

2026 Follow-up HRS4R Action Plan to the 2023-2025 Action Plan

Continued implementation and evaluation of the 2023-2025 HRS4R Action Plan
and preparation of the 2027-2030 Action Plan

The 2026 Follow-up Action Plan ensures further development of the University of Pardubice HR Strategy. It is a connection between the 2023-2025 HRS4R Action Plan and the 2027-2030 strategic period, which is being prepared, creating conditions for substantive evaluation of the existing measures. The evaluation will focus on areas that are critical to further development of HR policies and practices, the working environment, and support for academic, research, and scientific staff. It covers, without limitation, recruitment and OTM-R policy, the employee evaluation system, career development and individual development, equal opportunities, open science, training and professional development, communication and awareness, as well as other related areas.

Main areas of implementation and evaluation in 2026

The priorities outlined below set out the key substantive and organisational priorities for the ongoing implementation and evaluation of the HR Strategy in 2026. In their entirety, these priorities provide the framework for the continued implementation of the measures, systematic monitoring of their progress, the collection and analysis of relevant data and supporting materials, cooperation with faculties and other relevant stakeholders, and the preparation of the subsequent action plan.

Continued implementation of the 2023–2025 Action Plan – ensuring continuity in the implementation of relevant measures in key areas of the HR Strategy.

Systematic evaluation of implementation – a comprehensive evaluation of the extent to which the established objectives, measures, and indicators have been achieved, together with recommendations for further steps.

Collection and analysis of data and supporting evidence, including a GAP analysis – systematic collection, verification, and evaluation of qualitative and quantitative data, statistical information, survey findings, and relevant internal documents. This will include a GAP analysis against the new framework of the 20 principles of the European Charter for Researchers, enabling an assessment of the alignment of the existing practices and the identification of priority areas for the 2027–2030 HRS4R Action Plan. Once completed, the GAP analysis will be published as one of the deliverables related to the preparation for the subsequent strategic period.

Involvement of faculties and key stakeholders – coordination of collaboration among faculties, relevant departments, area guarantors, and other relevant stakeholders.

Communication and awareness – ensuring ongoing, clear, and targeted communication of the implementation of measures, the progress of the evaluation, and the outcomes achieved, addressed to faculties, relevant departments, and employees.

Alignment with the 2026-2029 Equal Opportunities Plan – systematic integration of equal opportunities, gender balance, well-being, and support for an inclusive working environment.

Working Group for the Evaluation of the 2023–2025 HRS4R Action Plan – coordinating the evaluation of the implementation of the 2023–2025 Action Plan, including the collection and assessment of supporting evidence and the formulation of recommendations for the subsequent period, with the participation of representatives of responsible units, faculties, and other key stakeholders.

Alignment with strategic and institutional documents – ensuring that the evaluation outputs are substantively aligned with the relevant strategic and institutional documents of the University of Pardubice.

Preparation of the 2027–2030 HRS4R Action Plan – using the outputs of the evaluation conducted in 2026 as a basis for defining priorities, measures, indicators, responsibilities, and monitoring arrangements for the subsequent period.

Evaluation Plan for 2026 by HR Strategy Areas

For each HR Strategy area, the following overview sets out the links to the GAP analysis and the 2023–2025 Action Plan, the end point, responsible departments, evaluation deliverables, and indicators. Detailed supporting evidence and results will be presented in the follow-up evaluation document

<i>Evaluation area</i>	<i>Reference to GAP/2023-2025 AP</i>	<i>End point</i>	<i>Responsibility</i>	<i>Deliverables/indicators</i>
OPEN SCIENCE Objective: Developing effective tools to support the implementation of open science principles and ensure their use within the publication strategy of the University of Pardubice.				
1. Objective: Evaluating the implementation of open science tools and their integration into research and publication practices at the University of Pardubice, in line with the principles of the HR Strategy. Evaluation of the measure: Evaluation of the design and use of open science tools, keeping records of publication output, and alignment with the principles of the HR Strategy.	<i>GAP (Item 8)</i>	Q3 2026	<i>Vice-Rector for Science and Creative Activity</i>	Evaluation deliverable: evaluation of the implementation of the open science policy; Indicators: updated rules/guidelines; number and proportion of open access outputs; research datasets recorded; support for research data management; number of training sessions and consultations, and number of academic and research staff and doctoral students trained; use of open science tools.
REMUNERATION AND INCENTIVE SYSTEM Objective: Enhancing the remuneration and incentive system to support both high-performing and early-career academic and research staff and to enhance the competitiveness of the working environment, also for international academic and research staff.				
2. Objective: Evaluating how the remuneration and incentive system is designed and how it works in terms of performance, internationalisation, and transparency. Evaluation of the measure: Analysis of developments in remuneration mechanisms, incentive tools, and the remuneration structure for academic and research staff.	<i>GAP (Item 26)</i>	Q3 2026	<i>Vice-Rector for Internal Affairs Faculties</i>	Evaluation deliverable: analysis of remuneration structure and incentive tools; Indicators: overview of remuneration mechanisms being used; number of filled postdoctoral positions; proportion of international academic and research staff.
BALANCING TEACHING AND RESEARCH LOAD Objective: Ensuring a balanced proportion of teaching, creative, and research activities across individual departments, taking into account the specific characteristics of different academic disciplines and the needs of both basic and applied research.				
3. Objective: Evaluating the balance of teaching, creative, and research loads of academic and research staff, as well as the involvement of high-performing academic and research staff in teaching. Evaluation of the measure: Evaluation of faculty procedures, internal documents and evaluation of academic and research staff as well as involvement of R3/R4 staff in teaching.	<i>GAP (Item 33)</i>	Q3 2026	<i>Vice-Rector for Education and Quality Faculties</i>	Evaluation deliverable: a comparison of teaching, creative and research load of academic and research staff; Indicators: faculty-level supporting evidence on the balance of activities; assessment of teaching workload; involvement of R3/R4 researchers in teaching; staffing trends among academic and research staff; results of evaluations of academic and research staff.

REPRESENTATION IN ACADEMIC BODIES Objective: Enhancing the representation of researchers in information, advisory, and decision-making bodies at different levels of governance, enabling them, in line with the Charter, to advocate for and promote their individual and collective interests at a professional level and to contribute effectively to the development of the activities of the University and its constituent parts.				
4. Objective: Evaluating the representation of researchers and academic and research staff in relevant bodies, as well as the availability of feedback and participation mechanisms. Evaluation of the measure: Assessment of the representation of researchers and academic and research staff, faculty-level GAP analyses, and measures to enhance feedback mechanisms and staff participation.	GAP (35)	Q3 2026	Vice-Rector for Internal Affairs	Evaluation deliverable: overview of the representation of researchers and academic and research staff and participation options; Indicators: proportion of researchers and academic and research staff represented in academic bodies; annual overview of representation; faculty-level GAP analyses; measures adopted and implemented; communication activities supporting feedback and staff participation.
INDIVIDUAL DEVELOPMENT Objective: Implementing individual development plans for academic and research staff in a systematic way and using them as part of the academic and research staff evaluation process, the onboarding of doctoral students, early-career academic and research staff, and newly recruited academic and research staff, while strengthening regular communication between managers and their subordinate employees.				
5. Objective: Evaluating the system for the individual development of academic and research staff, doctoral students, and postdoctoral researchers, including evaluation, mentoring, and training. Evaluation of the measure: Assessment of individual development plans, their links to empl. evaluation, HR systems, training, and mentoring.	GAP (2, 7, 10, 11, 24, 25, 28–33, 36–40)	Q3 2026	Vice-Rector for Internal Affairs	Evaluation deliverable: assessment of the system for individual and professional development; Indicators: individual development plan framework; number of academic and research staff with an individual development plan; use of HR software; evaluation interviews; involvement of mentors and participants in professional development activities.
EVALUATION SYSTEM Objective: Enhancing the system for evaluating academic and research staff, including feedback management and supervision in alignment with individual development plans, individual performance, and achieved results				
6. Objective: Evaluating the academic and research staff evaluation framework and the use of HAP-pi for feedback, performance management, and professional development. Evaluation of the measure: Evaluation of the evaluation procedures and the use of HAP 2 for evaluating academic and research staff, including the links between evaluation, feedback, and professional development. HAP 2 gradually replaces HAP-pi.	GAP (11, 37, 38)	Q3 2026	Vice-Rector for Internal Affairs Vice-Rector for Science and Creative Activity	Evaluation deliverable: analysis of the academic and research staff evaluation system and use of HAP 2; Indicators: evaluation framework; participating faculties/departments; evaluation interviews; extent of HAP-2 use; training provided to academic and research staff and managers; two-way feedback.

AWARENESS AND EDUCATION Objective: Ensuring continuity of systematic training, professional development, and familiarisation with relevant university and research and innovation documents, internal regulations, and procedures, regularly updated in line with applicable higher-level legislation, including onboarding for early-career academic and research staff and recruitment processes.				
7. Objective: Evaluating the availability and use of training, onboarding activities, the intranet, and online tools related to the HR Strategy and working environment. Evaluation of the measure: Assessment of the training and professional development being offered, onboarding activities, information tools, well-being and sustainability.	GAP (2, 3, 4, 5, 7, 8, 10, 30, 31, 32, 33, 34, 38)	Q3 2026	Vice-Rector for Internal Affairs	Evaluation deliverable: an overview of training, onboarding and awareness activities; Indicators: intranet updates; e-learning; training and onboarding activities; use of HR software/Moodle and EDU; well-being and sustainability activities.
PRESENTATION OF R&D&I RESULTS Objective: Improving the coordination of the external communication and dissemination of R&D&I results, and encouraging academic and research staff to participate in such activities.				
8. Objective: Evaluating the coordination and effectiveness of the dissemination and external communication of R&D&I results at the University of Pardubice. Evaluation of the measure: Assessment of the involvement of faculties and academic and research staff, communication tools, incentive mechanisms, and training in communication skills.	GAP (9)	Q3 2026	Vice-Rector for External Relations	Evaluation deliverable: evaluation of the dissemination and external communication of R&D&I results at the University of Pardubice; Indicators: public outreach events; involvement of academic and research staff and faculties; media, web, and social media outputs; incentive tools; communication skills training.
GENDER BALANCE Objective: Strategy for maintaining gender balance in the long term.				
9. Objective: Evaluating the monitoring of gender representation and the use of data to support gender balance. Evaluation of the measure: Evaluation of the collection, reporting, and use of gender representation data to inform the development of measures.	GAP (27)	Q3 2026	Vice-Rector for Internal Affairs Faculties	Evaluation deliverable: gender analysis of employee structure; Indicators: annual collection and reporting of data; representation of women and men by staff category and position; representation in managerial positions and University bodies; year-on-year trends; alignment with the Equal Opportunities Plan.
OPEN, TRANSPARENT AND MERIT-BASED RECRUITMENT POLICY Objective: Harmonising recruitment and selection procedures across the University, with particular emphasis on compliance with applicable legislation, the European Charter for Researchers, the Code of Conduct, and the OTM-R policy, including centrally managed records and ensuring effective follow-up onboarding processes.				

10. Objective: Evaluating the implementation and application of the OTM-R policy, guidance, and recruitment and selection procedures for academic and research staff. Evaluation of the measure: Assessment of the OTM-R policy, guidance, recruitment and selection procedures, job advertisement quality, HR e-tools, and training for selection committee members.	GAP (12, 13, 14, 15)	Q3 2026	<i>Vice-Rector for Internal Affairs</i>	Evaluation deliverable: assessment of the use of the OTM-R policy and recruitment procedures; Indicators: approved OTM-R policy and guidelines; publicly advertised recruitment and selection procedures in Czech and English; quality assurance of job advertisements; use of HR e-tools; training for selection committee members and managers; filled postdoctoral positions and the proportion of international academic and research staff.
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HR EXCELLENCE IN RESEARCH