methodologies and patent applications. These outputs, however, remain occasional and are primarily targeted to governmental and investigative users rather than broader commercialization. Collaboration with application partners is developing, but the network of national and especially international partners could be further expanded to increase the societal and economic impact of CEITEC research.

Support for junior researchers has been maintained at a comparable level to faculty researchers across the university. Young scientists are encouraged to pursue international collaborations, mobility, and conference participation, which has contributed to the visibility and career development of promising group leaders. The success of researchers such as Monika Dolejšká exemplifies the benefits of this approach, though sustained institutional support will be crucial to secure long-term impact.

Finally, regarding institutional positioning, CEITEC has evolved into a distinct unit of the university with a director holding authority equivalent to a faculty dean.

Recommendations:

Overall, CEITEC has implemented several recommendations with measurable success, particularly in stabilizing research groups, supporting junior scientists, and operating with the autonomy of a research institute. However, further efforts are needed in long-term staff retention, expansion of international partnerships, and systematic commercialization strategies to ensure the sustainable development and impact of the unit.

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	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]:	5 - Outstanding
Grade [A–D]:	A
Summary assessment: CEITEC is firmly embedded in the international research landscape and has earned widespread recognition for its scientific contributions. The unit is actively engaged in global academic discourse through invited lectures at major international conferences, where its researchers regularly present on topics such as antimicrobial resistance, genomic epidemiology, and wildlife health. The unit's academic staff contribute to the quality and direction of scientific publishing by serving on editorial boards of high-impact international journals across veterinary science, genomics, and microbiology. This editorial involvement reflects the scientific credibility and peer recognition of CEITEC's researchers. CEITEC also plays a significant role in the evaluation of national and institutional research funding, contributing to panels and expert groups within prestigious grant agencies. These responsibilities underscore the unit's standing as a trusted evaluator in competitive research environments and its influence on the scientific agenda. While no individual awards were reported in the period under review, CEITEC's continuous participation in research governance, peer review, and scientific events demonstrates sustained	

academic leadership. The presence of international collaborators and expert guests further affirms CEITEC's attractiveness as a scientific partner and knowledge hub.

Overall, CEITEC VETUNI is a well-respected player in veterinary biomedical research, with a growing reputation built on scientific integrity, international engagement, and contributions to the advancement of both fundamental and applied science.

Summary recommendations:

CEITEC should continue its strong engagement with the international research community. Its active participation in scientific publishing, evaluation panels, and major conferences reflects high academic standing. Continued institutional support is recommended to further enhance its leadership role and international visibility.

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 Veterinary Medicine	A
Faculty of Veterinary Hygiene and Ecology	A
CEITEC VETUNI	A
	Choose an option
	Choose an option
Summary grade	A

Summary quality assessment:

VETUNI demonstrates a strong and cohesive academic environment with **dedicated faculty teams** working collaboratively to educate future veterinarians for the Czech Republic. Its successful passage through multiple accreditation and assessment processes reflects the **institution's commitment to quality and compliance with international standards**.

Across its faculties and research units, VETUNI shows a **high degree of visibility and recognition in the international scientific community**. Academic staff are consistently invited to present at leading conferences, contribute to clinical specialist training, and participate in scientific debates across diverse fields, including exotic animal medicine, diagnostic imaging, zoonoses, public health, food safety, and genomic epidemiology. Such activity underlines the university's **thought leadership in specialized areas of veterinary practice and research**.

The university's researchers also contribute significantly to **scientific quality assurance and research governance**, serving on editorial boards of respected international journals and as evaluators for national and international funding agencies. This dual role as both knowledge producers and peer reviewers enhances VETUNI's reputation as a trusted and influential academic institution.

Recognition of excellence is further evident in **prestigious awards, invited lectures, and elected memberships** in professional societies. Although not all units reported awards, the consistent external validation of research outputs highlights the **credibility and impact of VETUNI's scientific contributions**.

Moreover, the institution maintains a vibrant academic exchange through the hosting of international guest lecturers and collaborative partnerships, reinforcing its **integration into global academic networks**. While research capacity and project volume hold potential for further growth, the existing foundation is strong and strategically positioned for expansion.

Taken together, the evaluations confirm that VETUNI is a **respected, dynamic, and internationally engaged university**. It combines robust veterinary education, internationally accredited by EAEVE, with high-quality, societally relevant research, active participation in global scientific discourse,

and influential contributions to research governance. With its demonstrated excellence and potential for further development, VETUNI secures its position as the **leading institution in veterinary medicine and related biomedical research** in the Czech Republic.

Summary recommendation:

To strengthen its position as a leading veterinary and biomedical institution, VETUNI is encouraged to **expand research activity and diversify funding sources**. Identifying additional channels for research grants and increasing the overall number of funded projects across all departments will be key to sustaining growth and competitiveness in the international research environment.

The university should also **continue and deepen its engagement in international academic forums, scientific publishing, and research evaluation**. Such activities are already a core strength of VETUNI and provide visibility, credibility, and influence. Ongoing institutional support for these endeavors will help maintain and further expand the university's leadership role in specialized veterinary fields, public health, and biomedical sciences.

A particular emphasis should be placed on **supporting early-career and mid-level researchers (R2 stage according to the European framework)** who are not yet fully independent. Providing structured opportunities, including targeted internal programs and **special funding mechanisms for clinical researchers**—such as research time protected from clinical duties—will enable these scholars to secure their first third-party funding and establish independent research trajectories. This investment will ensure a sustainable pipeline of future academic leaders.

Furthermore, VETUNI should maintain and strengthen its **cross-border collaborations and active presence in international expert networks**. Continued participation in global conferences, editorial boards, and evaluation panels reflects high academic standing and should be further supported to enhance the institution's **international visibility and scientific influence**.

In summary, VETUNI is advised to focus on **broadening funding opportunities, nurturing the next generation of researchers, and sustaining its strong international engagement**. With these strategic actions, the university will be well positioned to consolidate and expand its leadership role in veterinary medicine, biomedical research, and public health on both national and international levels.

EVALUATION REPORT FOR MODULES 4 & 5

HIGHER EDUCATION INSTITUTION NAME:

University of Veterinary Sciences Brno

COMPANY REGISTRATION NUMBER (CRN): 62157124

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]:

5 - Outstanding

Qualitative assessment:¹

Since 2020, the University of Veterinary Sciences Brno (VETUNI) has been structured around two faculties (Veterinary Medicine, Veterinary Hygiene and Ecology) and the research unit CEITEC VETUNI. Research, Development, and Innovation (R&D&I) management is organized at two levels:

- **University level:** The Department for Science, Research and International Relations, reporting to the Rector and Vice-Rector, manages research administration, compliance with funding rules, and support for grant applications. It also oversees multiple commissions (science and research, GMOs, patents and IP, internal agencies), which shape R&D&I policies. The Centre for Projects and Technology Transfer focuses on knowledge and technology transfer, including IP management.
- **Faculty/Unit level:** Deans' offices and the CEITEC Directorate review projects for alignment with departmental priorities and ensure financial and staffing feasibility. Scientific councils of the faculties and the university (with some international members) provide oversight and strategic input on research plans.
- **Operational support:** Research teams are formed ad hoc, often interdisciplinary, and involve PhD students. Administrative, economic, and technical support is provided by about 300 university staff, covering procurement, HR, facilities, clinical services, and experimental animal care. Additional research and teaching activities are conducted at a university farm in Nový Jičín.

Evaluation of Viability – Organization and Management

The organizational structure of R&D&I management at VETUNI is **comprehensive and robust and institutionally sound**, providing stability and accountability with clear roles defined at the university and faculty/unit levels.

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.

Recommendations: The university should maintain the current organizational structure of R&D&I management

Limited internationalization of governance: Scientific councils include some foreign experts but remain largely domestic, limiting external perspectives and international benchmarking.

Although supported institutionally, actual commercialization and international partnerships appear modest, potentially reducing the broader impact of research outputs. The committee recommends additional staffing for this unit.

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]:

5 - Outstanding

Qualitative assessment:

VETUNI has developed a multi-layered system to support a quality R&D&I environment and incentivize scientific excellence:

1. Support for Attracting Projects

- The Science, Research and International Relations Department monitors national and international calls, disseminates information, and supports project preparation (teams, budgets, compliance).
- Approximately **20 national projects are administered annually**, with **15 new submissions** and a **success rate of 20–30%**.
- Staff receive continuous professional training (project management, data stewardship, open science).
- Projects are administered through a two-stage process (faculty + university) and supported by the GAP electronic system.

2. Internal Grant Titles

- **Internal Grant Agency (IGA):** For PhD students and young postdocs, offering first independent project experience; ~40 applications annually, <40% success rate.
- **Internal Creative Agency (ITA):** Established 2019, supports all academic staff with 12–13 annual projects. Focus on generating preliminary data for larger grant submissions.

3. Formation of Research Teams

- Teams are created ad hoc across faculties and CEITEC, enabling interdisciplinarity and shared use of equipment.
- Teams can use experimental animal facilities (permit valid until 2029).

4. Support for Students & Early Career Researchers

- Early integration into research teams, participation in IGA projects, access to training (IP, biostatistics, presentation skills, English, animal handling).
- **Foreign internships compulsory** for PhD students, with CZK 4–6 million spent annually on mobility.
- Scholarships for publication excellence reward ~30 PhD students annually (CZK 2M distributed).

5. Support for Excellent Science

- Incentives include **financial rewards for project success and publications**, linked to career progression.
- Access to 12 major databases (Web of Science, ScienceDirect, Springer, Wiley, Taylor & Francis).

6. Interdisciplinarity & Collaboration

- Supported through CEITEC–faculty synergies, ITA grant rules, and cross-institutional collaborations with state institutes and private sector (e.g., vaccine manufacturers, breeders' associations).

7. Support for New Research Directions

- Researchers are encouraged to pursue applied research aligned with sectoral needs.
- ITA grants provide seed funding for preliminary results.
- Broader topics approved by the Scientific Council leave flexibility for innovation.
- Visibility enhanced through conferences (e.g., Middle European Buiatrics Congress, Lenfeld and Hökl Days, Animal Protection and Welfare, Young Scientists' Conference).

Overall, VETUNI has established a solid two-stage system of R&D&I support, combining university-level structures with faculty/CEITEC oversight, backed by incentives, internal grant schemes (IGA, ITA), and strong training requirements for PhD students. This framework ensures compliance and sustains national competitiveness, while fostering collaboration across faculties and with external partners. However, specialized support roles (e.g. for grant strategy or technology transfer) are limited, and success rates in international funding remain modest. Overall, the system is viable and effective within the national context but requires stronger continuity planning, dedicated research support staff, and a clearer focus on international grant competitiveness to secure long-term sustainability.

Recommendations: Additional dedicated research support staff, and a clearer focus on international grant competitiveness to secure long-term sustainability.

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]:

5 - Outstanding

Qualitative assessment:

VETUNI has a comprehensive quality control system for R&D&I, combining internal and external evaluation mechanisms. Scientific Councils at both faculty and university levels, with national and international experts, provide strategic oversight, while annual ITA/IGA conferences and publication

monitoring ensure continuous performance review and transparency. Since 2018, the Academic Staff Appraisal System (HAP) has introduced structured, indicator-based evaluations of individuals and teams, integrated into internal quality reports and funding decisions. Independent evaluations—such as the 2020 international review under the 17+ Methodology and the ongoing assessments by CEITEC’s International Scientific Advisory Board (ISAB)—further validate research quality and excellence. Ethical standards are safeguarded by the University Ethics Committee and ombudsman mechanisms, although no issues were reported in the 2019–2024 period. Overall, the system is robust, transparent, and aligned with international practices, though its effectiveness depends on sustained follow-up on evaluation outcomes and further leveraging external feedback for strategic development.

Recommendations: The university should maintain the current quality control system for R&D&I

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]:

5 - Outstanding

Qualitative assessment:

VETUNI’s approach to sustainability and resilience in R&D&I is comprehensive, integrating research excellence, social responsibility, knowledge transfer, ethics, and institutional resilience into its long-term strategy. The 2021–2030 Strategic Plan anchors sustainable development through support for internal grant schemes (ITA, IGA), doctoral programs, internationalization, and HR Award principles, ensuring continuity in research capacity. Social responsibility is addressed through inclusive education policies, scholarships, environmental initiatives (e.g., a 2024 solar power plant supplying 15% of electricity), and the provision of veterinary services to society. Knowledge transfer is well embedded in clinical services, consultancy, conferences, and professional publications, contributing both to reputation and financial sustainability. The University also plays a national role through the National Sustainability Program, promoting ecological education and green transition strategies.

Governance and resilience mechanisms are robust, covering research data management (via the GAP system and new Open Science repository), ethical oversight (Ethics Committee, ombudsman), intellectual property protection (dedicated commissions and doctoral training), and cybersecurity protocols. Preventive measures against misuse of research results and foreign influence demonstrate awareness of broader risks. Digitization is actively pursued to reduce administrative burden, while Open Access is supported through institutional funding and a growing repository, although resource constraints limit full adoption of Open Science 2.0.

Overall, VETUNI demonstrates strong institutional resilience and sustainability practices, with a clear alignment to EU and global standards. Strengths lie in its integrated sustainability model, community engagement, and risk-prevention mechanisms. The main challenges are scaling financial support for Open Access publishing, ensuring systematic uptake of Open Science across all faculties, and maintaining long-term funding for sustainability-driven initiatives.

Recommendations: The university should maintain the current approach to sustainability and resilience in R&D&I

PERSONEL 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]:

5 - Outstanding

Qualitative assessment:

VETUNI's human resources structure shows a strong emphasis on academic and research qualifications, with nearly 25% of academic staff holding advanced teaching credentials and a notable increase in assistant professors, reflecting growth in PhD-qualified staff. Senior positions, including professors and associate professors, are dominated by full-time employees, and there is a relatively balanced representation of women, averaging 38% among professorial staff. Researchers are mainly integrated within CEITEC or national grant projects, with some transitioning into academic roles to support teaching. Remuneration follows internal wage regulations, linking pay to qualifications, experience, and project funding, while a modest number of foreign staff (mainly Slovak nationals) contribute to the University's international dimension. Early Career Researchers represent approximately 10% of staff, and all research personnel are engaged in teaching activities, highlighting a tightly integrated academic-research environment. VETUNI currently does not hold the HR Award, which is recognized as a strategic priority to enhance access to national and international funding. Overall, the University maintains a competent and well-qualified workforce, though formal recognition through HR Award and further internationalization of staff remain areas for development.

Recommendations: The university should maintain a competent and well-qualified workforce and explore areas of development like formal recognition through HR Award and further internationalization of staff.

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]:

5 - Outstanding

Qualitative assessment:

VETUNI provides a structured and transparent framework for academic and research careers, governed by the Open, Transparent and Fair Recruitment (OTM-R) Policy and internal Career Regulations. Recruitment for domestic and international staff follows competitive selection procedures, publicly advertised and overseen by selection committees. New employees are onboarded through departmental mentoring, typically guided by institute heads, with occupational safety briefings included. Career progression is clearly defined, from doctoral studies through assistant and assistant professor roles, habilitation, and eventual professorship, with involvement in teaching, research, and grant projects throughout. Workload distribution is managed at the faculty level, and contract policies comply with the Labour Code, distinguishing between junior and senior positions and limiting fixed-term contracts appropriately. Senior R&D&I positions are filled through regulated procedures, while sabbaticals are available though currently rarely used. The

University actively supports staff returning from external assignments, maternity leave, or career breaks, offering social stability, childcare, healthcare services, and psychological support, resulting in a high retention rate of approximately 95% for staff returning from maternity leave. Overall, the University demonstrates a strong, supportive, and career-oriented environment that balances research, teaching, and staff well-being, though the underutilization of sabbatical leave may represent an area for further enhancement.

Recommendations: Underutilization of sabbatical leave may represent an area for further enhancement.

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]:

5 - Outstanding

Qualitative assessment:

VETUNI has established a comprehensive gender equality framework guided by its 2023 Gender Equality Plan and Rector's Directive No. ZS 4/2023, ensuring fairness in recruitment, career development, senior appointments, remuneration, and representation in governance and advisory bodies. Gender balance is monitored annually through a dedicated report, with pay evaluations showing alignment with performance-based indicators, although female staff salaries are slightly lower reflecting activity differences. The University supports work-life balance with flexible hours, home office options, individualized study plans for DSP students, and childcare services, facilitating parental and family responsibilities. Measures to prevent workplace harassment, including an ombudsman and counselling services, are in place, though not yet utilized. Overall, VETUNI demonstrates a strong, structured approach to gender equality, combining formal policies, monitoring, and practical support.

Recommendations: ongoing attention is needed to address subtle pay and activity disparities and to ensure proactive use of social safety mechanisms

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]:

5 - Outstanding

Qualitative assessment:

VETUNI strongly supports the mobility of academic and research staff, particularly early career researchers and DSP students, with international internships of at least one month embedded in PhD study regulations. Mobility is organized by the Department for Science, Research and International Relations and funded through clinic services, institute revenues, grant agencies, or Erasmus+ programs. Staff motivation is reinforced through the Academic Staff Appraisal System (HAP) and consideration of mobility in recruitment criteria. While short-term mobility is well-supported and widespread, long-term mobility exceeding three months is rare due to teaching obligations and operational demands, with only two such cases reported in the period under review. Overall, VETUNI demonstrates a structured and effective approach to promoting staff mobility, though high teaching and clinical workloads limit extended international exchanges.

Recommendations: The committee suggests increasing support and/or incentives for long-term mobility that would overcome the above described hurdles.

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]:

5 - Outstanding

Qualitative assessment:

VETUNI's research infrastructure is well-developed and diversified, enabling access to expensive instruments through multiple funding sources, including grant funds, European Structural Funds, LCDRO, and internally generated non-public funds from veterinary activities. Key investments during the period under review included high-end equipment such as digital PCR, flow cytometers, NMR machines, electron microscopes, and robotic pipetting systems. Shared use of instruments across research groups, including CEITEC's core facilities, maximizes efficiency, although formal statistics on usage are not maintained. The CEITEC VETUNI Research Centre, a major collaborative infrastructure project with other universities and institutes, enhances access to advanced equipment and skilled scientific staff, with funding sustained through European grants, publication-generated LCDRO funds, and project grants. Overall, VETUNI demonstrates strong infrastructure support for high-quality research, though more systematic monitoring of equipment sharing could further optimize resource utilization.

Recommendations: Overall, VETUNI demonstrates strong infrastructure support for high-quality research, though more systematic monitoring of equipment sharing could further optimize resource utilization. The committee recognizes that a large fraction of infrastructure was financed from one-time European funding and consequent national sustainability projects. The committee emphasizes the necessity of such continued sustainability funding to maintain the high level of instrumentation and be able to replace aging infrastructure.

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]:

5 - Outstanding

Qualitative assessment:

VETUNI's budget allocation follows the "University Budget Rules," with funding distributed to faculties based on teaching load, research project income, and long-term conceptual development funds (LCDRO). LCDRO allocations are merit-based, reflecting the quantity and quality of publication and applied outputs. A major income source is veterinary clinic services, but these funds primarily support clinic operations rather than direct research. Non-public income is limited, mainly arising from contract research, which is unpredictable. Research funding relies heavily on grants and LCDRO, with ~70% of LCDRO directed to applied research. The University secured projects from national agencies, including 5 GAČR basic research projects (as principal investigator) and 4 as co-investigator, 3 applied research projects from TAČR, and 2 from MPO. These applied projects involve

collaboration with commercial partners, though commercialization is not yet realized. Overall, the budget and financial resources system is structured, merit-oriented, and largely dependent on national funding and internal allocation mechanisms, but limited in non-public or externally generated income, constraining financial flexibility and commercialization potential.

Recommendations: The University should aim to increase the success rate in getting awarded international grant funding, especially European or Cross-border. The committee wants to raise the awareness that the clinical income is relying on staffing and might not represent necessarily sustainable income.

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]:

5 - Outstanding

Qualitative assessment: Since 2019, VETUNI has implemented a structured mechanism for distributing LCDRO institutional support, emphasizing quality, bibliometric performance, contract research, patents, and other creative outputs. Funds are allocated to faculties (FVM, FVHE) and CEITEC, with part reserved as incentives for researchers' achievements. The Internal Creative Agency (ITA VETUNI) manages competitive project funding aligned with University research priorities, supporting 12–14 projects annually across themes such as genomics, veterinary medicine, animal welfare, and pathogen research. Between 2020–2024, annual ITA allocations ranged from ~22.5–27.3 million CZK (~867,000–1,049,000 EUR), distributed proportionally among faculties and CEITEC based on quantitative performance indicators. This system ensures strategic, merit-based, and flexible use of institutional resources, incentivizes high-quality research, and supports early-career researchers, although detailed tracking of long-term outcomes and cross-faculty resource optimization could further enhance impact.

Recommendations: The University should maintain its structured mechanism for distributing LCDRO institutional support and track long-term outcomes.

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:

VETUNI demonstrates strong national and international research collaboration across multiple fields. Nationally, partnerships include the Research Institute of Veterinary Medicine, Mendel University, Bioveta Ivanovice, the Academy of Sciences, and the University of Chemical Technology in Prague, producing practical outputs such as certified methodologies for antibiotic resistance testing, RD114 detection in vaccines, honey authenticity verification, and stem cell research publications. These projects also support early-career researchers and student involvement. Internationally, VETUNI participates in initiatives with institutions across Europe and the U.S., including sustainable beekeeping in the Visegrad Group, mountain gorilla parasitology studies with

Gorilla Doctors, and immune gene characterization in felids with Vetmeduni Vienna. Outcomes include publications, protocols, methodological tools, and knowledge dissemination events. Overall, the University exhibits a robust and strategic approach to collaborative research, producing high-impact scientific outputs while promoting capacity building and international visibility. Cooperation is well-targeted to both applied and basic research.

Recommendations:

The committee recommends strengthening of international and cross-border collaborations. This could include training/support opportunities for researcher and academic staff. Long-term systematic evaluation of societal or commercial impact could further strengthen the strategic value of these partnerships. This would include the establishment of specific goals and metrics.

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]:

5 - Outstanding

Qualitative assessment:

Study Structure and Organization:

Doctoral studies at VETUNI are four-year programs organized by individual faculties. During 2020–2024, 20 doctoral courses were accredited, 12 of which are offered in English. Admission follows Ministry-set benchmarks for full-time study, though there is no strict upper limit. The curriculum is structured to combine theoretical and “soft skills” training in the first year with increasingly independent research, experimental work, and publications in later years. A one-month mandatory international internship is required, and studies conclude with a dissertation defense and a state rigorosum exam.

Supervision and Student-Supervisor Interaction:

Supervisors are associate professors, professors, or other approved experts. Students develop individual study plans with their supervisors, covering course selection, experimental activities, and internships. Supervisors provide ongoing guidance, adapting plans as needed (e.g., during the COVID-19 pandemic, in silico analysis replaced some lab work). An example demonstrates structured, flexible mentoring and international research opportunities, illustrating robust supervision practices.

Statistics and Student Load:

From 2020–2024, 196 students applied, 150 began their studies, and 132 completed them, with 97 dropouts, reflecting the program’s demanding nature. Students may study full-time or part-time if employed elsewhere. Doctoral studies use a credit system to objectively evaluate student performance. Students also contribute to teaching and research aligned with faculty projects.

Promotion and Recruitment of Topics:

Doctoral topics are announced by departmental Doctoral Boards, reflecting faculty research priorities and occasionally student proposals. Topics are promoted through faculty communication channels, emails, and informational leaflets.

Cooperation and International Networks:

Doctoral students frequently collaborate with external partners, including research institutes, companies, and international universities. Examples include partnerships with Bioveta a.s., Vetcardia, Kansas State University, Mendel University, Masaryk University, and the Czech Academy of Sciences. Such collaborations foster applied research, international networking, and career development.

Student Support and Career Guidance:

PhD students have access to study organization counselling, psychological support through the Centre for Social Security, and a Welcome Centre and Study and Career Counselling Centre, though usage by doctoral students has been limited.

Graduate Career Tracking:

VETUNI maintains contact with graduates through professional organizations and employer networks. Many graduates work in private veterinary practice, research institutes, or government bodies. Outstanding alumni have pursued international residencies and postdoctoral fellowships, demonstrating strong career outcomes.

Soft Skills and Doctoral School Development:

A project is underway to establish a doctoral school at VETUNI, unifying programs under a director or vice-rector. The school aims to improve student well-being, cooperation, standardization of doctoral programs, supervisor criteria, and soft skills training (e.g., research methods, biostatistics).

Evaluation:

VETUNI's doctoral programs are well-structured, combining rigorous theoretical and practical training with international exposure and research-oriented mentorship. The supervision system is adaptive, providing flexibility in response to unforeseen circumstances, such as pandemics. Collaboration with industry and research institutions enriches practical training and career readiness. Overall, the doctoral studies system is robust, internationally engaged, and research-intensive.

Recommendations: The committee suggests a root-cause analysis of the drop-out rate. The high dropout rate (97/150) suggests that enhanced mentoring, preparatory training, or student support mechanisms could further strengthen retention. The planned doctoral school and expanded soft skills programs indicate a proactive approach to improving program quality, student experience, and professional development. The committee also recommends a review of the admissions process and criteria.

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]:

5 - Outstanding

Qualitative assessment:

Summary of Implementation:

1. Research Support and R&D Department:

- VETUNI strengthened support for research via its **two internal grant agencies**, particularly the Internal Creative Agency (ITA), which now allows the use of funds for investment in equipment.
- The **R&D Department**, under the vice-rector, has continued its role in coordinating research support and managing international projects. Staff participated in courses for foreign grant administration, and internal procedures for project submissions were developed.

2. CEITEC Unit:

- The **CEITEC VETUNI unit** continued operations as a distinct entity with two stable research groups and a mixed funding model (research projects, university budget, ITA).

- Progress toward establishing CEITEC as a formal University Research Institute remains ongoing.

3. Career Development and HR Policies:

- A **Career Code** was developed and approved to formalize career growth paths.
- A **gender equality policy** and revised **recruitment rules** were introduced, laying the groundwork for potential future **HR Award** recognition.

4. Evaluation of Academic and Research Staff:

- The evaluation system introduced in 2019 continues to use scientometric indicators, supplemented by metrics for applied research (e.g., certified methodologies, functional samples, contract research).
- Efforts have been made to balance quantitative and qualitative measures, though some reliance on scientometrics persists.

5. Work-Life Balance and Family Support:

- Flexible working hours and variable schedules are implemented for students and staff with family responsibilities.
- Support extends to maternity leave, childcare (contracts with preschools), care for elderly relatives, and on-campus medical services.

6. Infrastructure and Capital Investment:

- Opportunities for **acquiring expensive equipment** were introduced via ITA and external programs (e.g., OP JAK).
- The ITA route for investment has not been fully utilized, though recent external funding covered tens of millions of crowns in equipment.

7. Accreditation and Strategic Planning:

- Preparation for **EAEVE accreditation** continued; **AVMA accreditation** is planned for a later stage.
- Recommendations for international accreditations and HR development have been partially addressed.

Evaluation:

The University has **effectively implemented most of the previous evaluation recommendations**, particularly in research support, career development, and family-friendly policies. Continued focus on leveraging R&D staff potential, optimizing investment processes, and advancing CEITEC and international accreditation goals will further enhance institutional research capacity and global competitiveness.

Recommendations: The University is commended for effectively implementing previous evaluation recommendations and we believe the university will continue to do so also in the next period.

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	5 - Outstanding
4.2 System of support for a quality R&D&I environment and incentive measures for quality science	5 - Outstanding
4.3 Quality control system for R&D&I environment	5 - Outstanding
4.4 Sustainability and resilience of R&D&I	5 - Outstanding
4.5 Structure of human resources	5 - Outstanding
4.6 Academic and Research Careers	5 - Outstanding
4.7 Gender equality measures	5 - Outstanding
4.8 Mobility of academic and research staff (including sectoral and inter-sectoral mobility)	5 - Outstanding
4.9 Research infrastructure	5 - Outstanding
4.10 Budget and structure of financial resources	5 - Outstanding
4.11 Rules for the use of institutional support for the LCDRO	5 - Outstanding
4.12 Important collaborations in R&D&I	5 - Outstanding
4.13 Doctoral studies	5 - Outstanding
4.14 Implementation of recommendations in Module 4	5 - Outstanding
AVERAGE RATING	5 - Outstanding
GRADE [A–D]	A

Summary assessment:

The University of Veterinary Sciences Brno demonstrates strong **viability**, supported by well-structured financial, research, and academic systems. Its budget relies on a combination of public funding, grant agencies, and LCDRO allocations, with applied research and veterinary service activities contributing to institutional stability. Doctoral and academic programs are robust, offering structured supervision, international mobility, and career development, while internal grant agencies (ITA and creative agency) effectively support research, including investment in infrastructure. Gender equality, family-friendly policies, and flexible working arrangements strengthen staff retention and well-being. Strategic initiatives such as CEITEC, ongoing EAEVE accreditation, and preparation for potential AVMA recognition enhance the University's long-term research and educational competitiveness. Overall, VETUNI exhibits sustainable academic, research, and organizational viability.

Summary recommendations:

The committee commends VETUNI's strong research infrastructure and effective implementation of past recommendations, advising the university to maintain its current R&D&I structure, quality control, and sustainability practices while focusing on long-term priorities. Key areas for improvement include strengthening internationalization in governance, partnerships, staff mobility, and grant competitiveness (optimizing foreign grant submission); investing in people through additional research support staff, greater sabbatical use, fairer workload and pay structures, and HR Award recognition; ensuring sustainability by securing funding to renew infrastructure (standardizing capital investment processes), boosting commercialization, further leveraging CEITEC and reducing reliance on clinical income; and improving doctoral training by addressing high dropout rates.

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:

The University of Veterinary Sciences Brno (VETUNI) positions itself as a leading research university in veterinary medicine, veterinary hygiene, animal welfare, food safety, and related fields, emphasizing both theoretical and applied research. It is the only institution of its kind in the Czech Republic. Its mission integrates high-quality research with teaching, engaging undergraduate and postgraduate students in scientific activities, and producing diverse outputs such as publications, patents, and methodologies. Recognizing its unique national role, the University aims to achieve excellence at European and international levels, fostering innovation partnerships with academic and commercial entities while adhering to ethical, inclusive, and gender-balanced principles, as well as Open Science policies. During the evaluation period, VETUNI successfully expanded the internationalization of doctoral studies, increased student mobility, and grew its English-language programs, reflecting strong global reputation. Achievements such as the 2023 EAEVE accreditation further validate its vision, supported by substantial investments in research infrastructure and mobility.

VETUNI aligns its research, development, and innovation (RDI) activities with both national action plans and its own strategic objectives. In response to the Czech Republic's *Action Plan for the Development of Human Resources for RDI and Gender Equality in RDI (2018–2020)*, the University developed and implemented a **Gender Equality Plan in 2024**, formalizing policies and practices to promote gender balance, equal opportunities, and inclusive participation in research and academic careers. This plan supports structured career development for researchers, particularly early-career staff, and complements ongoing efforts to integrate pro-family policies for staff and doctoral students.

Regarding internationalization, VETUNI follows the *Action Plan for International Cooperation in RDI and the Internationalization of the RDI Environment in the Czech Republic*, actively promoting global collaboration in both teaching and research. The University's strategic initiatives—such as expanding English-language doctoral programs, increasing student and staff mobility, engaging in

joint international research projects, and hosting foreign interns—demonstrate practical alignment with national goals for global research integration. These initiatives are embedded in the **University Strategic Plan**, ensuring a coherent connection between institutional priorities, national policy, and international engagement.

Overall, VETUNI demonstrates a coherent mission and strategic vision in R&D&I, with strong alignment to national and European research priorities, positioning itself as a prominent and innovative institution in veterinary science. In the evaluated period VETUNI has made measurable progress in implementing national recommendations and integrating them into its strategic planning. The Gender Equality Plan represents a concrete step toward institutionalizing equitable practices, although continuous monitoring and assessment will be necessary to evaluate its effectiveness fully. Internationalization efforts are robust, with significant growth in mobility, collaborations, and visibility, aligning well with national and European RDI strategies. Overall, the University demonstrates a proactive approach to aligning its research and teaching activities with national action plans while maintaining a clear strategic vision for international collaboration and gender equality in RDI.

Recommendations: The University should maintain a proactive approach to aligning its research and teaching activities with national action plans while maintaining a clear strategic vision for international collaboration and gender equality in RDI.

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:

VETUNI's R&D&I objectives are strategically designed to strengthen the quality, international visibility, and societal impact of its research. Key priorities include modernizing doctoral studies through the establishment of a **Doctoral School** (2025), which will unify all doctoral programs, standardize supervision, enhance student onboarding, and provide professional development and financial incentives. The University aims to further develop **CEITEC VETUNI**, ensuring the stability and internationalization of research teams, promoting collaboration within CEITEC, and optimizing shared laboratory facilities.

The **Internal Creative Agency (ITA VETUNI)** will continue to support targeted research, including investments in equipment and applied projects, while the **HAP incentive system** will encourage high-quality outputs and productivity among academic staff. A major objective is to increase the number and quality of publications in Q1/Q2 journals, alongside promoting innovation outputs and knowledge transfer into practice. The University also seeks to expand international engagement by supporting internships and collaborations for doctoral students and young researchers, inviting prominent international scientists, and admitting more foreign doctoral students.

To strengthen applied research, VETUNI plans to increase participation in contracted research projects via platforms like Mapavin.cz, providing financial motivation and institutional support to staff. Overall, these objectives demonstrate a **clear, strategic alignment between improving internal research capacity, fostering internationalization, enhancing knowledge transfer, and**

supporting professional growth of staff and doctoral students. The measures are ambitious yet feasible, leveraging VETUNI's existing infrastructure, international partnerships, and funding mechanisms to maintain and enhance its position as a leading veterinary research institution.

Recommendations: The University should continue their clear, strategic alignment between improving internal research capacity, fostering internationalization, enhancing knowledge transfer, and supporting professional growth of staff and doctoral students

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]:

5 - Outstanding

Qualitative assessment:

VETUNI supports its research strategy through a comprehensive set of institutional instruments and measures designed to stimulate both basic and applied research, strengthen innovation, and ensure alignment with strategic priorities. Key mechanisms include **internal grant schemes**: a traditional internal grant agency for doctoral and master's students to foster early-stage research, and the newly established **Internal Creative Agency (ITA VETUNI)** for all academic staff, which encourages basic research with the potential for national and international grant applications. Funding allocation is guided by the **LCDRO distribution scheme**, which evaluates both quantitative and qualitative performance indicators of university units and aligns them with strategic R&D priorities, thereby ensuring fairness, sustainability, and support for promising new research areas.

Research performance is continuously monitored via annual evaluations of teams and individuals, linked to academic staff assessment, which informs subsequent funding decisions, especially for ITA projects. VETUNI also provides a **broad portfolio of electronic information resources**, including access to 12 multidisciplinary and specialized databases via its own subscriptions and the CzechELib system, ensuring researchers have access to the latest scientific literature and analytical tools. Administrative support has been strengthened through the Science and Research Department and digital project management via **GAP software**, streamlining the submission and management of research projects. Finally, participation in international evaluations, such as CEITEC assessments, ensures benchmarking against global standards.

Overall, these instruments demonstrate a **strategic, well-structured, and multifaceted approach** to supporting research and innovation. By combining funding mechanisms, performance evaluation, infrastructure, and administrative support, VETUNI effectively fosters a high-quality, internationally oriented research environment. The approach is both sustainable and flexible, allowing the University to adapt to emerging priorities while strengthening its research reputation.

Recommendations: The University should continue their strategic, well-structured, and multifaceted approach to supporting research and innovation.

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]:

5 - Outstanding

Qualitative assessment:

VETUNI has made **notable progress in several areas** highlighted by the previous evaluation, while some challenges remain. The University has strengthened its **role as a primary proposer of research projects**, increasing from 30% of projects in 2019 to over 50% in 2024, consolidating its national leadership in agricultural and veterinary sciences. In terms of **internationalization**, significant efforts have been made to expand student mobility abroad and attract more international students, which is expected to enhance the University's global academic credit over time.

Regarding **CEITEC VETUNI**, the University has successfully integrated the unit as a fully recognized **University Research Institute**, increasing the proportion of staff with exclusive affiliation, particularly among early-career researchers. The unit has seen a rise in project submissions and acquisitions, and collaboration with faculties is being utilized, albeit sporadically. Strategic attention is being paid to governance, joint affiliations, and project policies, laying the groundwork for future growth and integration.

The University continues to monitor and **evaluate publication output and applied research results**, using this data to guide the allocation of LCDRO and ITA funds, which reinforces incentives for high-quality research. However, **the number of international collaborative projects remains low**, representing a clear area for further development. Overall, VETUNI demonstrates a **proactive and structured response** to prior recommendations, successfully consolidating national strengths and partially advancing internationalization, while maintaining a focus on continuous assessment and strategic adjustment.

Recommendations: The University is commended for effectively implementing previous evaluation recommendations and we believe the university will continue to do so also in the next period.

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	5 - Outstanding
5.4 Implementation of recommendations in Module 5	5 - Outstanding
AVERAGE RATING	5 - Outstanding

GRADE [A–D]	A
Summary assessment: The University of Veterinary Medicine Brno (VETUNI) demonstrates strong national leadership in veterinary sciences, veterinary hygiene, animal welfare, and food safety, integrating research, teaching, and innovation. Its strategic R&D objectives focus on modernizing doctoral studies, strengthening CEITEC VETUNI, expanding internal grant support, increasing high-quality publications, and enhancing technology transfer. Doctoral programs are well-structured, internationalized, and provide research and career development opportunities, including internships and mobility for students and early-career researchers. VETUNI has implemented prior evaluation recommendations effectively: it has increased its role as principal proposer of research projects, consolidated CEITEC VETUNI as a University Research Institute, and enhanced research funding allocation and evaluation systems. Institutional instruments, such as internal grant agencies, LCDRO fund allocation, electronic information resources, and administrative support, underpin these achievements. While international collaborative projects remain limited, student and staff international mobility, growing enrollment of foreign students, and international accreditation (EAEVE) reflect expanding global engagement. VETUNI combines strong national impact with strategic steps toward internationalization, supported by targeted incentives, pro-family policies, and inclusive HR measures, positioning it as a sustainable and innovative research leader in veterinary sciences. Summary recommendations: The committee praises the university's proactive and well-structured approach to research and innovation, noting its strong alignment with national priorities, commitment to international collaboration and gender equality, and clear focus on building research capacity, fostering internationalization, enhancing knowledge transfer, and supporting staff and doctoral development. It is commended for successfully implementing past recommendations and is expected to continue this progress.	

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 %	C
MODULE 3	30 %	A
MODULE 4	10 %	A
MODULE 5	10 %	A
OVERALL RATING		B – Very good

Qualitative assessment:

The University of Veterinary Sciences Brno (VETUNI) demonstrates strong **academic, research, and organizational viability**, underpinned by stable financial systems that combine public funding, grant income, LCDRO allocations, and revenue from applied research and veterinary services. Doctoral and academic programs are robust, offering structured supervision, international mobility, and career development opportunities, while internal grant agencies effectively support research and infrastructure. Pro-family policies, gender equality measures, and flexible working arrangements further contribute to staff retention and institutional well-being.

VETUNI shows **high national leadership and growing international recognition** in veterinary medicine, hygiene, animal welfare, and food safety. Its faculties and research institutes are visible in international scientific communities, regularly contributing to conferences, journals, evaluation panels, and collaborative networks. CEITEC VETUNI, ongoing EAEVE accreditation, and preparations for AVMA recognition strengthen its international profile and long-term competitiveness.

Strategically, VETUNI has **successfully addressed prior evaluation recommendations** by consolidating CEITEC as a University Research Institute, expanding its role as principal proposer of research projects, and enhancing funding allocation systems. Its R&D objectives include modernizing doctoral studies, increasing high-quality publications, supporting early-career researchers, and fostering technology transfer. While international collaborative projects remain limited, mobility programs, rising numbers of foreign students, and international accreditation signal **steady progress toward global engagement**.

Overall, VETUNI combines strong national impact with sustainable structures, inclusive policies, and strategic initiatives that ensure its position as a **respected, innovative, and internationally oriented leader in veterinary sciences**.

Recommendations:

The committee commends VETUNI for its **robust research infrastructure, strong R&D&I structure, and effective implementation of past recommendations**, and advises the university to maintain

its current systems of quality control and sustainability while sharpening its focus on long-term strategic priorities.

Key areas for further improvement include:

- **Internationalization:** Although the internationalization of research activities is at the expected level for a veterinary university, the committee recommends even further strengthen governance, partnerships, staff and student mobility, and grant competitiveness, with particular emphasis on optimizing foreign grant submissions and expanding collaborative projects.
- **People and HR Development:** Invest in research support staff, expand sabbatical opportunities, ensure fairer workload and pay structures, and pursue the **HR Award for Excellence in Research** to enhance recruitment, retention, and career development.
- **Sustainability and Funding:** Secure resources for infrastructure renewal by standardizing capital investment processes, diversify income by boosting commercialization and technology transfer, and further leverage CEITEC to reduce reliance on clinical income.
- **Doctoral Training:** Improve program outcomes by addressing high dropout rates, providing targeted support for early-career researchers, and offering structured opportunities for research independence, including protected time for clinical researchers.

The committee also **praises VETUNI's proactive approach**, clear alignment with national priorities, commitment to gender equality and inclusivity, and growing role in international collaborations. With its strong foundation and ongoing reforms, VETUNI is well positioned to consolidate its leadership in veterinary sciences and to expand its influence on the global academic stage.

ON-SITE VISIT FORM

HIGHER EDUCATION INSTITUTION NAME: University of Veterinary Sciences Brno

COMPANY REGISTRATION NUMBER (CRN): 62157124

Date: June 16-17, 2025

Length¹: 2 days

Secretary of the IEP: prof. MVDr. Vladimír Celer, Ph.D.

Provider's Methodologist: Mgr. Jiří Kučera

LIST OF INTERNATIONAL EVALUATION PANEL MEMBERS		
Name and surname	Position in IEP	Current position
Rudi Ettrich	Chairman of the panel	President/Chief Executive Officer & Professor, Larkin University
Teresa Fossum	Panel member	CEO and Founder, Dr. Fossum's Pet Care
Petra Winter	Panel member	Professor, University of Veterinary Medicine, Vienna
Roman Pogranichniy	Panel member	Section head of Diagnostic Virology and Serology, Kansas State University
Tomasz Stadejek	Panel member	Professor, Warsaw University of Life Sciences
Leo Brunnberg	Panel member	Professor, Faculty of Veterinary Medicine
Gabriel Kováč	Panel member	Professor, University of veterinary and pharmacy in Košice

¹ The minimum length of an on-site visit is 1 calendar day, and the maximum length should not exceed 5 calendar days. A limit of a maximum of 2 hours per registered person in module 3 is set.

PARTICIPANTS OF THE ON-SITE VISIT OUTSIDE OF IEP (University management, Department heads, Students, Invited guests)		
Name and surname	Position in IEP	Current position
Michal Crha		FVM dean
Šárka Bursová		FVHE dean
Jiří Smola		CEITEC director
Mišo Škorič		Vice-dean
Josef Kameník		Vice-dean
Dani Dordievič		FVHE administrator
Barbora Bendová		CEITEC administrator
Hana Bandouchová		researcher
Kateřina Chvátalová		researcher
Andrea Nečasová		researcher
Andrea Staffa		researcher
Martin Pyszko		researcher
Dobromila Molinková		researcher
Martin Hostovský		researcher
Laura Staňková		researcher
Jiří Pikula		researcher
Ivan Literák		researcher
Jana Cahová		researcher
Petr Linhart		researcher
Kružíková		researcher
Kaluža		researcher
Radka Hulánková		researcher
Gabriela Kadlecová		researcher
Vojtěch Sychra		researcher
Vojtkovská		researcher
Jana Blahová		researcher
Alois Čížek		researcher
Ján Futas		researcher
Lenka Davidová Geržová		researcher
Lucie Janíček Hrubá		DSP student
Alena Šabatová		DSP student
Anna Piskovská		DSP student
Věra Vaibarová		DSP student
Karolína Jirásková		DSP student
Hana Moserová		DSP student
Lucia Kotianová		DSP student
Dominik Vacuška		DSP student
Zdeňka Vacušková		DSP student
Martin Klanica		DSP student
Eva Justová		DSP student
Kateřina Stojanová		DSP student
Simona Ondruchová		DSP student
Šárka Bednaříková		DSP student



In _____ Brno _____ Date 17 June 2025

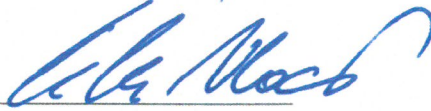
Signature _____



(IEP Chair)

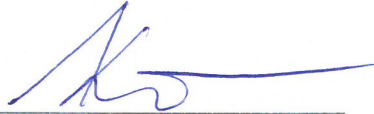
Prof. Rudi H. Ettrel, RNDr. MSc. Ph.D.

Signature _____



(Secretary of the IEP)

Signature _____



(Provider's Methodologist)

MINUTES OF ON-SITE VISIT

On-site visit schedule

Provide the program of the on-site visit following the template outlined in the Handbook for Higher Education Institutions (HEI).

Max. 1000 words.

IEP On-site Visit Programme Monday, June 16, 2025

09:00	Welcome Address by the Rector
09:00 – 10:00	Meeting with University Management
10:00 – 11:00	Guided Tour of the University
11:00 – 12:30	Closed IEP Meeting
12:30 – 13:30	Working Lunch
13:30 – 14:00	Meeting with FVM Management
14:00 – 14:30	Meeting with FVM Researchers
14:30 – 15:00	Meeting with FVM Students
15:00 – 16:00	Closed IEP Meeting
16:00 – 16:30	Meeting with CEITEC Management
16:30 – 17:00	Meeting with CEITEC Researchers
17:00 – 18:00	Closed IEP Meeting

Tuesday, June 17, 2025

09:00 – 09:30	Meeting with FVHE Management
09:30 – 10:00	Meeting with FVHE Researchers
10:00 – 10:30	Meeting with FVHE Students
10:30 – 11:30	Closed IEP Meeting

Minutes of the meeting (mandatory items)

Describe the course of the following points of the on-site visit (mandatory items).

Max. 500 words for each mandatory item.

Presentation of the evaluated higher education institution and its components

The on-site visit began with a presentation of the university by the rector, who described its history, individual faculties and the CEITEC research center. He also focused on the financing of the university and budgeting with regard to teaching and research.

Discussion with representatives of the management of the evaluated higher education institution and the opportunity to inquire about selected aspects of the evaluation

In the next part of the discussion, the individual vice-rectors presented their departments and their role and involvement in the university's research and support activities. The vice-rector for science, research and international relations presented the university's priorities in the area of research and mobility, the vice-rector for teaching spoke about the support of researchers and DSP students through counseling and psychological centers, and the vice-rector for strategy presented the evaluation system for academic and research staff.

Discussion with scientific and academic staff of the evaluated higher education institution

Faculty of Veterinary Medicine

The panel spoke with the faculty leadership about contract research and, more generally, how research is commercialized.

There were also questions about how much time academic staff spend on teaching and research. At the end of the meeting, the discussion touched gender and age distribution.

In the meeting with researchers, the discussion was focused on the balance between teaching and research. The panel was interested also about support for research from the faculty and university leadership.

CEITEC VETUNI

In the meeting with the institute's leadership, the discussion focused on how the institute works as part of the CEITEC consortium and also about possible cooperation and synergy within CEITEC. During the meeting with CEITEC researchers, the main topic was how projects and grants are obtained, and how research is financed.

Faculty of Veterinary Hygiene and Ecology

The faculty management first briefly introduced the faculty and its activities. Then panel members were interested mainly on the differences compared to the Faculty of Veterinary Medicine. The meeting also included a discussion about staffing and the achieved gender and age balance.

During the meeting with researchers, the panel was interested especially in the job description and the balance between research and teaching. They also discussed the importance of internal grants and support from the university and the faculty. The panel members were also interested about international cooperation.

Discussion with students of the evaluated higher education institution

After a short introduction about the focus of PhD theses, the discussion continued about the support from the university and the faculty and how they help students to complete their studies. There were also questions about social security support. In the student meeting, the panel was mostly interested in whether students could continue doing research after finishing their PhD studies.

Minutes of the meeting (optional items)

Describe the details of the other items discussed during the on-site visit, if applicable.
Max. 1000 words.