HR EXCELLENCE IN RESEARCH

Sustainable Development Strategy of FAI/CEBIA-Tech

PART ONE

BASIC PROVISIONS

Article 1
Basic Provisions

This document defines the strategic vision of the Faculty of Applied Informatics – (hereinafter "FAI") and the CEBIA-Tech Research Centre – (hereinafter also "Centre"), which is a part of FAI, in the short, medium and long term, as well as the Centre´s development goals and concept for research and development activities – including institutional tools to secure them.

Article 2
The Central Vision of FAI

In the course of the formulation of the FAI vision based on the document The Implementation of the Strategic Plan of TBU in Zlín for 2020, which defines the central vision of TBU in Zlín – (hereinafter referred to as "TBU"). On the basis of this document, it can be stated that the central vision of FAI is the systematic development and interconnection of educational and creative activities – which is reflected in its mission "Erudire et Creare" / "Educate and Create", which is followed by all previous FAI and the Centre´s missions are formulated in the form of long-term plans, as well as the future vision of FAI, which is a part of TBU, which is not only a higher education-type university, but also a research organisation.

PART TWO

BASIC DOCUMENTS

Article 3
Documents dealing with the sustainability of the CEBIA-Tech Centre

(1) Among the basic documents on which it is necessary to base oneself is the formulation of the sustainable development principles of the Research Centre, include the Long-term Plan for the Educational and Scientific Research, Development and Innovation, Artistic and Other Creative Activities of TBU in Zlín for 2016–2020 (hereinafter "Long-term TBU Orientation"), which is in Section 2. "High quality and relevant research, development, innovation and other creative activities" is defined in Objective 4: "To ensure the sustainability and development of research centres built with the support of the OP RDI programme. To ensure a stable and transparent mechanism for the distribution of institutional support so as to take into account the strategic contribution of the centres for the further development of TBU in Zlín.

(2) Another document dealing with sustainable development is the Plan for the Implementation of the TBU Strategic Plan in Zlín for 2020, which, in its Annex No. 3, links the above objective to the Long-term Plan for Education and Science, Research, Development and Innovation, Artistic and Other Creative Activities for Universities for the 2016–2020 period, defined in Priority Objective 5, Quality and Relevant Research, Development and Innovation, Financing – the Sustainability

of Research Centres from the OP RDI, p. 18. This objective is linked to the above-mentioned Objective 4 of the TBU Long-Term Plan.

(3) Equally, the Long-term Plan for Education and Science, Research, Development and Innovation, Artistic and Other Creative Activities for Universities for the 2016–2020 period (hereinafter the "FAI Long-term Plan") also deals with the sustainability of FAI and the Centre. The above-mentioned document formulates the following strategic objectives:

- Objective 1: To ensure the education of quality competitive graduates who will find employment in their field on the labour market.

- Objective 2: To ensure high-quality research with recognisable outputs in fields implemented at FAI.

- Objective 3: To develop permanent cooperative ventures with the application sphere at the national and international levels.

- Objective 4: To create a natural international environment at FAI.

(4) Furthermore, the FAI Long-Term Plan in Chapter 2 "High-quality and Relevant Research, Development, Innovation and Other Creative Activities" defines, among other things, the following sub-objectives:

- Objective 3: To ensure the sustainability and development of the CEBIA-Tech Regional Research Centre, and to increase the international prestige of the Research Centre.

- Objective 4: To ensure the sustainability and development of the Science and Technology Park of Information and Communication Technologies (hereinafter referred to as ICT STP). To create enduring conditions for the cooperation of companies based in VTP ICT.

(5) The Long-Term Orientation Plan of FAI was followed by the Plan for the Implementation of the Educational and Creative Activities of FAI TBU in Zlín for 2020 Strategic Plan, which also addresses the sustainable development of FAI and the Centre and which defines in Part 2. "High-quality and relevant research, development, innovation and other creative activities" among others, the following sub-objectives:

- Objective 2: To continuously further develop project activities.
  - ➢ To prepare project applications for calls from the GAČR and TAČR grant agencies and for departmental calls.
  - ➢ To prepare project applications for calls by the Research, Development and Education (OP RDE) operational programme.
  - ➢ To prepare project applications for international project calls.
  - ➢ For projects recommended for funding, to ensure their successful solution.

- Objective 3: To Create the Conditions for Research, Development and Innovation Result Transfer into Working Practice.
  - ➢ In cooperation with the Technology Transfer Centre – (TTC), to protect research results in the form of national, European and international patents.

- ➢ To prepare offers to working practice subjects for the solution of contracts financed from external public and non-public sources in connection with the main research directions.

- Objective 4: To Ensure the Sustainability and Development of the Research Centre built with the Support of the OP RDI Programme and the Science and Technology Park.

  - ➢ To ensure the established sustainability of the OP EI project – the ICT Science and Technology Park.

  - ➢ To continue to develop the Centre for Security, Information and Advanced Technologies (CEBIA-Tech). To continue to search for new financial resources intended for the development of the Centre.

- Objective 5: To Expand FAI Research Infrastructure Integration into International Research Networks and to Intensively Participate in the Preparation and Implementation of International Research Projects.

  - ➢ To further develop active involvement in international scientific communities.

  - ➢ To continue to develop strategic partnerships with foreign institutions for defined research directions Develop project support for researchers in relation to international research networks and projects.

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(6) The financial aspects of sustainable development are documented in the document" Plan for the Implementation of the Strategic Plan of Educational and Creative Activities of FAI TBU in Zlín for 2020 – The financial side of sustainable development is dealt with in Chapter 7. "Financing and Organisation" – which sets out these sub-objectives.

- Objective 1: To Ensure the Stable, Transparent and Efficient Financing of FAI to Reflect Demographic Trends and Changes in the Allocation of Public Funds Through the Optimisation of the Organisational and Personnel Structures.

  - ➢ To ensure the financial coverage of strategic tasks and to ensure the sustainability of commitments in the OP EI project.

  - ➢ To increase the stability, transparency and efficiency of financing through the optimisation of the organisational structure.

  - ➢ To support the further development of the CEBIA-Tech Regional Research Centre.

- Objective 2: To Deepen Multi-Source Financing and Reduce Direct Financing from the State Budget Dependence by Increasing the Own Revenues Share.

  - ➢ To exploit project calls of an international and national nature; and especially OP RDE, GAČR, TAČR and other departmental calls for FAI funding.

  - ➢ To increase the volume of contract research.

PART THREE

INSTITUTIONAL INSTRUMENTS TO ENSURE THE SUSTAINABILITY OF THE CEBIA-TECH CENTRE

Article 4
Institutional tools for fulfilling the FAI and the CEBIA-TECH Research Centre strategies

(1) These are mainly financial instruments that exist in the form of the TBU budget, the FAI budget, and its component – the CEBIA-Tech Centre. Within the framework of the TBU budget rules, Institutional Support for Long-Term Conceptual Development of Research Organisations – (further only "DKRVO") directly stipulates – in accordance with the MEYS recommendation, to strengthen these centres – (CEBIA-Tech and CPS). Through the intermediary of the internal R&D&I indicators defined in the TBU Budget Rules, these funds are divided into organisational units and thus go to the originators of the results, who are also employees of FAI and the CEBIA-Tech Centre. (In order to support (further) conceptual development at individual TBU in Zlín components however, part of the allocated funds is tied to the implementation of internal projects in accord with the current Ministry of Education strategy.)

(2) Another financial instrument is the targeted support of Specific University Research – (SUR/JHA), which systematically supports the DSP and SME student creative activities implemented in the Centre, or other organisational parts of FAI.

(3) FAI and the CEBIA-Tech Centre are also working on developing multi-source funding, whose main aim is to reduce their dependence on direct state budget funding. This can be achieved on the one hand, by implementing project calls of a national and supranational nature, e.g. by resolving projects supported by OP RDE, GAČR and TAČR resources; and otherwise, by increasing the share of their own revenues, where Contract Research is the most important financial source.

(4) The R&D&I strategic management tools also include internal standards – and those university-wide – the Faculty and Centre internal standards that regulate the Internal Grant Agency operations – which administer JHA funded projects, intellectual property rights directives and the publication of results by TBU Publishing House in Zlín. TBU in Zlín. The R&D&I strategic management tools also include internal standards, on a university-wide, faculty and Centre internal standard, regulated by the Internal Grant Agency that administers JHA funds projects, intellectual property rights directives and the publication of the TBU Publishing House in Zlín results.

(5) From the perspective of tools in support of high-quality research, Rector's Directive SR/23/2019, which regulates TBU academic and research staff evaluation methods – including creative activities and the individual management of creative activities method (i.e. setting career plans and their periodic evaluation), plays a key role. This is linked to Dean's Directive SD/03/20; which, in detail, applies its principles to the FAI and Centre conditions.

(6) An important career growth component is the increase in the number of DSP (Ph.D.) graduates, Associate Professors and Professors – also supported by TBU, FAI and CEBIA-Tech Centre internal regulations and standards.

(7) The main quality of creative activities indicators are monitored and evaluated long-term, within the Internal Evaluation of TBU Activities Report, where one of the modules is directly devoted to the quality of creative activities – which is continuously monitored through Module E. (Indicators E1 to E5).

(8) Fulfilment of TBU, FAI and CEBIA-Tech Centre planned strategies is assessed within evaluation activities performed by external entities. In this respect, the university was evaluated through the Development of Capacities for Research and Development (RoKaVaV TBU) project, when both TBU research centres, conducted by the European University Association. Last but not least, the research strategies fulfilment evaluation tools include feedback from Creative Activities Quality evaluations. CEBIA-Tech and CPS, received the HR Award certificate. In 2019, the external international evaluation process of the TBU (Institutional Evaluation Programme) -carried out by the European University Association, was also launched.