



Moravian Business College Olomouc

Action Plan HRS4R 2026 – 2028

for the Implementation of the Principles of European Charter for Researchers and Code of Conduct for the Recruitment of Researchers

Actions (Action Plan 2026–2028)

ETHICS, INTEGRITY, GENDER AND OPEN SCIENCE

Ethics and Integrity in Research

	Proposed ACTIONS	Action description	Timing / Responsible Unit	Indicator(s) / Target(s)
1.	Translation of the revised Code of Ethics into English	Translation of the revised Code of Ethics into English	HR Department Q2/2026	<ul style="list-style-type: none"> - Updated Code of Ethics translated into English - Publication on the institution's website
2.	Artificial Intelligence in a Research Organisation	Establishment of rules for the ethical use of artificial intelligence, including data protection and prevention of discrimination within the research organisation	Vice-Rectorate for Research, Development and Innovation Q1/2028	<ul style="list-style-type: none"> - Development of an internal directive on the use of artificial intelligence (AI) - Translation of the AI directive into English
3.	Establishment of regular training on research integrity	Introduction of regular staff training focused on research integrity, plagiarism prevention, research data management, and publication ethics	Vice-Rectorate for Research, Development and Innovation Ongoing Q4/2028	<ul style="list-style-type: none"> - Number of training sessions - Number of employees trained

Gender Aspects

	Proposed ACTIONS	Action description	Timing / Responsible Unit	Indicator(s) / Target(s)
1.	Audit of the Equal Opportunities Plan	Implementation of an audit of the Equal Opportunities Plan	HR Department MVSO Management Q2/2027	- Equal Opportunities Plan is audited - Audit report (incl. proposed measures) - Audit report is translated into English
2.	Implementation of the Equal Opportunities Plan	Raising awareness of the Equal Opportunities Plan and informing employees	HR Department MVSO Management Q4/2026	- Number of meetings held - Updated information on the institutional website
3.	Monitoring and evaluation of the Equal Opportunities Plan	Regular monitoring and evaluation of the Equal Opportunities Plan	HR Department MVSO Management Ongoing until Q4/2028	- Monitoring report prepared 1x per year

Strengthening the Visibility of Research Activities

	Proposed ACTIONS	Action description	Timing / Responsible Unit	Indicator(s) / Target(s)
1.	Systematic enhancement in the visibility of research outputs on the institutional website	Creation of professional profiles of selected academic staff members (research and project activities)	Marketing Department Vice-Rectorate for Research, Development and Innovation Q4/2027	- Extension of academic staff profiles on the website (CZ/EN) to include research and project activities

RESEARCHERS' ASSESSMENT, RECRUITMENT AND PROGRESSION

	Proposed ACTIONS	Action description	Timing / Responsible Unit	Indicator(s) / Target(s)
1.	E-recruitment tool	Development of an online form for Czech and international job applicants on the website interface	HR Department Q2/2026	<ul style="list-style-type: none"> - Online application form for national and international applicants - Link to the online form published on the institutional website and EURAXESS portal
2.	Evaluation of the onboarding process	Collecting feedback from newly recruited employees upon completion of the onboarding process	HR Department Q4/2026	<ul style="list-style-type: none"> - Bilingual feedback form - Completed feedback forms
3.	Implementation of OTM-R policy	Further updating the rules for recruiting academic staff in accordance with OTM-R principles	HR Department Q4/2026	<ul style="list-style-type: none"> - Updating the directives and guidelines that address recruitment and selection issues

WORKING CONDITIONS AND PRACTICES

Employment Stability

	Proposed ACTIONS	Action description	Timing / Responsible Unit	Indicator(s) / Target(s)
1.	Psychological support for employees	Establishment of a Psychological Support Service for employees	HR Department Q4/2026	<ul style="list-style-type: none"> - Creation of Psychological Support Service framework and facilities - Pilot launch of counselling services
2.	Remuneration of academic staff for publication outputs	Preparation of an internal directive on remuneration for publication activities	Vice-Rectorate for Research, Development and Innovation Q3/2026	<ul style="list-style-type: none"> - Adoption of the directive on remuneration for publication outputs - Translation of the directive into English
3.	Long-term stays of international academics (longer than one week) at MVSO	Support for extended stays/internships of international academics at MVSO under international project cooperation	Vice-Rectorate for Research, Development and Innovation, Vice-Rectorate for Strategic Partnership Ongoing until Q4/2028	<ul style="list-style-type: none"> - Number of long-term stays of international academics at MVSO
4.	International mobility of MVSO academic staff	Support for MVSO staff mobility abroad (e.g. internships)	Vice-Rectorate for Research, Development and Innovation, Vice-Rectorate for Strategic Partnership Ongoing until Q4/2028	<ul style="list-style-type: none"> - Number of mobilities carried out by MVSO staff

Staff Involvement in HRS4R Implementation

	Proposed ACTIONS	Action description	Timing / Responsible Unit	Indicator(s) / Target(s)
1.	Employee engagement in HRS4R implementation	Raising awareness and identifying and involving staff members in HRS4R implementation through meetings and other communication channels	HR Department MVSO Management Ongoing until Q4/2028	<ul style="list-style-type: none"> - Number of employees involved in activities carried out to raise awareness of HRS4R - Updated information on the institutional website

TRAINING AND CAREER DEVELOPMENT

Career Development and Consultancy

	Proposed ACTIONS	Action description	Timing / Responsible Unit	Indicator(s) / Target(s)
1.	Employee care	Establishment of a Personal Development Centre	HR Department Q3/2026	- Concept document outlining the Centre's activities
2.	Employee care	Provision of individual consultations within the Personal Development Centre	HR Department Ongoing until Q4/2028	- Number of consultations conducted

Career Development

	Proposed ACTIONS	Action description	Timing / Responsible Unit	Indicator(s) / Target(s)
1.	Development of ACC activities	Implementation and further development of PhD Club activities	Academic Career Centre Ongoing until Q4/2028	- Number of doctoral candidates involved - Number of meetings held
2.	Development of ACC activities	Further development of support for habilitation candidates	Academic Career Centre Ongoing until Q4/2028	- Number of habilitation candidates and associate professors involved - Number of meetings held
3.	Development of ACC activities	Research seminars – regular organisation of seminars for academic staff; increase the number of seminars delivered in English with international scholars	Academic Career Centre Ongoing until Q4/2028	- Number of seminars organised - Number of participants trained
4.	Personal Development Plans of academic staff members	Preparation of individual Personal Development Plans (PDPs) for academic staff	Vice-Rectorate for Research, Development and Innovation Ongoing until Q4/2026	- Creating a structure for PDPs - Entering the structure and setting indicators in <i>the Academic Activity Evaluation System (IS EVAK)</i>
5.	Personal Development Plans of academic staff members	Update of existing PDPs and preparation of PDPs for newly recruited academic staff	Vice-Rectorate for Research, Development and Innovation Ongoing until Q4/2028	- Number of updated PDPs - Number of PDPs prepared for newly recruited academic staff
6.	Intercultural Communication Training for Employees	Implementation of regular training sessions	Vice-Rectorate for Strategic Partnership Ongoing until Q4/2028	- Number of participants trained