

MUNI  
SPORT



HR EXCELLENCE IN RESEARCH



# Faculty of Sports Studies and HR Award

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**What is HR Award?  
What do we do at the faculty  
within the HR Award?**

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AN INFORMATIVE BROCHURE FOR EVERYONE



EUROPEAN UNION  
European Structural and Investment Funds  
Operational Programme Research,  
Development and Education

**MSMT**  
MINISTRY OF EDUCATION,  
YOUTH AND SPORTS

# ACKNOWLEDGEMENT

**Dear colleagues,**

On July 6, 2021, also our faculty joined more than six hundred European research organizations and became the proud holder of the HR Excellence in Research Award (HR Award), which the European Commission awards to institutions implementing the HRS4R personnel strategy.

Using sports terminology, we can say that we have to play a long game. Before the start, there were discussions as to whether and when we would try to ask the European Commission for the opportunity to participate. With exaggeration, we may say that the endorsement of the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers was a longer run than the one from Marathon to Athens. A joint preparation followed, in which the entire faculty participated. As part of this preparation, an extensive questionnaire was carried out, and a Gap analysis was performed, based on which we chose a strategy with which we would like to complete this challenging journey. This strategy led to the creation of an action plan, with which we asked the members of the European Commission for the opportunity to stand at the start of this long-distance run, which was made possible in July 2021. We did not hesitate, and with the vigor of an athlete, we started to run. From experience, we know that we have many obstacles ahead of us. However, we also know that overcoming them will be followed by a reward in the form of improved working conditions for all of us.

The work of all of us, the academic and non-academic employees, and the doctoral students of Kinanthropology, is reflected in obtaining this prestigious award.



**Therefore, I would like to thank everyone  
and wish us a successful completion of this race!**

**Mgr. Bc. Oldřich Racek, Ph.D.**

Vice-dean for strategy and development

# WHAT IS THE HR AWARD?

## HR EXCELLENCE IN RESEARCH AWARD

The European Commission awards the HR EXCELLENCE IN RESEARCH AWARD (HR Award for short) to research institutions that implement the HRS4R strategy (The Human Resources Strategy for Researchers).

HRS4R is based on the 40 principles set out in the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers.

## Why should the HR Award interest you?



# WHAT ARE THE BENEFITS OF THE HR AWARD?

- The HR Award logo means that the institution makes an extraordinary effort to respect the rights of its employees.
- The faculty shows a commitment to good working conditions and the career development of researchers.
- It adds value to faculty in grant/project applications.
- It brings opportunities to share the practice with other award holders.
- It is a catalyst for change - promoting internal cultural change.

# WHAT DOES THE HR AWARD BRING YOU?

- You are part of more than 660 institutions that have received the HR Award.
- Their number is still growing.
- Your rights as a professional are recognized.
- Your mobility is valued.
- Work-life balance is respected.
- Recruitment transparency is guaranteed.
- You have a range of training at your disposal.
- You have joined a Europe-wide network of research organizations and researchers.



# HOW DID WE ACHIEVE THE RIGHT TO USE THE HR AWARD LOGO?

## 2019

The process began with the faculty endorsing the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers and sending a letter signed by the Dean of FSpS committing the faculty to implement the HR strategy under the HR Award.

## 2020

With the approval of this statement by the European Commission, the one-year period within which the faculty had to prepare an internal Gap analysis began to run. This analysis revealed the shortcomings and weaknesses of the faculty, based on which we defined our Action Plan for the next two-year period. Subsequently, we sent the required documents (Gap Analysis, Action Plan, FSpS OTM-R policy, and others) to the European Commission.

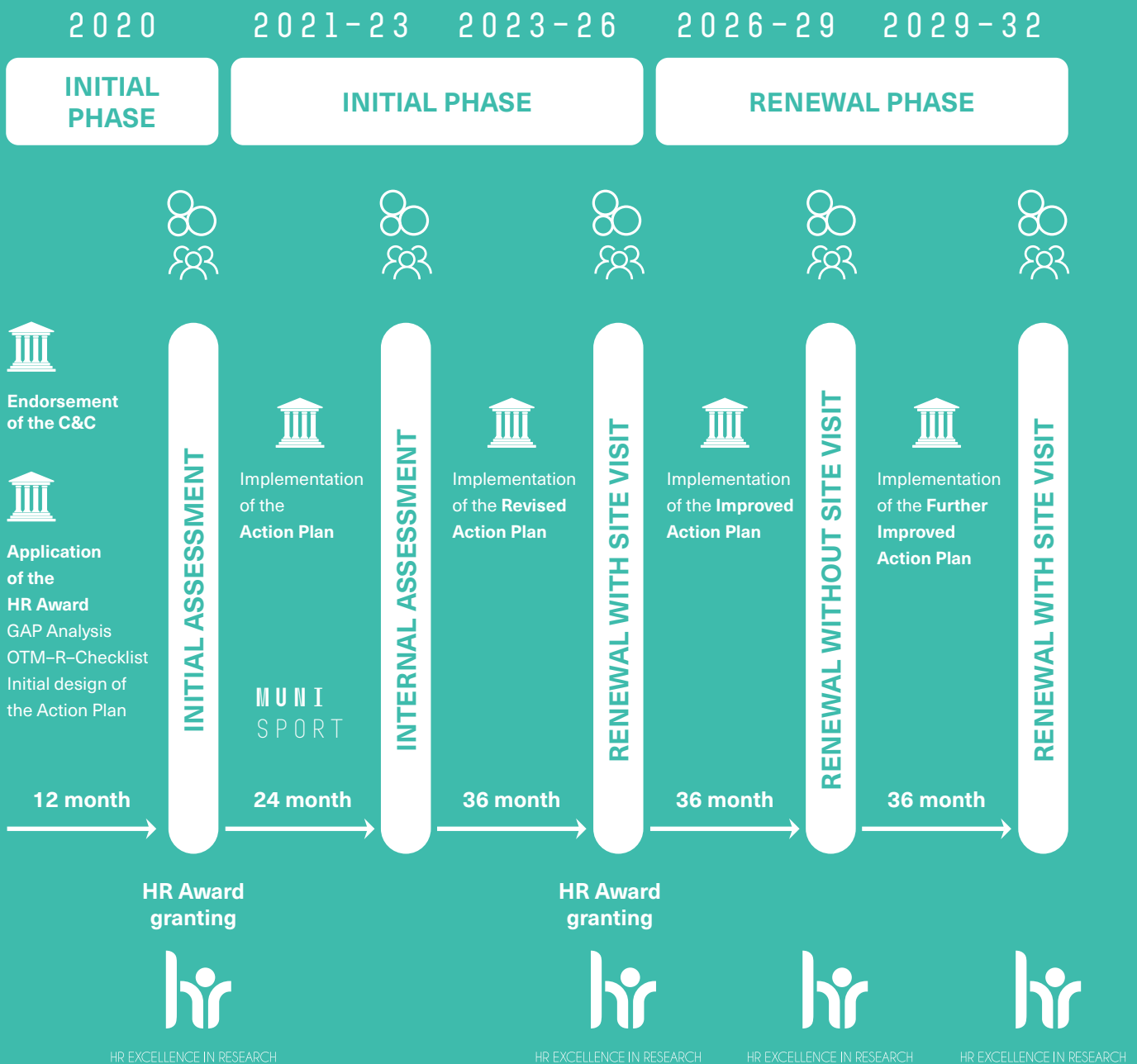
## 2021

In case of a positive evaluation by the Commission, the HR Award is awarded. The Faculty of Sports Studies MU received this award on July 6, 2021.

## 2021-2023

This award is given in the first phase for 2 years, after internal self-evaluation and approval by the European Commission for another 3 years. As a rule, after 5 years from the first award, the evaluators will visit the institution in person. We are now, together, putting the measures of the Action Plan into practice.

# PHASES OF THE HR AWARD CERTIFICATION PROCESS



**HRS4R – from PROGRESS to QUALITY**

 **Institution**

 **European Commission**

 **External experts**

# FSPS IMPLEMENTS

(July 2021 – July 2023)

- Over the 2-year period, the faculty will implement the approved Action Plan.
- Before this deadline, we will carry out an internal self-assessment – we will define how the Action Plan has been implemented and how it is developing.
- At the same time, our evaluation must include a revision of the Action Plan for the next 3 years. We will send these materials to the European Commission for the interim assessment.

## WHAT WILL BE HAPPENING AT THE FACULTY IN THE IMPLEMENTATION PHASE?

The aim is to introduce and implement measures from the Action Plan, but also to respond to the current needs of FSpS employees by appropriate modification of these measures during implementation.

# WHAT DOES THE FSPS ACTION PLAN CONTAIN?

1. Improvement of access to laboratory equipment
2. Introduction of regular training on ethical and professional aspects of research
3. Improvement of information and procedures in the field of administrative support
4. Creation of the Gender Equality Plan
5. Improvement of working conditions for parents and carers
6. Implementation of an employee evaluation system
7. Revision of the concept of the PhD studies
8. Improvement of quality of supervision at the faculty
9. Formulation of a strategy of postdoc positions
10. Implementation of support for mobility activities
11. Creation of OTM-R Recruitment Policy
12. Adjustment of recruitment and selection process according to OTM-R
13. Improvement of support for newcomers
14. Removal of the language barrier
15. Creation of the Career Code
16. Increasing the competencies of the senior employees

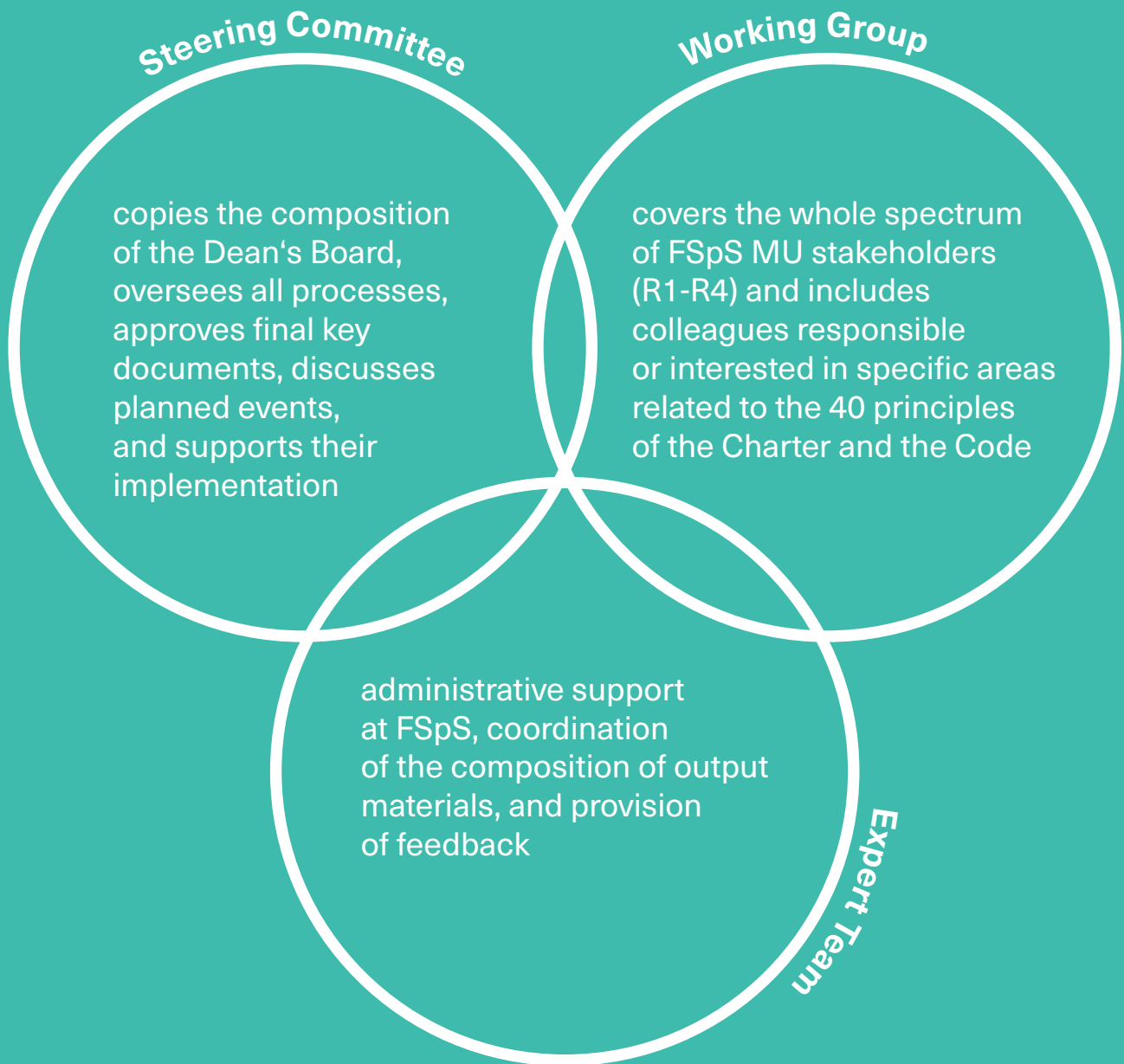
# WHAT IS RENEWAL PHASE?

A renewal phase follows the implementation phase. Our internal self-assessment is then reviewed by an external group of 3 independent evaluators appointed by the European Commission (one-day visit/review).

Its purpose is to regularly review the FSpS Action Plan after three years and defend the HR Award certification.



# TEAMS COLLABORATING ON THE HR AWARD



DO YOU WANT TO KNOW MORE?

## Do not hesitate to contact us

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More information about the HR Excellence  
in Research (HR Award) at FSpS can be found at:  
[www.fsps.muni.cz/veda-a-vyzkum/hrs4r-hr-award](http://www.fsps.muni.cz/veda-a-vyzkum/hrs4r-hr-award)

