

## "CONTRACT" – STRATEGY FOR RESEARCH AND DOCTORAL STUDIES (2022–2027)

### CEITEC MUNI

The contract is a strategic document based on the Internal Research and Doctoral Evaluation (IRDE) carried out at Masaryk University (MU) in 2022. The content of the contract is linked to recommendations obtained from the IRDE, to MU's priorities and shared values, or to the faculty/institute's own strategies in research and doctoral studies. With this document, the faculty or university institute enters into an agreement with the Rector of MU and undertakes to implement the strategy for research and doctoral studies.

The contract contains the faculty's mission and a more detailed description of the implementation of the main goals by which the faculty wants to fulfill the individual strategies. Complementary materials are

- Annex 1: An overview of objectives in the form of a table to serve as an action plan; and
- Annex 2. A strategy, a presentation that summarizes the MU management's statement on the IRDE recommendations and shared values in research and at the same time on the relevant benchmark.

## 1. MISSION AND MAIN OBJECTIVES

**In accordance with [the Strategic Plan](#) for 2021-2028 approved on 24 August 2021 by the Rector of Masaryk University (MUNI), CEITEC MUNI defines its mission and goals as follows:**

**Mission:** CEITEC MU is a research institute of Masaryk University and a member of CEITEC consortium that aims to improve quality of life and human health through scientific research and innovations.

**Vision - CEITEC MUNI in 2028 will be perceived as:**

- Leading European research institute in life sciences, known for its discoveries.
- Centre for using and developing cutting-edge technologies as drivers for interdisciplinary research.
- Strong scientific community with open and interactive internal culture and governance that gives recognition to all its people.
- Active voice in public awareness and debate on societal consequences of life science discoveries and trends underpinned by them.
- Recognized player in knowledge sharing by bridging major European life science alliances (EU-LIFE and Alliance4Life).

**Strategic priorities of CEITEC MUNI (SP) to fulfill the mission and vision:**

- SP 1: Excellent research
- SP 2: Supporting future leaders in research
- SP 3: Research infrastructure
- SP 4: Governance and human resources
- SP 5: Societal relevance and recognition

## 2. DESCRIPTION OF THE IMPLEMENTATION OF THE MAIN OBJECTIVES

Based on the above-mentioned CEITEC MUNI Strategic Plan and in accordance with the recommendations of the IRDE, shared values (SH MUNI) and shared priorities (SP MUNI) of Masaryk University, we commit to fulfilling the following steps leading to the implementation of the main objectives:

- 1) **Every two years, we will recruit at least one junior research group leader in an open international selection procedure according to the rules of the CEITEC MUNI Career System.** (SP 1, 2, IRDE, SH MUNI: Internationalization, Competitiveness, Human Resources Care in Research)
- 2) **We will introduce a new system of scientific evaluation in accordance with the CoARA and DORA principles based on diversity of outputs, preferring the quality and impact of scientific research to quantity and unjustified overproduction.** (SP 1, IRDE, SH MUNI: Competitiveness, Open Science, SP MUNI: Principles of Internal Evaluation and Faculty/Institute Funding)
- 3) **We will introduce a new concept of grant support aimed at obtaining prestigious individual grants.** (SP 1, IRDE, SH MUNI: Competitiveness, Open Science, SP MUNI: Principles of Internal Evaluation and Faculty/Institute Funding)
- 4) **We will revise the CEITEC MU Career System so that it consistently describes the institute's Retirement policy and enables its full implementation.** (SP 4, IRDE, SH MUNI: Competitiveness, Sustainability, Human Resources Care in Research)
- 5) **We will set up a sustainability strategy for core facilities.** (SP 3, IRDE, SH MUNI: Competitiveness, Sustainability, Open Science, SP MUNI: Social impact and relevance of research)
- 6) **We will introduce a proactive technology transfer policy based on scouting results with application potential.** (SP 1, 3, IRDE, SH MUNI: Competitiveness, Sustainability, Open Science, SP MUNI: Social impact and relevance of research)
- 7) **We will regularly monitor the quality of administrative services at CEITEC MU through a questionnaire survey.** (SP 4, IRDE, SH MUNI: Human Resources Care in Research)

- 8) **We will ensure better integration and respect for administrative employees as an integral part of CEITEC MU.** *(SP 4, IRDE, SH MUNI: Human Resources Care in Research)*
- 9) **We will regularly carry out an evaluation of the scientific excellence of research teams (every 5 years), an evaluation of the quality of services of shared laboratories (every 4 years) and a leadership interview of all senior scientists (every 3 years).** *(SP MUNI: Principles of Internal Evaluation and Funding of the Faculty/Institute)*
- 10) **We will support the publication of scientific results in Open Science mode.** *(SH MUNI: Open Science)*
- 11) **We will ensure that the conditions are in place to secure and retain HR Excellence in Research Award (HRS4R) in the long term.** *(SH MUNI: Human Resources Care in Research)*
- 12) **We will establish the CEITEC MUNI Endowment Fund, which will support research activities and the development of the CEITEC scientific environment.** *(SP 1,2,4,5, SP MUNI: Principles of Internal Evaluation and Faculty/Institute Financing)*