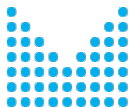


MINISTERSTVO VNITRA  
ČESKÉ REPUBLIKY

# **SELF-EVALUATION REPORT FOR EVALUATION OF RESEARCH ORGANIZATIONS IN THE SEGMENT OF HIGHER EDUCATION INSTITUTIONS IN YEAR 2025**



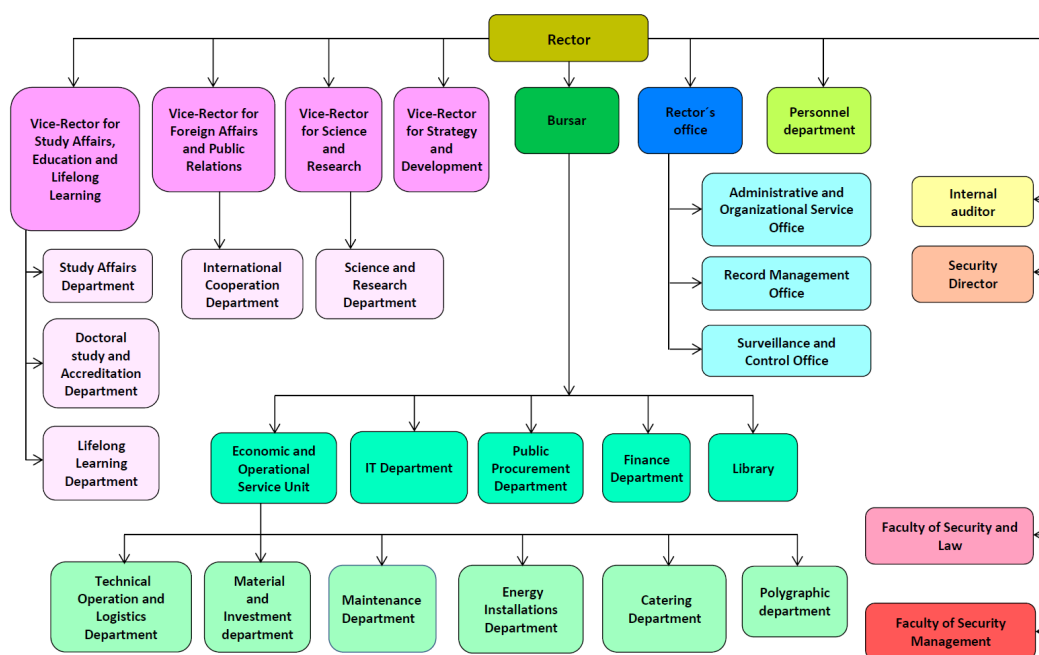
**HIGHER EDUCATION INSTITUTION NAME: Police Academy of the Czech Republic in Prague**

**COMPANY REGISTRATION NUMBER (CRN): 48135445**

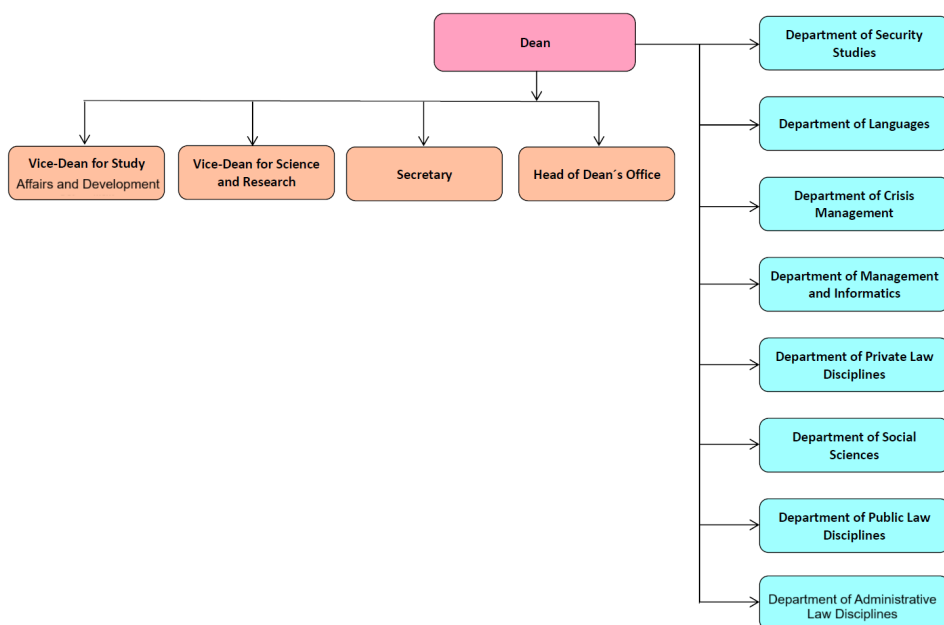
**THE LIST OF EVALUATION UNITS IN MODULE 3: Police Academy of the Czech Republic in Prague**

## ORGANIZATIONAL STRUCTURE OF THE HIGHER EDUCATION INSTITUTION

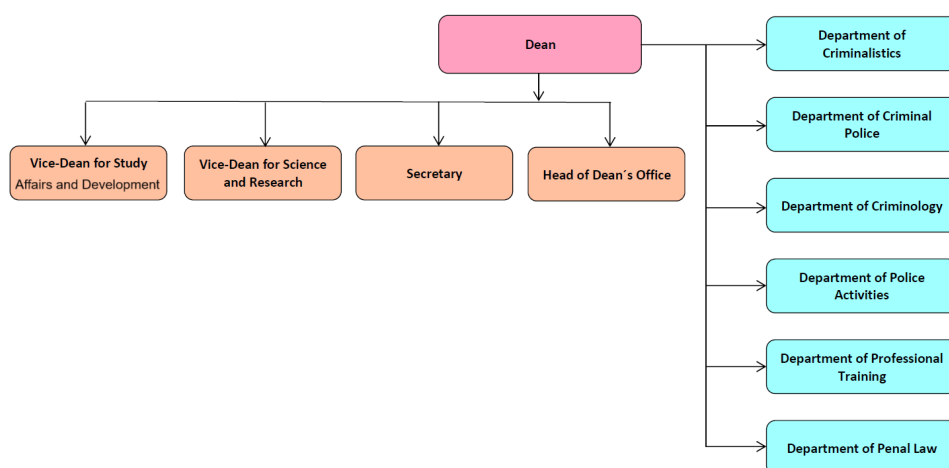
Organizational Structure of the Police Academy of the Czech Republic in Prague

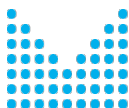


### Organizational Structure of the Faculty of Security Management



### Organizational Structure of the Faculty of Security and Law





**HIGHER EDUCATION INSTITUTION WEBSITE (HTML LINK):**

<https://www.polac.cz/g2/view.php?anglicky/index.html>

**THE HIGHER EDUCATION INSTITUTION CONTACT PERSON**

Name and surname: Mgr. Jiří Víšek Ph.D.

Position: Vice-Dean for Science and Research / Secretary of the MEP

Phone number: 974 828 276

E-mail: visek@polac.cz

Mgr. David  
Dlouhý,  
Ph.D.

Digitálně podepsal  
Mgr. David Dlouhý,  
Ph.D.  
Datum: 2025.03.31  
12:20:04 +02'00'

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Signature (Rector), stamp

**Introductory information about the evaluated higher education institution**

The HEI briefly introduces itself. The organizational chart, the position of the HEI within the research, development and innovation system and the system of HEIs in the Czech Republic may be commented on, the mission and vision, the size of the HEI, the number and focus of the units evaluated will be briefly presented.

*Maximum 500 words.*

**Description:**

Police Academy of the Czech Republic in Prague (PA CR) is the only and unique state university in the Czech Republic that conducts scientific research, project, and educational activities focused on the highly specialized training of experts and managers within the Czech security forces.

It is the supreme educational and scientific institution within the Ministry of the Interior of the Czech Republic. Police Academy of the Czech Republic in Prague was established in 1992.

PA CR is a prestigious institution of higher education specializing in security and police studies and it offers a wide range of study programs focused on security sciences, criminology, law, public administration, and other fields related to the activities of security forces. Police Academy of the Czech Republic in Prague consists of two faculties: **Faculty of Security and Law** and **Faculty of Security Management**. Both faculties constitute a practically and financially indivisible entity and do not function as autonomous units.

**Main Focus and Programs:**

PA CR provides bachelor's, master's, and doctoral programs, preparing students for careers in security and armed forces, public administration, or private security sectors. The study programs include, for example, Security Management, Criminology and Criminalistics, and Legal Studies.

**International Cooperation:**

PA CR actively engages in international cooperation. It participates in international projects, research, and exchange programs with similarly focused institutions within the European Union and beyond. This enables students and academic staff to take part in internships and exchange programs, gaining experience at foreign universities and institutions.

**Research and Development:**

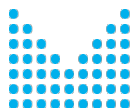
PA CR is actively involved in research projects related to security, crime prevention, and crisis management. PA CR contributes to the development of scientific knowledge in these fields, bringing innovation into practical applications.

**Modern Facilities and Equipment:**

PA CR offers modern classrooms, laboratories, and specialized training spaces, providing students with practical skills for their future professions. Facilities include a training centre and a forensic analysis laboratory.

**Values and Mission:**

PA CR focuses on educating professionals who will ensure security and stability in society. It aims to foster professional, moral, and ethical values in its students and graduates, who will be ready to respond effectively to the security challenges of the modern world.



## SWOT ANALYSIS

### Strengths

- The position of the only state police university in the Czech Republic
- Original research focused on homeland security, crime and other disciplines
- Strong sense of pride and loyalty among PA CR staff
- Its own scientific journal – Security Theory and Practice
- Close collaboration with organizations in applied research and practice
- Unique experience of professionals coming from law enforcement agencies
- Good cooperation and positive relations with the Ministry of the Interior
- Successful cooperation with foreign entities (USA, Israel, Poland, Lithuania, CEPOL, etc.)
- Established research cooperation with the University of Defence in Brno
- Efforts of senior staff to ensure the progress of the PA CR
- Increasing support for scientific research activities by the PA CR management
- Increased methodical support for science and research by the science and research department
- Motivational programme of Police Academy of the Czech Republic in Prague
- High motivation and productivity among employees in their prime working age
- Currently adequate level of institutional funding support

### Opportunities

- Adoption of a development strategy for the irreplaceability of the PA CR in addressing security calls
- Exclusivity of the PA CR for the training of members of the law enforcement forces
- Tasks and public contracts assigned by the Ministry of the Interior
- Tasks and challenges jointly/co-resolved with other ministries and institutions (University of Defence, etc.)
- Various project calls (e.g. also for the development of the PA CR as a research organisation)
- Offers of cooperation on projects and research from foreign partners
- Participation in projects of the Ministry of Education and other calls (Horizon Europe, etc.)
- Projects jointly with/resolved with the civil sector (universities, research institutes, etc.)
- Establishment of new collaborations (based on membership of editorial boards, conferences, citations)
- Educational and information events focusing on science, research and current trends
- Opportunities for internships in other government departments (Institute of Criminalistics, etc.) for good practice

### Weaknesses

- Overload, lack of motivation and feelings of frustration among workers
- Insufficient high-tech equipment and techniques for research
- Lack of in-house doctoral studies
- Insufficient number of projects (GA CR, TA CR, tenders, public contracts)
- Insufficient number of foreign and international projects (Horizon Europe, Erasmus+)
- Low number of papers in the Web of Science and Scopus databases
- Lack of citations in journals with impact factor and lack of tracking of citations of scientific papers
- High number of retired academics
- Lack of digitalisation of R&D project and programme administration and results
- Lower staff salaries

### Threats

- Strengthening the position of other universities in the field of security and law (private and public)
- Stagnation of salaries at the PA CR
- Persistently low evaluation of PA CR outputs
- Emergence of new criteria for evaluating the performance of science and research
- Establishment of stricter criteria for submission of project proposals (gender, HR Award)
- Low interest of new employees to work at the PA CR
- Non-increase or reduction of table places (budgeted positions)
- Reduction of the PA CR budget (with a negative impact on science and research)

## SELF-EVALUATION REPORT FOR MODULE 3

**THE NAME OF THE UNIT BEING EVALUATED: Police Academy of the Czech Republic in Prague**

**FORD: 5 - Social sciences**

### SOCIAL CONTRIBUTION OF THE EVALUATED UNIT

#### 3.1 Introductory information about the unit under evaluation

The evaluated unit will describe its mission and vision and provide a general self-reflection of the societal contribution of R&D&I, along with its long-term goals in the fields it develops. The distribution of research activities by type of research will also be commented on.<sup>1</sup> The evaluated unit will describe its organisational structure and size (staffing, number of students, number of study programmes implemented, etc.) based on the data provided in annex tables 3.1.1 to 3.1.6.

*Maximum 1000 words.*

This is a non-rated indicator that serves as an introduction to the evaluated unit, providing context for data in indicators 3.2-3.7.

#### Self-assessment:

The mission of Police Academy of the Czech Republic in Prague (hereinafter also referred to as “PA CR”) is to provide higher education of high quality and support scientific research activities in the fields of security, law, and related disciplines. PA CR focuses on the training of professionals for security forces and state administration and self-government, with an emphasis on applied research and its use in practice. The scientific and educational activities of PA CR reflect current security threats and trends, thus contributing to strengthening the security of society as a whole.

The vision of PA CR is to become a prestigious centre of education and research in the field of security studies, which links academic knowledge with the practical needs of security forces. The long-term goal is to strengthen interdisciplinary cooperation, develop international scientific relations, and increase the quality of research and teaching in accordance with the latest trends in the fields of law, security, and other related special scientific disciplines.

#### Self-assessment of the societal contribution of scientific research activities of PA CR

PA CR is aware of its responsibility not only in the field of education, but also in the contribution to scientific knowledge that has a direct impact on security practice and public administration. PA CR has long focused on applied research, the results of which are usable by security forces and other state institutions. The societal contribution of PA CR can be divided into several key areas:

<sup>1</sup> Basic, applied, contract, artistic research (see Definition of Terms in Methodology HEI2025+).

- Applied research focused on the practical needs of security forces

PA CR conducts research with the main objective of providing security forces such as Police of the Czech Republic, Fire Brigade of the Czech Republic, Customs Administration of the Czech Republic, Military Police, Municipal or City Police and the Army of the Czech Republic with new methodologies, technologies, and strategies to perform their activities more efficiently. The main benefits resulting from this focus include the development of modern methods for investigating crime and responding to selected emergencies and crises, the improvement of forensic techniques and technologies used in investigations, and the analysis of security trends in order to predict and eventually eliminate potential threats.

- Cooperation with professional institutions and security forces

PA CR actively cooperates with institutions such as the Ministry of the Interior, the Police of the Czech Republic, the General Directorate of the Fire and Rescue Service, the public authorities, and foreign security institutions. This collaboration enables the transfer of scientific knowledge into practice and contributes to more effective education of students. The main benefits of this focus are that research reflects the actual needs of security practice, with relevant practitioners involved in teaching and collaborative projects. International cooperation in security research is also being strengthened.

- Training professionals capable of responding to current security challenges

PA CR prepares graduates for work in the security sector and public administration, with an emphasis on current challenges especially such as cybercrime, hybrid threats, terrorism prevention, and many others.

PA CR graduates are equipped with up-to-date knowledge based on practice and specific practical skills, as the teaching combines theoretical education with practical training and simulations of security situations. This in effect strengthens the ability to respond quickly to security threats in a real environment.

- Transfer of scientific knowledge into practice and creation of methodologies useful for national security policy

Research activities of PA CR have the potential to contribute to the development of legislation and strategic documents focused on security policy or strategic management. PA CR thus helps, for example, in setting up rules and methodologies applicable to certain selected actions of members of the security forces and other relevant institutions.

The scientific and research activities of PA CR contribute to more effective setting of state security policies. Expert analyses and studies, outputs of research projects, or expert activities of PA CR are often helpful for decision-making of state institutions in security issues.

**The research activities of the Police Academy are primarily oriented towards applied research**, as this approach enables effective use of available human and financial resources. Unlike large universities, PA CR does not conduct extensive basic research, but focuses on projects with clearly defined practical outputs. Collaboration with security institutions allows research results to be effectively implemented in practice. Focusing on applied research maximises the efficiency of the invested funds and brings specific solutions that can be immediately used in the security sector. This approach not only fits the focus of PA CR, but also strengthens its role as an important centre for education and research in the field of security.

The orientation of PA CR towards applied research is fully justified, as it is closely related to its mission and the practical needs of the security forces. PA CR trains experts for practice and its main objective is to provide security institutions and public administration with new knowledge, analyses, methodologies, technologies, and strategies that can be used without unnecessary delay in the future provision of security and public order. Research activities are therefore focused on improving criminalistic methods, crime prevention, crisis management, or more effective cooperation between the components of the integrated rescue system. As a result, the research has a direct impact on the performance of security forces and thus contributes to a higher level of internal security and public order.

The ability to react quickly to new security threats is also an important factor. The dynamically changing environment requires that PA CR responds flexibly to current security challenges eg. such as cybercrime, hybrid threats, or new forms of organised crime. Applied research enables the production of rapidly usable outputs to assist security forces in their activities. It is this orientation towards practice and the ability to adapt to new trends that ensures that PA CR provides relevant and useful knowledge that has a true impact on national security policy.

Table 3.1.1 - Staffing per FTE<sup>2</sup>

| Academic/<br>Professional position                                         | Total / Of which women |             |             |             |             |              |
|----------------------------------------------------------------------------|------------------------|-------------|-------------|-------------|-------------|--------------|
|                                                                            | year 1                 | year 2      | year 3      | year 4      | year 5      | Total        |
| Professor                                                                  | 3,90/0,35              | 4,75/1,95   | 2,80/1,20   | 3,80/1,20   | 5/1,70      | 20,25/6,40   |
| Associate Professor                                                        | 21,45/4,50             | 20,20/3,50  | 20,60/40    | 19,50/40    | 18/3,50     | 99,75/19,50  |
| Assistant Professor                                                        | 31,98/8,75             | 34,66/11,65 | 34,36/12,70 | 37,36/14,55 | 32,13/14,05 | 170,49/62,10 |
| Assistant                                                                  | 33,85/8,75             | 30,70/9,93  | 37,66/11,43 | 33,97/11,18 | 31,15/9,48  | 167,33/50,77 |
| R&D Personnel <sup>3</sup>                                                 |                        |             |             |             |             |              |
| Researchers in other categories <sup>4</sup>                               | -                      | -           | -           | 1/0         | 1/0         | 2/0          |
| Technical and economic staff <sup>5</sup>                                  |                        |             |             |             |             |              |
| Scientific, research and development staff involved in teaching activities | 1/0                    | 1/0         | 1/0         | -           | -           | 3/0          |

<sup>2</sup> The average number of hours worked is calculated as the ratio of the total number of hours actually worked during the reference period, from 1 January to 31 December, by all staff (including agreement on work activity, excluding agreement on work performance) to the total annual working time pool per full-time employee. The full-time status of the worker in the evaluated unit is always reported. If an employee holds more than one type of full-time job within the evaluated unit, the total sum of the two shall be reported.

<sup>3</sup> The category "R&D Personnel" includes technical and professional personnel who are not directly involved in R&D&I but are indispensable for the research activity (e.g. operators of research facilities).

<sup>4</sup> The category "Researchers in other categories" includes all other staff who cannot be classified under any of the above categories (e.g. independent researcher/scientist).

<sup>5</sup> Who participates in the management and support of R&D&I in the institution.

|                                       |             |             |             |             |             |               |
|---------------------------------------|-------------|-------------|-------------|-------------|-------------|---------------|
| Early career researchers <sup>6</sup> |             |             |             |             |             |               |
| Total <sup>7</sup>                    | 92,18/22,75 | 91,31/27,03 | 96,42/29,33 | 95,63/30,93 | 87,28/28,73 | 463,82/138,77 |

Note: The categories professor, associate professor, assistant professor, assistant, other scientific, R&D personnel, researchers in other categories and technical and economic staff are mutually exclusive, i.e. one staff member is reported under one category only. Scientific, research and development staff involved in teaching activities, as well as early career researchers are reported collectively for all the above-mentioned categories.

### 3.1.2 Age structure of R&D&I personnel of the evaluated unit and their structure by job title and gender in the first year of the evaluation period (numbers of physical employees and personnel)<sup>8</sup>

| Academic/<br>professional position                                         | Under 29 years |       | 30-39 years old |       | 40-49 years old |       | 50-59 years old |       | 60-69 years old |       | 70 years and older |       |
|----------------------------------------------------------------------------|----------------|-------|-----------------|-------|-----------------|-------|-----------------|-------|-----------------|-------|--------------------|-------|
|                                                                            | Total          | Women | Total           | Women | Total           | Women | Total           | Women | Total           | Women | Total              | Women |
| Professor                                                                  | -              | -     | -               | -     | -               | -     | 1               | -     | 4               | -     | 3                  | 2     |
| Associate Professor                                                        | -              | -     | 2               | -     | 2               | -     | 5               | 1     | 8               | 3     | 7                  | 1     |
| Assistant Professor                                                        | 2              | 2     | 5               | 2     | 9               | 1     | 4               | 1     | 9               | 4     | 7                  | 2     |
| Assistant                                                                  | 1              | -     | 13              | 4     | 6               | 1     | 13              | 4     | 9               | 3     | 2                  | -     |
| R&D Personnel <sup>9</sup>                                                 |                |       |                 |       |                 |       |                 |       |                 |       |                    |       |
| Researchers in other categories <sup>10</sup>                              |                |       |                 |       |                 |       |                 |       |                 |       |                    |       |
| Technical and economic staff <sup>11</sup>                                 |                |       |                 |       |                 |       |                 |       |                 |       |                    |       |
| Scientific, research and development staff involved in teaching activities | -              | -     | -               | -     | -               | -     | -               | -     | 1               | -     | -                  | -     |
| Early career researcher <sup>12</sup>                                      |                |       |                 |       |                 |       |                 |       |                 |       |                    |       |
| Total <sup>13</sup>                                                        | 3              | 2     | 20              | 6     | 17              | 2     | 23              | 6     | 31              | 10    | 19                 | 5     |

Note: The categories professor, associate professor, assistant professor, assistant, other scientific, R&D Personnel, Researchers in other categories and Technical and economic staff are mutually exclusive, i.e. one staff member is reported in only one category. The categories of scientific, research and development staff involved in teaching activities and early career researchers are reported collectively for all the above-mentioned categories.

<sup>6</sup> See Definition of Terms in Methodology HEI2025+.

<sup>7</sup> Total is the sum of the categories: professor, associate professor, assistant professor, assistant, R&I personnel, researchers in other categories and technical and economic staff.

<sup>8</sup> The total number of employees/workers as of 31<sup>st</sup> December of the calendar year in question is to be entered, irrespective of the level of time worked, but only in an employment relationship (including agreement on work activity, excluding agreement on work performance). Other types of contractual relationships under the Civil Code that involve purchase of services are not included.

<sup>9</sup> The category "R&D Personnel" includes technical and professional personnel who are not directly involved in R&D&I but are indispensable for the research activity (e.g. operators of research facilities).

<sup>10</sup> The category "Researchers in other categories" includes all other staff who cannot be classified under any of the above categories (e.g. independent researcher/scientist).

<sup>11</sup> Who participates in the management and support of R&D&I in the institution.

<sup>12</sup> See Definition of Terms in Methodology HEI2025+.

<sup>13</sup> Total is the sum of the categories: professor, associate professor, assistant professor, assistant, R&I Personnel, Researchers in other categories and technical and economic staff.

### 3.1.3 Age structure of R&D&I personnel of the evaluated unit and their structure by job title and gender in the last year of the evaluation period (numbers of physical employees and personnel)<sup>14</sup>

| Academic/<br>professional position                                         | Under 29 years |       | 30-39 years old |       | 40-49 years old |       | 50-59 years old |       | 60-69 years old |       | 70 years and older |       |
|----------------------------------------------------------------------------|----------------|-------|-----------------|-------|-----------------|-------|-----------------|-------|-----------------|-------|--------------------|-------|
|                                                                            | Total          | Women | Total           | Women | Total           | Women | Total           | Women | Total           | Women | Total              | Women |
| Professor                                                                  | -              | -     | -               | -     | 5               | 1     | 1               | -     | 4               | -     | 1                  | 1     |
| Associate Professor                                                        | -              | -     | -               | -     | 9               | 2     | 2               | 1     | 4               | 2     | 9                  | 2     |
| Assistant Professor                                                        | -              | -     | 12              | 8     | 14              | 7     | 8               | 3     | 10              | 3     | 7                  | 4     |
| Assistant                                                                  |                |       | 3               | 2     | 9               | -     | 4               | 2     | 9               | 2     | 6                  | 2     |
| R&D Personnel <sup>15</sup>                                                |                |       |                 |       |                 |       |                 |       |                 |       |                    |       |
| Researchers in other categories <sup>16</sup>                              | -              | -     | -               | -     | 1               | -     | -               | -     | -               | -     | -                  | -     |
| Technical and economic staff <sup>17</sup>                                 |                |       |                 |       |                 |       |                 |       |                 |       |                    |       |
| Scientific, research and development staff involved in teaching activities |                |       |                 |       |                 |       |                 |       |                 |       |                    |       |
| Early career researcher <sup>18</sup>                                      |                |       |                 |       |                 |       |                 |       |                 |       |                    |       |
| Total <sup>19</sup>                                                        | -              | -     | 15              | 10    | 38              | 10    | 15              | 6     | 27              | 7     | 23                 | 9     |

Note: The categories professor, associate professor, assistant professor, assistant, other scientific, R&D personnel, researchers in other categories and technical and economic staff are mutually exclusive, i.e. one staff member is reported under one category only. Scientific, research and development staff involved in teaching activities, as well as early career researchers are reported collectively for all the above-mentioned categories.

Table 3.1.4 – Students

| Type of study | year 1 |       | year 2 |       | year 3 |       | year 4 |       | year 5 |       | Total |       |
|---------------|--------|-------|--------|-------|--------|-------|--------|-------|--------|-------|-------|-------|
|               | Total  | Women | Total  | Women | Total  | Women | Total  | Women | Total  | Women | Total | Women |
| Undergraduate | 1807   | 729   | 1667   | 694   | 1613   | 662   | 1620   | 636   | 1671   | 646   | 8378  | 3367  |

<sup>14</sup> The total number of employees/workers as at 31.12. of the calendar year in question is to be entered, irrespective of the level of time worked, but only in an employment relationship (including agreement on work activity, excluding agreement on work performance). Other types of contractual relationships under the Civil Code that involve purchase of services are not included.

<sup>15</sup> The category "R&D Personnel" includes technical and professional personnel who are not directly involved in R&D&I but are indispensable for the research activity (e.g. operators of research facilities).

<sup>16</sup> The category "Researchers in other categories" includes all other staff who cannot be classified under any of the above categories (e.g. independent researcher/scientist).

<sup>17</sup> Who participates in the management and support of R&D&I in the institution.

<sup>18</sup> See Definition of Terms in Methodology HEI2025+.

<sup>19</sup> Total is the sum of the categories: professor, associate professor, assistant professor, assistant, R&I personnel, researchers in other categories and technical and economic staff.

|                           |      |     |      |     |      |      |      |     |      |     |      |      |
|---------------------------|------|-----|------|-----|------|------|------|-----|------|-----|------|------|
| Master's <sup>20</sup>    | 566  | 229 | 686  | 290 | 725  | 327  | 704  | 309 | 596  | 249 | 3277 | 1404 |
| Doctoral                  | 55   | 17  | 52   | 15  | 66   | 16   | 56   | 18  | 56   | 16  | 285  | 82   |
| Lifelong Learning Courses | *    | *   | *    | *   | *    | *    | *    | *   | *    | *   | *    | *    |
| Total                     | 2428 | 975 | 2405 | 999 | 2404 | 1005 | 2380 | 963 | 2323 | 911 | 9960 | 4853 |

\*The number and gender of LLL courses participants is not subject to systematic recording.

Table 3.1.5 - Study programmes in Czech/English

| Type of study programme   | Total <sup>21</sup> / Of which professional study programmes |      |        |      |        |      |        |      |        |      |       |      |
|---------------------------|--------------------------------------------------------------|------|--------|------|--------|------|--------|------|--------|------|-------|------|
|                           | year 1                                                       |      | year 2 |      | year 3 |      | year 4 |      | year 5 |      | Total |      |
| Undergraduate             | 2/0                                                          | 2/0  | 2/0    | 2/0  | 2/0    | 2/0  | 2/0    | 2/0  | 3/0    | 3/0  | 11/0  | 11/0 |
| Master's                  | 2/0                                                          | 2/0  | 2/0    | 2/0  | 2/0    | 2/0  | 1/0    | 1/0  | 1/0    | 1/0  | 8/0   | 8/0  |
| Doctoral                  | 1/0                                                          | 0/0  | 1/0    | 0/0  | 1/0    | 0/0  | 1/0    | 0/0  | 1/0    | 0/0  | 5/0   | 0/0  |
| Lifelong Learning courses | 36/0                                                         | 15/0 | 40/0   | 14/0 | 38/0   | 9/0  | 31/0   | 15/0 | 33/0   | 8/0  | 178/0 | 61/0 |
| Total                     | 41/0                                                         | 19/0 | 45/0   | 18/0 | 43/0   | 13/0 | 35/0   | 18/0 | 38/0   | 12/0 | 202/0 | 80/0 |

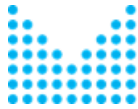
Note: For each SP type, enter the number of SPs in Czech language in the first cell and insert the number of SPs in English language after the slash in the same cell (e.g. 15/3), enter the number of professional SPs in Czech language in the second cell and insert the number of professional SPs in English language after the slash. Follow a similar procedure in the last column of the table (Total).

### 3.1.6 – R&D&I capacities

| R&D&I field                   | FORD                                                                        | FORD share [%] | Predominant type of research | Total share of industry group [%] |
|-------------------------------|-----------------------------------------------------------------------------|----------------|------------------------------|-----------------------------------|
| 1. Natural Sciences           | 1.1 Mathematics                                                             |                | Zvolte položku.              |                                   |
|                               | 1.2 Computer and information sciences                                       |                | Zvolte položku.              |                                   |
|                               | 1.3 Physical sciences                                                       |                | Zvolte položku.              |                                   |
|                               | 1.4 Chemical sciences                                                       |                | Zvolte položku.              |                                   |
|                               | 1.5 Earth and related environmental sciences                                |                | Zvolte položku.              |                                   |
|                               | 1.6 Biological sciences                                                     |                | Zvolte položku.              |                                   |
|                               | 1.7 Other natural sciences                                                  |                | Zvolte položku.              |                                   |
| 2. Engineering and Technology | 2.1 Civil engineering                                                       |                | Zvolte položku.              |                                   |
|                               | 2.2 Electrical engineering, Electronic engineering, Information engineering |                | Zvolte položku.              |                                   |
|                               | 2.3 Mechanical engineering                                                  |                | Zvolte položku.              |                                   |
|                               | 2.4 Chemical engineering                                                    |                | Zvolte položku.              |                                   |

<sup>20</sup> All master's degree students are listed, regardless of the length of their programme of study.

<sup>21</sup> The total number of study programmes for which admissions have been announced in a given academic year.



|                                         |                                                          |       |                 |       |
|-----------------------------------------|----------------------------------------------------------|-------|-----------------|-------|
|                                         | 2.5 Materials engineering                                |       | Zvolte položku. |       |
|                                         | 2.6 Medical engineering                                  |       | Zvolte položku. |       |
|                                         | 2.7 Environmental engineering                            |       | Zvolte položku. |       |
|                                         | 2.8 Environmental biotechnology                          |       | Zvolte položku. |       |
|                                         | 2.9 Industrial biotechnology                             |       | Zvolte položku. |       |
|                                         | 2.10 Nanotechnology                                      |       | Zvolte položku. |       |
|                                         | 2.11 Other engineering and technologies                  |       | Zvolte položku. |       |
| 3. Medical and Health Sciences          | 3.1 Basic medicine                                       |       | Zvolte položku. |       |
|                                         | 3.2 Clinical medicine                                    |       | Zvolte položku. |       |
|                                         | 3.3 Health sciences                                      |       | Zvolte položku. |       |
| 4. Agricultural and veterinary sciences | 4.1 Agriculture, Forestry, and Fisheries                 |       | Zvolte položku. |       |
|                                         | 4.2 Animal and Dairy science                             |       | Zvolte položku. |       |
|                                         | 4.3 Veterinary science                                   |       | Zvolte položku. |       |
|                                         | 4.4 Other agricultural sciences                          |       | Zvolte položku. |       |
| 5. Social Sciences                      | 5.1 Psychology and cognitive sciences                    |       | Zvolte položku. | 100 % |
|                                         | 5.2 Economics and Business                               |       | Zvolte položku. |       |
|                                         | 5.3 Education                                            |       | Zvolte položku. |       |
|                                         | 5.4 Sociology                                            |       | Zvolte položku. |       |
|                                         | 5.5 Law                                                  |       | Zvolte položku. |       |
|                                         | 5.6 Political science                                    |       | Zvolte položku. |       |
|                                         | 5.7 Social and economic geography                        |       | Zvolte položku. |       |
|                                         | 5.8 Media and communications                             |       | Zvolte položku. |       |
|                                         | 5.9 Other social sciences                                |       | Zvolte položku. |       |
| 6. Humanities and the Arts              | 6.1 History and Archaeology                              |       | Zvolte položku. |       |
|                                         | 6.2 Languages and Literature                             |       | Zvolte položku. |       |
|                                         | 6.3 Philosophy, Ethics and Religion                      |       | Zvolte položku. |       |
|                                         | 6.4 Arts (arts, history of arts, performing arts, music) |       | Zvolte položku. |       |
|                                         | 6.5 Other Humanities and the Arts                        |       | Zvolte položku. |       |
| Total                                   |                                                          | 100 % | -               | 100 % |

## RECOGNITION BY THE RESEARCH COMMUNITY

### 3.2 Recognition by the research community

The evaluated unit will briefly comment on its position in the research community. It shall consider individual and other prestigious R&D&I awards, participation of its academic staff in the editorial boards of international scientific journals, elected membership in professional societies, major invited lectures given by the evaluated unit's academic staff abroad or by foreign scientists and other relevant guests at the evaluated unit. Additionally, it will address the involvement of staff in the evaluation of national or European project/programme calls over the previous five-year period based on the data provided in annex tables 3.2.1 to 3.2.5 (max. 10 most relevant items). If necessary, the evaluated unit shall list any additional services to the scientific community that it considers relevant.

*Maximum 1000 words.*

#### Self-assessment:

PA CR is an active and respected player in the field of security research and education. Its academic staff is regularly involved in professional activities at the international level, both within the editorial boards of major scientific journals and scientific monographs, and through invitation-based lectures at prestigious foreign institutions as well as solving scientific projects. They also engage in the evaluation of research projects and programme calls in the national and European context, thus contributing to the formation of scientific policy in the field of security research.

#### Participation in editorial boards of international scientific journals

An important indicator of the status of academics in the international scientific community is their membership in the editorial boards of peer-reviewed journals. PA CR has a strong representation in this respect - its representatives are active in prestigious journals such as **Obrana a strategie (Defence and Strategy)**, **Vojenské reflexie (Military Reflections)**, **Kriminalistika (Criminalistics)**, or **Bezpečnostní teorie a praxe (Security Theory and Practice)**. During the period under review, we were also represented by membership in the editorial board of the international journal **Asian Social Science**, which confirms the wider reach of PA CR beyond the European area.

#### Invitations to lecture at foreign institutions

The important international activities of academic staff include invitation-based lectures at prestigious conferences and universities. In recent years, PA CR academics have participated, for example, in the **Taipei Security Dialogue**, where Assoc. Prof. Jozef Sabol analysed the position of Taiwan in the context of European security. Another important performance took place at **Tarleton State University in Texas (USA)**, where representatives of particular faculties presented the security system of the Czech Republic and the development of crime. In addition, PA CR established cooperation with the **United Nations Office on Drugs and Crime**, where experts presented the issue of prisons and extremism.

#### Involvement in the evaluation of national and European research programmes

Academic staff are also significantly involved in the evaluation of scientific research projects under national and European grant schemes. Key activities include evaluation of projects of the **Technology Agency of the Czech Republic (SIGMA, ÉTA)**, **Ministry of the Interior of the Czech Republic (SECTECH, BV III/1-VS)**, and **Scientific Grant Agency of the Slovak Republic (VEGA)**.

Thanks to these activities, PA CR maintains a strong position in security research, both nationally and internationally. The continued involvement of its academics in editorial boards, international

conferences, and research projects confirms the important role of PA CR in the expert community and contributes to its continuous development.

Table 3.2.1 - Prestigious R&D&I awards granted during the evaluation period

| Name, surname and title(s) of the evaluated unit's staff member | Name of the award                                                                                                                                                       | Awarding institution              |
|-----------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------|
| doc. Ing. Jozef Sabol, DrSc.                                    | <b>The State Security Council Award</b><br>(for active lifetime of useful work in the field of security and defence policy of the Czech Republic and its dissemination) | <b>The State Security Council</b> |
| Mgr. Jiří Víšek, Ph.D.                                          | <b>The State Security Council Honorable distinction</b> (for dissertation on "Peace Operations of the International Community")                                         | <b>The State Security Council</b> |
|                                                                 |                                                                                                                                                                         |                                   |
|                                                                 |                                                                                                                                                                         |                                   |

Note: Provide up to 10 examples.

Table 3.2.2 Participation of academic staff of the evaluated unit in editorial boards of international scientific journals during the evaluation period

| Name, surname and title(s) of the evaluated unit's staff member | Name of scientific journal, ISSN                             |
|-----------------------------------------------------------------|--------------------------------------------------------------|
| Josef Smolík, doc. PhDr. Ph.D. MBA LL.M.                        | Obrana a strategie, ISSN 1802-7199                           |
| Štefan Danics, doc. Ing. Ph.D.                                  | Vojenské reflexie, ISSN 1336-9202                            |
| Alena Marešová, PhDr. Ph.D.                                     | Kriminalistika, ISSN 1210-9150                               |
| Ivana Zoubková, doc. JUDr. CSc.                                 | Kriminalistika, ISSN 1210-9150                               |
| Jan Bajura, doc. JUDr. Mgr. Ph.D.                               | Bezpečnostní teorie a praxe, ISSN 1801-8211                  |
| Lukáš Habich, Mgr. Ph.D.                                        | Bezpečnostní teorie a praxe, ISSN 1801-8211                  |
| Harald Christian Scheu, doc. JUDr. Ph.D.                        | Bezpečnostní teorie a praxe, ISSN 1801-8211                  |
| Martina Blašková, prof. Ing. Ph.D.                              | Asian Social Science, ISSN 1911-2017, ISSN on-line 1911-2025 |
| Josef Salač, doc. JUDr. Mgr. Ph.D.                              | Bezpečnostní teorie a praxe, ISSN 1801-8211                  |
| Vladimír Plecítý, prof. JUDr. CSc.                              | Bezpečnostní teorie a praxe, ISSN 1801-8211                  |

Note: Please provide up to 10 examples of academic staff participation in editorial boards of international scientific journals (e.g. editor, editorial board member, etc.).

Table 3.2.3 The most important invited lectures delivered by the academic staff of the evaluated unit at foreign institutions during the evaluation period

| Name, surname and title(s) of the evaluated unit's staff member | Invited lecture title | Name of host institution, or name of conference or event | Year |
|-----------------------------------------------------------------|-----------------------|----------------------------------------------------------|------|
|                                                                 |                       |                                                          |      |

|                                                                                                                     |                                                                                                                 |                                                                                                                                          |      |
|---------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------|------|
| Jozef Sabol, doc. Ing. DrSc.                                                                                        | European countries' view of Taiwan with regard to ensuring its security and developing international activities | Taipei Security Dialogue                                                                                                                 | 2023 |
| Jan Bajura, doc. JUDr. Mgr. Ph.D.<br>Lukáš Habich, Mgr. Ph.D.<br>Tomáš Najman, Mgr. Ph.D.<br>Jiří Víšek, Mgr. Ph.D. | Czech security system, police education, and the state and development of crime in the Czech Republic           | Tarleton State University, Texas, USA                                                                                                    | 2023 |
| Ondřej Kolář, Mgr. Ph.D.                                                                                            | Series of lectures: Prison issues, manifestations of extremism and its monitoring, work of prison intelligence. | United Nations Office on Drugs and Crime                                                                                                 | 2023 |
| Otakar Jiří Mika, doc. Ing. CSc.                                                                                    | Radiation exposure risk: Its quantification, assessment, and perception by workers and the public               | 14 <sup>th</sup> International CBRNe Protection Symposium, Malmö, Sweden                                                                 | 2022 |
| Otakar Jiří Mika, doc. Ing. CSc.                                                                                    | Security project of university students "Safe Family 2023"                                                      | 26 <sup>th</sup> International Scientific Conference Crisis Situation Management in Specific Environment, University of Žilina, Slovakia | 2023 |

Note: Provide up to 10 examples.

Table 3.2.4 - The most important lectures by foreign scientists and other guests relevant to R&D&I at the evaluated unit during the evaluation period

| Name, surname and title(s) of the lecturer | Lecturer's employer at the time of the lecture | Invited lecture title                                                                 | Year |
|--------------------------------------------|------------------------------------------------|---------------------------------------------------------------------------------------|------|
| Dr. Tara O'Connor Shelley                  | Tarleton State University Texas (USA)          | "Stress? Exploring the Causes and Consequences of Stress in American Police Officers" | 2020 |
| Prof. Alex del Carmen, Ph.D.               | Tarleton State University Texas (USA)          | "Crime rise in the United States at historic levels: lessons learned"                 | 2022 |
|                                            |                                                |                                                                                       |      |

Note: Provide up to 10 examples.

Table 3.2.5 - Involvement in the evaluation of national/European research project/programme calls relevant to the R&D&I area at the unit during the evaluation period

| Name, surname and title(s) of the evaluated unit's staff member | Name of the research project/programme call | Name of the contracting authority/guarantor of the project/programme call                                                                              | Year |
|-----------------------------------------------------------------|---------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------|------|
| Ondřej Kolář, Mgr. Ph.D.                                        | N/A                                         | Scientific Grant Agency of the Ministry of Education, Research, Development and Youth of the Slovak Republic and the Slovak Academy of Sciences (VEGA) | 2022 |

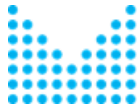
|                               |                                                          |                                                                                                                                                        |      |
|-------------------------------|----------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------|------|
| Martina Blašková, Prof. Ph.D. | N/A                                                      | Scientific Grant Agency of the Ministry of Education, Research, Development and Youth of the Slovak Republic and the Slovak Academy of Sciences (VEGA) | 2023 |
| Lukáš Habich, Mgr. Ph.D.      | 1 <sup>st</sup> public call of the SIGMA programme       | Technology Agency of the Czech Republic                                                                                                                | 2023 |
| Lukáš Habich, Mgr. Ph.D.      | 4 <sup>th</sup> public call of the ÉTA programme         | Technology Agency of the Czech Republic                                                                                                                | 2023 |
| Lukáš Habich, Mgr. Ph.D.      | 2 <sup>nd</sup> public call of the SECTECH programme     | Ministry of the Interior of the Czech Republic                                                                                                         | 2023 |
| Martin Doleček, Mgr.          | 2 <sup>nd</sup> public call of the SIGMA programme       | Technology Agency of the Czech Republic                                                                                                                | 2023 |
| Tomáš Najman, Mgr. Ph.D.      | 4 <sup>th</sup> public call of the BV III/1-VS programme | Ministry of the Interior of the Czech Republic                                                                                                         | 2023 |
| Tomáš Najman, Mgr. Ph.D.      | 1 <sup>st</sup> public call of the SIGMA programme       | Technology Agency of the Czech Republic                                                                                                                | 2023 |
| Tomáš Najman, Mgr. Ph.D.      | 3 <sup>rd</sup> public call of the ÉTA programme         | Technology Agency of the Czech Republic                                                                                                                | 2023 |
| Tomáš Najman, Mgr. Ph.D.      | 2 <sup>nd</sup> public call of the SIGMA programme       | Technology Agency of the Czech Republic                                                                                                                | 2023 |

Note: Provide up to 10 examples.

## RESEARCH PROJECTS

### 3.3 Research projects

The evaluated unit shall list at most 10 (considered most significant by the evaluated unit) research projects/activities (regardless of whether they are supported by public funds or based on contract



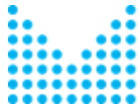
research<sup>22</sup>) that it has implemented or participated in during the evaluation period<sup>23</sup>. This should be done from the full list in annex tables (Table 3.3.1-3.3.2)<sup>24</sup>, regarding particularly the results achieved or the application potential of the projects. The unit should also describe how the research projects contributed to the mission and purpose of the evaluated unit. If the evaluated unit has been a participant in listed project, it shall indicate which other entities were involved and describe its contribution to the project. The interdisciplinary aspects of the projects will also be commented on, along with any collaboration with other units of the evaluated HEI.

*Maximum 300 words per project.*

<sup>22</sup> For the definition of contract research for the purposes of evaluation in the HE segments, see Article 2.2.1 of the Community Framework for State Aid for Research, Development and Innovation 2014/C 198/01.

<sup>23</sup> Regardless of whether the projects are completed or still ongoing, provided that at least part of the project was implemented during the evaluation period.

<sup>24</sup> The evaluated unit shall only fill tables that are relevant to it.



**Self-assessment:**

The ten most important research projects are:

**Safety of methodical procedures for restraint techniques in the performance of on-duty**

**interventions** - The project focuses on the analysis and improvement of the safety of restraint techniques used by members of the Police of the Czech Republic. The result will be a methodology to optimise in-service interventions with an emphasis on minimising health risks for detainees.

**Resilience of the Police of the Czech Republic to Disinformation Interference and the Possibility of**

**Strengthening their Resistance through Education** - The project helps identify key threats associated with disinformation in the police environment and proposes education to increase media literacy and critical thinking of members of the security forces.

**Building clarity and preventing bias in digital forensic examination, interorganisational communication and interaction** - The research is aimed at ensuring objectivity in digital forensic analysis and eliminating bias in inter-institutional communication. The outputs of the project will contribute to methodological standards for forensic investigations and improved cooperation between organisations.

*In this project, the PA of the Czech Republic is one of the participants. Other partners were the following institutions:*

Principal investigator/coordinator:

Kentro Meleton Asfaleias - Center for Security Studies, Greece

Other co-investigators:

Poliisiammattikorkeakoulu, Finland

Police Presidium of the Czech Republic

National Bureau of Investigation, Finland

Ministério da Justiça, Portugal

Ministerio da Administracao Interna, Portugal

Polithogskolen, Norway

Hellenic Police, Greece

**Comprehensive hazard identification, and monitoring system for urban areas** - The project creates a comprehensive system for identification and monitoring of security threats in urban areas. Outputs include analytical tools for crisis management and strategic planning of security measures in urbanised areas.

*In this project, the PA of the Czech Republic is one of the participants. Other partners were the following institutions:*

Principal investigator:

ITTI SP ZOO Poland

Other co-investigators:

Totalforsvarets Forskningsinstitut, Norway

Airsense Analytics GMBH, Germany

Central Radiological Protection Laboratory, Poland

The Main School of Fire Service, Poland

Forsvarets Forskninginstitut, Norway

Nederlandse Organisatie voor Toegepast Natuurwetenschappelijk Onderzoek TNO, Netherlands

Thales Nederland BV, Netherlands

Japan Atomic Energy Agency, Japan

Openbaar Lichaam Gezamenlijke Brandweer, Netherlands

Stadt Frankfurt, Germany

**Prevention of child sexual abuse, assistance to victims of child sexual abuse and tools to detect child sexual abuse online** - Research has led to the development of an innovative tool for detecting online child abuse and creating more effective methods to support victims. The results of the project have a direct impact on crime prevention and improving the work of police forces in this area.

*In this project, the PA of the Czech Republic is one of the participants. Other partners were the following institutions:*

Principal investigator: POLIISIAMMATTIKORKEAKOULU (POLAMK), Finland

Other co-investigators:

EUROPEAN RESEARCH SERVICES GMBH (ERS), Germany

STICHTING NEDERLANDSE WETENSCHAPPELIJK ONDERZOEK INSTITUTEN (NSCR), Netherlands

MSB MEDICAL SCHOOL BERLIN GMBH (MSB), Germany

JOHANNES GUTENBERG-UNIVERSITÄT MAINZ (JGU), Germany

MINISTRY OF THE INTERIOR (INTERMIN), Finland

ASSOCIATION POLISH PLATFORM FOR INTERNATIONAL SECURITY (PPHS), Poland

TIME.LEX (time.lex), Belgium

RIGR AI LIMITED (Rigr AI), Ireland

MINISTÈRE DE L'INTÉRIEUR (PP), France

**Classification of socio-psychological parameters of people through artificial intelligence and machine vision for the needs of real-time protection of people** - The project focused on the development of technology for real-time analysis of the behaviour of people using AI. The outputs are useful in protecting public spaces and preventing security incidents.

Principal investigator:

Charles University, Czech Republic

Other co-investigators:

Brno University of Technology, Czech Republic

RCE systems, s. r. o., Czech Republic

**Development of an innovative method to detect road traffic crime using electronic accident data -**

Research has led to the design of a method using electronic accident data to detect road traffic crime more effectively, contributing to improved road safety.

Principal investigator:

Czech Technical University in Prague, Czech Republic

Other co-investigators:

Institute of Forensic Engineering, University of Žilina, Slovak Republic

University of Pardubice, Czech Republic

**Use of radiation methods for detection and identification of CBRNe materials** - The project brings new methods for detection of chemical, biological, radiological and nuclear threats. The results will enable security forces to identify hazardous substances more quickly and accurately.

*In this project, the PA of the Czech Republic is one of the participants. Other partners were the following institutions:*

Principal investigator:

Czech Technical University in Prague, Czech Republic

Other co-investigators:

Technical University of Ostrava, Czech Republic

**Elemental characterisation of microtraces and narcotic and psychotropic substances by nuclear analytical methods** - The research has extended the possibilities of analysis of trace amounts of illicit substances and their origin. The results contribute to the development of forensic methods used in criminalistics.

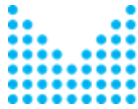
Principal investigator:

Institute of Nuclear Physics, Czech Academy of Sciences, Czech Republic

**Methods of processing a detailed property profile used for the imposition of the protective measure “seizure of part of the property” under Section 102a of the Criminal Code** - The project created an analytical tool for detailed mapping of property flows, which in effect facilitates the application of protective measures against illegal property obtained from criminal activity.

Table 3.3.1 Projects supported by public funds

In the role of beneficiary

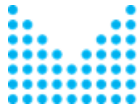


| Provider <sup>25</sup> | Project name                                                                                                                                                                      | Support (in thousands CZK/EUR) <sup>26</sup> |        |         |         |           |
|------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------|--------|---------|---------|-----------|
|                        |                                                                                                                                                                                   | year 1                                       | year 2 | year 3  | year 4  | year 5    |
| Mol CR <sup>27</sup>   | Possibilities for the use of new technologies with an emphasis on streamlining and speeding up the activities of law enforcement agencies and other entities                      | 63 CZK                                       | 20 CZK | 18 CZK  | 80 CZK  | 87 CZK    |
| Mol CR                 | Current Problems of Criminalistic Techniques                                                                                                                                      | 40 CZK                                       | -      | 74 CZK  | -       | -         |
| Mol CR                 | Current Problems of Criminalistics Tactics and Methodology                                                                                                                        | -                                            | -      | -       | 10 CZK  | 224 CZK   |
| Mol CR                 | Current issues of forensic victimology and psychology in developing social competencies of police officers in dealing with psychologically and ethically challenging interactions | -                                            | -      | 148 CZK | 286 CZK | 244 CZK   |
| Mol CR                 | Decision making of secondary drug offenders                                                                                                                                       | 81 CZK                                       | 9 CZK  | 9 CZK   | 16 CZK  | 24 CZK    |
| Mol CR                 | Criminal intelligence as a tool for prediction, prevention, detection, and clarification of criminal activity and ensuring internal security                                      | -                                            | -      | -       | -       | 151 CZK * |

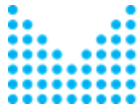
<sup>25</sup> If the provider is from abroad, please indicate the provider's country of origin in brackets. For the determination of the country of origin of the provider, the place of residence of the provider is decisive.

<sup>26</sup> Indicate the total amount expressed in thousands of CZK and the conversion of the total amount into Euro.

<sup>27</sup> Ministry of Interior of the Czech Republics

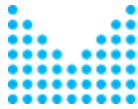


|        |                                                                                                                                     |                                                                                                                                                               |        |         |        |           |
|--------|-------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------|--------|---------|--------|-----------|
| Mol CR | Social risk groups and risky behaviour                                                                                              | 14 CZK                                                                                                                                                        | 38 CZK | -       | 43 CZK | 89 CZK    |
| Mol CR | Radicalisation - the symbolism of criminal tattoos                                                                                  | -                                                                                                                                                             | 53 CZK | 134 CZK | 33 CZK | 255 CZK   |
| Mol CR | Analysis and expected development of competences of the Police of the Czech Republic and police security subjects in selected areas | -                                                                                                                                                             | -      | -       | -      | 568 CZK * |
| Mol CR | Relationship between the act on service relationship of members of the security forces and the code of administrative procedure     | 69 CZK **                                                                                                                                                     | 59 CZK | -       | 6 CZK  | -         |
| Mol CR | Selected aspects of possible corrupt and other undesirable conduct by members and employees of security forces                      | -                                                                                                                                                             | -      | -       | -      | 28 CZK *  |
| Mol CR | Making the system of population protection and crisis management in the Czech Republic more efficient                               | 885 CZK **                                                                                                                                                    | 33 CZK | 90 CZK  | 79 CZK | 444 CZK   |
|        |                                                                                                                                     | <i>In the case of the above projects, this is a realistic drawdown. The projects in question were financed on an ongoing basis according to actual needs.</i> |        |         |        |           |
| MV ČR  | Safety of methodical procedures for restraint techniques in the performance of on-duty interventions                                | -                                                                                                                                                             | -      | -       | -      | 2 018 CZK |
| MV ČR  | Resilience of the Police of the Czech                                                                                               | -                                                                                                                                                             | -      | -       | -      | 3 966 CZK |



|                                    | Republic to Disinformation Interference and the Possibility of Strengthening their Resistance through Education                                                   |                                |         |         |         |             |
|------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------|---------|---------|---------|-------------|
| MV ČR                              | Methods of processing a detailed property profile used to impose a protective measure "Seizure of part of the property" according to § 102a of the Criminal Code. | 3 112 CZK                      | -       | -       | -       | -           |
| Total                              |                                                                                                                                                                   | 4 264 CZK                      | 212 CZK | 473 CZK | 553 CZK | 8 097 CZK   |
| In the role of another participant |                                                                                                                                                                   |                                |         |         |         |             |
| Provider <sup>28</sup>             | Project name                                                                                                                                                      | Support (in thousands CZK/EUR) |         |         |         |             |
|                                    |                                                                                                                                                                   | year 1                         | year 2  | year 3  | year 4  | year 5      |
| EK/EU                              | Building clarity and preventing bias in digital forensic examination, interorganisational communication and interaction                                           |                                |         |         |         | 261 EUR *** |
| EK/EU                              | Comprehensive hazard identification, and monitoring system for urban areas                                                                                        |                                |         |         |         | 109 EUR *** |
| EK/EU                              | Prevention of child sexual abuse, assistance to victims of child sexual abuse and tools to detect child sexual abuse online                                       |                                |         |         |         | 71 EUR ***  |
| TA ČR                              | Classifying social-psychological personal                                                                                                                         | 50 CZK                         | 134 CZK | 225 CZK | -       | 411 CZK     |

<sup>28</sup> Ibid.



|           |                                                                                                                               |           |           |           |           |           |
|-----------|-------------------------------------------------------------------------------------------------------------------------------|-----------|-----------|-----------|-----------|-----------|
|           | parameters through artificial intelligence and machine vision for the purpose of protection of persons in real time           |           |           |           |           |           |
| MV ČR     | The Development of Innovative method for detection of Crimes within Road Transportation System using electronic accident data | 168 CZK   | 42 CZK    | -         | -         | 210 CZK   |
| MV ČR     | Utilisation of radiation based methods for detection and identification of CBRNE materials                                    | 440 CZK   | 913 CZK   | 990 CZK   | 517 CZK   | 2 860 CZK |
| MV ČR     | Elemental characterization of microtraces and narcotic and psychoactive substances by nuclear analytical methods              | 429 CZK   | 896 CZK   | 929 CZK   | 858 CZK   | 3 112 CZK |
|           |                                                                                                                               |           |           |           |           |           |
|           |                                                                                                                               |           |           |           |           |           |
|           |                                                                                                                               |           |           |           |           |           |
| Total EUR |                                                                                                                               |           |           |           |           | 441 EUR   |
| Total CZK |                                                                                                                               | 1 087 CZK | 1 985 CZK | 2 144 CZK | 1 375 CZK | 6 593 CZK |

\*The final report does not show a breakdown by year.

\*\*Amount corresponds to the plan or to the requests made, not to actual spending.

\*\*\*The project is not strictly divided into years. The amount corresponds to the amount allocated in the first year of the project.

Table 3.3.2 - Contract research activities

| Client <sup>29</sup> | Activity name | Revenue (in thousands CZK/EUR) |        |        |        |        |
|----------------------|---------------|--------------------------------|--------|--------|--------|--------|
|                      |               | year 1                         | year 2 | year 3 | year 4 | year 5 |
|                      |               |                                |        |        |        |        |
|                      |               |                                |        |        |        |        |

<sup>29</sup> If the client is from abroad, indicate in brackets the country of origin of the client.

|       |  |  |  |  |  |
|-------|--|--|--|--|--|
| Total |  |  |  |  |  |
|-------|--|--|--|--|--|

Note: List and describe contract research activities with a revenue in a given calendar year, regardless of the amount of financial revenue.

### 3.4 Research results with existing or prospective impact on society

The evaluated unit shall briefly comment on a maximum of 10 (considered most significant by the evaluated unit) research results already applied or realistically heading towards application during the evaluated period, based on the overview annex table 3.4.1 (it is recommended to indicate results with a link to projects listed in indicator 3.3). The evaluated unit must demonstrate in its description that the research results have led or will soon lead to positive impacts<sup>30</sup>, on society (e.g. description of how the results are used by various users, the range of persons/institutions for which the result is relevant, measurable economic impacts, etc.). The evaluated entity shall indicate in its commentary whether the gender dimension is considered in these results and discuss the impacts of the results regarding sustainability.

*Maximum range 300 words/result.*

#### Self-assessment:

#### Self-assessment:

In the period under review, it has not yet been possible to provide the required research results with a direct impact on society. The reason is not the absence of scientific research activities, but the fact that, based on the previous evaluation, PA CR have initiated extensive strategic steps to develop scientific research activities, the results of which will only become apparent in the coming period.

PA CR was aware of the need to strengthen its research capacity and therefore took targeted steps to improve the conditions for the development of science and research. Key measures included **strengthening the Science and Research Department (SRD)**, which actively supports academics in obtaining grant projects. In addition, the **Incentive Programme** ([ENG](#); [CZE](#)) has been introduced to recognise scientific excellence and encourage participation in prestigious research initiatives. In addition, **interdisciplinary cooperation** mechanisms were strengthened, research infrastructure was developed and acquisition processes aimed at attracting new experts were carried out.

Scientific research is a process whose results are not immediate. Planning strategic development, creating a suitable academic environment, establishing collaborations, and above all, obtaining grant projects are activities that require long-term efforts and often involve a phase of repeated attempts and gradual building of professional reputation. The whole process is gradual and often takes **several years** to translate into concrete research outputs that have a real societal impact.

However, the first results are already emerging and will be fully visible in the next evaluation period. We expect that the measures taken will result in significant scientific research outputs in the coming years that will have a direct impact on security practice and society as a whole.

Table 3.4.1 - Overview of research results in the period under evaluation

| Type of result <sup>31</sup> | Year of application | Name |
|------------------------------|---------------------|------|
|------------------------------|---------------------|------|

<sup>30</sup> See Terms definition.

<sup>31</sup> Specify the specific type of result. Add rows as needed.

|     |  |  |
|-----|--|--|
| N/A |  |  |
|     |  |  |

Note 1: Please list and describe the results already applied in practice or heading towards application in practice with existing or prospective impact on the society (e.g. domestic or foreign patents, sold licenses, spin-offs, prototypes, varieties and breeds, methodologies, significant analyses, surveys, expert outputs for policymaking or other forms of non-publication outputs, etc.). Indirect results of research, development and creative activities with documented societal impact, e.g. expert activities, services to the public/government/scientific community, may also be reported.

## TRANSFER OF RESULTS INTO PRACTICE

### 3.5 Transfer of results into practice

The evaluated unit shall briefly describe its system for transferring results into practice. It shall also indicate up to five of the most typical users of its results, whether in the university environment or in the non-university application/corporate sphere, detailing how it collaborates with them and how it seeks out new users (using a maximum of five specific examples).

It will also indicate whether and how it commercialises R&D&I results (e.g. selling licences, setting up start-up or spin-off companies, etc.)<sup>32</sup>, providing brief description of the commercialisation methods used. The effectiveness of the transfer of results and the commercialisation of R&D&I results will be described using a selection of results (max. five) listed in annex table (Table 3.4.1).<sup>33</sup>

Additionally, the evaluated unit shall briefly comment on the funds received during the evaluation period from non-public, non-grant sources (e.g. licences sold, spin-off revenues, donations, etc.). A full summary shall be provided in annex table (Table 3.5.1).

*Maximum 500 words plus 200 words for each provided example of finding a new user of results and commercialization.*

#### Self-assessment:

PA CR transfers the results of scientific research activities into practice through close cooperation with the Ministry of the Interior of the Czech Republic, which issues calls for proposals in the field of security research or includes research projects in public tenders. These initiatives result in concrete outputs such as methodologies, threat analyses, recommendations for improving security procedures or legislative proposals. These results are then put into practice in cooperation with the Ministry of the Interior and other internal security bodies in order to make the activities of the security forces more efficient and to strengthen the internal security of the Czech Republic.

#### The most typical users of the research results and cooperation with them

- **Police of the Czech Republic and its departments** (e.g. NCOZ - National Centre against Organised Crime, NCTEK - National Centre for Terrorism, Extremism and Cybercrime)

Cooperation takes the form of providing expert analyses, developing methodologies, and participating in training courses for police officers. Research findings are applied to the development of tactics and strategies in the fight against organised crime and cybercrime.

- **Police Presidium of the Czech Republic (PP CR)**

<sup>32</sup> In the case of military HEIs, their specific position is taken into account when evaluating the commercialisation/evaluation of R&D&I results.

<sup>33</sup> If the commercialisation of R&D&I results is carried out in this way.

The transfer of research results focuses on improving the management of police forces and optimising internal processes. PA CR provides methodological support in the development of police directives and standards of service performance.

- **General Inspectorate of Security Forces (GIBS)**

Research activities contribute to the analysis of crime within the security forces and to the improvement of ethical and control mechanisms. The research outputs support the development of internal processes, the prevention of corruption and more effective investigations into security-related crime.

- **Fire Brigade of the Czech Republic (HZS) and Integrated Rescue System (IZS)**

The outputs of PA CR are applied in crisis management and improving coordination between the components of the IZS in dealing with emergencies.

Mutual training of experts and exchange of knowledge in the field of prevention and crisis management is ongoing.

- **Customs Administration of the Czech Republic**

The research focuses on methodological and analytical tools to combat illegal trade activities and smuggling.

PA CR cooperates in training customs officers in the identification of security threats related to trade and migration.

Table 3.5.1 - Summary of non-public revenues received during the period under evaluation

| Type of revenue | Revenue (in thousands CZK/EUR) |        |        |        |        |
|-----------------|--------------------------------|--------|--------|--------|--------|
|                 | year 1                         | year 2 | year 3 | year 4 | year 5 |
| N/A             |                                |        |        |        |        |
|                 |                                |        |        |        |        |
|                 |                                |        |        |        |        |
| Total           |                                |        |        |        |        |

Note: Enter funds raised for R&D&I from non-public sources besides grants or contract research (e.g. licences sold, spin-off company revenues, donations, etc.) in the calendar year.

## POPULARIZATION OF VAVAI

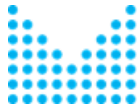
### 3.6 The most important activities in the field of popularization of R&D&I and communication with the public

The evaluated unit shall briefly describe its main activities related to the popularisation of R&D&I and communication with the public (e.g. popularisation lectures, citizen science initiatives, etc.) during the evaluated period and provide up to 10 examples that it considers the most significant.

*Maximum 500 words plus 200 words for each example given.*

#### Self-assessment:

PA CR is actively involved in the popularisation of science and research through a number of activities aimed at both the professional and general public. The aim of these activities is not only to increase



awareness of security issues, but also to strengthen the prestige of PA CR, to motivate students to engage in scientific activities and to develop co-operation with professional institutions.

#### **Presentations at security fairs**

PA CR regularly participates in important security fairs such as **IDET in Brno** and **Future Forces Forum in Prague**. At these events, PA CR presents its activities to the general public, experts and representatives of the state administration. In addition to the presentation of professional issues, PA CR offers space for discussion or selected examples from its scientific and research activities. Through active interaction with visitors, it contributes to the popularisation of security research and education.

#### **Student scientific and professional activities (Czech abb.: SVOČ)**

Every year, students of PA CR have the opportunity to participate in the **Student Scientific and Professional Activities (SVOČ)** competition at the national and international level. This activity goes beyond normal study and motivates students to apply scientific methods in practice. Participation in the competition strengthens their professional knowledge, develops critical thinking, and promotes interest in research in the field of security studies, law, and related disciplines. In this way, PA CR contributes to the education of a new generation of experts and scientists.

#### **Participation at the Gaudeamus fair**

PA CR regularly presents itself at the **Gaudeamus** fair, which is aimed at promoting universities among future students. Participation in this event allows PA CR to present its educational offer, professional activities, and scientific research to the general public. Popularisation of the field and involvement of young people in the academic environment contribute to the future development of security research and strengthen the prestige of our institution.

#### **Open Days**

Another important activity in the field of popularisation are **Open Days**, which PA CR regularly organises. These events allow the general public to gain insight into the functioning of PA CR, to learn about both, its education and scientific activities, and to obtain more information about study opportunities. Direct interaction with visitors is an important tool for building a positive image of PA CR and raising awareness of security research.

#### **Lifelong learning courses**

PA CR also offers **Lifelong Learning Courses**, which enable professionals and the professional public to expand their knowledge in the field of security studies, law, and related disciplines. These courses are an effective way of popularising professional topics and contribute to the lifelong development and professional growth of participants.

### **IMPLEMENTATION OF RECOMMENDATIONS**

#### **3.7 Implementation of the recommendations in Module 3**

The evaluated unit will briefly describe how it has implemented the recommendations for Module 3 from the previous evaluation period, if applicable.

*Maximum 1000 words.*

### **Self-assessment:**

In terms of Module 3, the evaluation from the previous evaluation period mentioned selected aspects that should be addressed in terms of possible development in the current evaluation period. These recommendations could be divided into the following areas. Each of these areas is addressed separately below.

#### **Specificity of the Police Academy among Czech universities**

One of the issues discussed is to what extent the specific position of Police Academy of the Czech Republic in Prague should be taken into account and whether comparisons should be made only with similar institutions or with all universities at the international level. However, there is usually only one police academy in each foreign country, which makes direct comparison with regular public universities impossible. This fact suggests that PA CR should be evaluated primarily according to its own mission and purpose, i.e. with an emphasis on specialisation in security research and training of professionals in the field of police practice and public order.

#### **Focus on the applicability of results in practice**

An important direction for the future is to focus on the practical applicability of research results. There has been a significant shift in this respect, with PA CR increasing the societal impact of its research. This increased effort is reflected in the implementation of security research projects at national and international level. A key objective is to ensure that the results of the research are not just theoretical, but that they are applicable in practice, for example in crime prevention, crisis management, or improving policing methods.

#### **Extension of researchers to other regions**

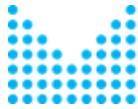
PA CR researchers should expand their activities beyond their current workplaces. In practice, they have already succeeded in creating teams that work together beyond individual projects. This cooperation is manifested, for example, through networking, invited lectures, and sharing of professional experience. Increasing regional outreach not only allows for greater involvement in the professional community, but also brings direct benefits for local security strategies and measures.

#### **Popularisation of research results**

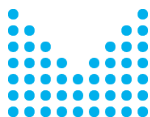
PA CR is trying to popularise the excellent results of its research that could be of interest to the wider public. However, for a significant proportion of the results, it is not possible to publish new findings due to the sensitive nature of the topic. Where possible, methodologies or monographs are published. Still, it is not easy to popularise security research in its full scope of implementation, as by its very nature it deals with a large amount of non-public information. Nevertheless, PA CR tries to find ways to make research results more generally available, for example, through expert conferences, panel discussions or media coverage of key findings that can contribute to an informed public debate on security. We also present this information to the wider public through popularisation activities such as participation in IDET or Future Forces Forum, organisation of Open Days, implementation of lifelong learning programmes for the public, or presence at the Gaudeamus education fair.

### **A LIST OF SUPPORTING DOCUMENTS/LINKS FOR MODULE 3**

| Document name | No. criteria | Location (link in HTML) |
|---------------|--------------|-------------------------|
|---------------|--------------|-------------------------|



|                     |     |                                                                                                                                                                                                                                                                                                                                              |
|---------------------|-----|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Incentive Programme | 3.4 | ENG: <a href="https://www.polac.cz/g2/view.php?o_skole/english/incentive_prog.pdf">https://www.polac.cz/g2/view.php?o_skole/english/incentive_prog.pdf</a><br>CZE: <a href="https://www.polac.cz/g2/view.php?o_skole/veda21/motivacni_25/motivacni_25.pdf">https://www.polac.cz/g2/view.php?o_skole/veda21/motivacni_25/motivacni_25.pdf</a> |
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## SELF-EVALUATION REPORT FOR MODULES 4 AND 5

**HIGHER EDUCATION INSTITUTION NAME: Police Academy of the Czech Republic in Prague**

**COMPANY REGISTRATION NUMBER (CRN): 48135445**

### MODULE 4 – VIABILITY

#### ORGANISATION AND MANAGEMENT OF R&D&I

##### 4.1 Organisation and management of R&D&I

The HEI will briefly describe its organisational structure<sup>1</sup> and describe the R&D&I management system including the role of the HEI's central management, the management of faculties, and the HEI's institutes in organizing and managing R&D&I. It should also describe the role and structure of the technical and economic apparatus.

*Maximum 1000 words.*

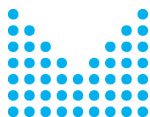
##### Self-assessment:

Police Academy of the Czech Republic in Prague (hereinafter also referred to as "PA CR") has a complex organisational structure, which is divided into several main parts. The institution is headed by a Rector who is responsible for the overall management and strategic development of the university. He is assisted in his work by Vice-Rectors, with the Vice-Rector for Studies and External Relations focusing on education and public relations, the Vice-Rector for Strategy and Development focusing on long-term planning and innovation, and the Vice-Rector for Science and Research overseeing academic activities and research projects. Administrative support for the management is provided by the Rector's Office. An important part of the management is also the Internal Auditor, who controls the management and compliance with internal regulations, and the Security Director, who is responsible for ensuring the security of the premises.

The economic and operational background of the university is managed by the Bursar, who is responsible for the management and economy of the school. The Finance Department handles financial management and budgeting, while the Procurement Department oversees the processes related to purchasing and supplier contracts. The Technical Operations and Logistics Department takes care of the technical management of assets and the provision of operational infrastructure. Building maintenance is handled by the Facilities Operations and Maintenance Department, while energy efficiency is handled by the Energy Facilities Operations Department. The catering operation, which provides meals for students and staff, falls under a separate department set up for this purpose. Students can also use accommodation and sports facilities, which are managed by another department. The overall security of the premises is the responsibility of the Security Department, which reports to the Director of the Operations and Security.

Educational and academic activities are divided among several departments. The Study Department manages the study agenda for full-time and combined students. The Department of Doctoral Studies and Accreditation is responsible for the organisation of doctoral programmes and the process of accreditation of study programmes. The international relations of the Academy are coordinated by the International Cooperation Department, which takes care of student and teacher exchanges as

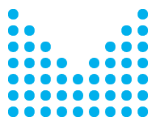
<sup>1</sup> A graphical representation of the organisational structure will be provided as an annex.



well as international projects. Scientific activities at PA CR are supported by the Science and Research Department, which deals with grant projects and professional publications. Other educational activities, including courses for the professional public, are organised by the Lifelong Learning Department. Students and academics have access to a library that provides scholarly resources and study materials.

PA CR is organised into two faculties - the Faculty of Security Management and the Faculty of Security and Law. Each faculty is headed by a Dean who is responsible for its management. The faculties have their own Vice-Deans, one of whom is dedicated to study and development and the other to scientific and research activities. The administrative agenda of the Faculty is managed by the Secretary, while the Head of the Dean's Office takes care of the organisational support of the management. Teaching and professional activities are divided among the individual departments, which specialise in different areas. The Faculty of Security Management includes, for example, the Department of Private Law, the Department of Public Law, the Department of Crisis Management, the Department of Management and Informatics, and the Department of Security Studies. The Faculty of Security and Law includes the Department of Criminalistics, the Department of Criminology, the Department of Criminal Law, the Department of Police Activities, the Department of Professional Training, and the Department of Criminal Police and Intelligence Services.

Overall, the organisational structure of PA CR is designed to effectively ensure both the administrative and operational functioning of the school and the high level of education and scientific research activities.



## R&D&I QUALITY MANAGEMENT AND SUPPORT SYSTEM

### 4.2 System of support for a quality R&D&I environment and incentive measures for quality science

The HEI will briefly describe the systemic incentive measures/tools to support quality R&D&I (if applicable). For each measure/tool described, an example will be provided to illustrate the effectiveness of the measure/tool in practice (e.g. number of projects supported by internal grants, statistics on the use of advisory systems, number of newly established research teams, etc.). The description will pay particular attention to:

- A system of support for attracting national and international projects of projects.
- A system for project consultancy/management/administrative support.
- Science management (e.g., personnel and financial capacity for R&D&I transfer, personnel and financial capacity of the project acquisition support system, science managers, data analysts, business and innovation advisors, etc.).
- The existence of internal funding schemes.
- Strategy/opportunities for establishing new research teams (including international ones) and supporting them within the HEI (e.g. sharing of R&D&I equipment, laboratory and information facilities, administrative support, etc.).
- Support system for students and early career researchers<sup>2</sup>.
- a system to support excellent science (e.g. support for excellent scientists, research teams, PhD students, collaborations, infrastructure, etc.).
- A system of support for interdisciplinary research and collaboration within the HEIs.
- The concept of providing conditions for the emergence of new, high quality research directions/topics, especially those with application potential.

*Maximum 300 words per point.*

#### Self-assessment:

##### 1) Support system for the acquisition of national and foreign research projects at PA CR

PA CR systematically supports the acquisition of research projects, both at national and international level. A key role in this area is played by the Science and Research Department (SRD) together with the Rewards Incentive Scheme ([ENG](#); [CZE](#)), providing strategic management, administrative support, and expert advice to academic staff involved in project activities.

##### Search and analysis of grant opportunities

The SRD continuously monitors new grant calls announced by domestic and foreign research funding providers. After identifying relevant calls, it carries out a detailed analysis of each programme, including its thematic focus, financial conditions and administrative requirements. In cooperation with the Vice-Rector for Science and Research and the management of PA CR, the SRD then presents the most suitable opportunities for academic staff to participate in research projects.

##### Providing project management support

The SRD has dedicated staff covering key aspects of project management:

- Specialists for national projects - provide methodological support in submitting applications under domestic grant schemes (e.g. GA CR, TA CR, projects of the Ministry of the Interior of the Czech Republic).
- International Project Specialists - focus on supporting the participation of academics in international research programmes (e.g. Horizon Europe, Visegrad Fund, bilateral cooperation in security research).

<sup>2</sup> Student grants, support for PhD students, postdocs and early career scientists.

- Financial specialists - assist with budget planning and economic management of projects, including ensuring compliance with donor rules.
- Project managers - coordinate the preparation of project applications, assist with the preparation of the substantive parts of proposals and ensure communication with the funding providers.

### **Support for academics in the application process**

If an academic or a research team express interest in a particular call, the SRD provides comprehensive support throughout the preparation and implementation of the project, which includes:

- Information service - the SRD provides a detailed overview of the terms and conditions of the call and helps identify the key requirements of the provider.
- Assisting in the development of the project application - the SRD specialists work with applicants to formulate project objectives, methodology, and research plan.
- Budgeting support - financial specialists assist with the preparation of the project budget in accordance with the funder's rules.
- Administrative support - the SRD ensures the formal check of the application and its submission through the relevant electronic systems.

### **2) Project consultancy/management/support administration system**

Once a project has been approved, the SRD continues to assist in its implementation. It provides:

- Methodological support in project management, monitoring of milestones and deliverables.
- Checking the correct use of funds and ensuring compliance with the provider's rules.
- Assistance in the preparation of interim and final reports.
- Support in public relations and dissemination of research results.

### **Developing and seeking new grant opportunities**

PA CR actively supports the initiative of academics in establishing new research partnerships and joining international research consortia. The SRD organises information seminars, workshops, and consultations aimed at strengthening the competences in the field of obtaining research grants. At the same time, it participates in relevant networking activities to expand cooperation with domestic and foreign institutions in the field of security research.

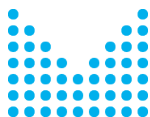
Thanks to this comprehensive system of support, PA CR is able to effectively participate in research programmes and increase the volume of funded projects, thus strengthening its role as one of the key institutions involved in the implementation of security research in the Czech Republic and abroad.

### **3) System of science management**

It is an integral part of project consultancy and administrative support (see previous point 2). It is organisationally assigned to the Science and Research Department and is staffed by individual roles corresponding to the current demands on science management at the level of universities and research organisations. The composition of this department therefore covers the necessary positions, whether concerning conceptual-development matters or practical agenda oriented towards the actual support or financial and managing project activities.

### **5) Opportunities for setting up and supporting research teams**

PA CR systematically supports the establishment and development of research teams, emphasising interdisciplinary cooperation and applied research in the field of security. New research groups can be formed both **on the basis of the initiative of academic staff**, when experts come together on the basis of a shared research interest and prepare projects for funding from internal or external



sources, and **following grant opportunities**, when PA CR assembles project teams specifically according to the requirements of a particular funder, taking into account the necessary professional competencies. In the case of international research teams, PA CR actively supports participation in international consortia and establishing partnerships with academic and application entities abroad.

### **Support for research teams**

PA CR provides a wide range of support to newly established and existing research teams:

- **Shared research and technological facilities** - PA CR enables the use of available instrumentation and laboratory equipment, access to licensed databases and analytical tools.
- **Administrative and project support** - the Science and Research Department (SRD) provides assistance in the preparation and implementation of projects, including administrative support and financial management.
- **Information and networking support** - PA CR organises workshops, professional meetings, and conferences to enable the exchange of experience between researchers and facilitate the establishment of cooperation.
- **Support in finding funding** - the SRD actively searches for grant calls and connects researchers with appropriate funding institutions.
- **Human resources development** - PA CR provides incentives for the involvement of young researchers, PhD students, and all other students in scientific research activities and supports the professional growth of academic staff.

### **6) Support system for students and early career researchers**

This thematic area is provided under the so-called Student Scientific and Professional Activities (SSPA). Every year, students of PA CR have an opportunity to participate in the SSPA competition at national and international level. This activity goes beyond their regular studies and motivates students to apply scientific methods in practice. Participation in the competition strengthens their professional knowledge, develops critical thinking, and promotes interest in research in the field of security studies. In this way, PA CR contributes to the education of a new generation of experts and scientists.

### **7) Support system for excellent science**

PA CR systematically supports excellent science through targeted measures aimed at the development of top scientists, research teams, and international cooperation. A key part of this strategy is to motivate academics to deliver excellent research results. This is done through the Incentive Programme, which rewards outstanding publications, successful grant projects, or involvement in prestigious research initiatives. PA CR actively supports researchers of grants funded by the Ministry of the Interior of the Czech Republic, the Technology Agency of the Czech Republic (TA CR), the Grant Agency of the Czech Republic (GA CR), or programmes such as Horizon Europe or the Internal Security Fund, and provides them with methodological and administrative support.

The development of interdisciplinary research teams that link different scientific fields and strengthen the practical impact of research is essential. For example, linking social science and security studies allows for a better understanding of crime patterns and helps predict threats better. Psychology and forensic sciences come together to research methods for effective interrogation or analysis of offender behaviour. Law and political science contribute to the development of legislative measures in the field of national security. Researchers have access to specialised databases, analytical tools, and shared research capabilities.

Another key element is international cooperation. PA CR participates in research networks, supports the mobility of scientists, hosts foreign experts, and participates in international projects. Thanks to

these activities, it strengthens its position in the field of security science and contributes to the effective transfer of research results into practice.

#### **8) Support system for interdisciplinary research and collaboration within HEIs**

PA CR systematically supports interdisciplinary research through close cooperation between its two faculties - the Faculty of Security Management and the Faculty of Security and Law. This model brings together experts from different disciplines to form joint research teams to address current security challenges in their full complexity.

An essential part of this cooperation is the sharing of technical-analytical resources, while PA CR enables the use of specialised research databases, forensic and crime laboratories, or advanced software tools for the analysis of security threats. Research teams can thus effectively combine knowledge from the fields of law, criminology, security studies, forensic sciences, psychology, or social science and achieve comprehensive outputs with a direct impact on security practice.

The promotion of interdisciplinarity is also reflected in project activities, where teams are assembled on the basis of professional complementarity and according to the requirements of grant calls. PA CR actively seeks opportunities within national (GA CR, TA CR, MoI CR) and international programmes (Horizon Europe, Internal Security Fund), with coordination and methodological support provided by the Science and Research Department. This provides research teams not only with financial and administrative support, but also with strategic support in developing international partnerships.

PA CR also supports the exchange of knowledge between faculties through joint workshops and scientific meetings, thus facilitating the creation of new research initiatives. Thanks to this concept, interdisciplinary research becomes a key element of the academic environment and contributes to the effective transfer of scientific knowledge into the practice of security forces.

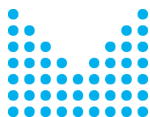
#### **9) Concept of ensuring conditions for the establishment of new high quality research directions with application potential at Police Academy of the Czech Republic**

PA CR aims to develop scientific research activities with an emphasis on the applicability of the results in security practice and public administration. To achieve this goal, it is therefore continuously creating a systematic framework to support the emergence of new research directions and topics, which will ensure **long-term sustainability of research, interdisciplinary collaboration and active involvement of key application partners**. These activities take place at the following four interrelated levels:

##### **Strategic research support and guided development of new topics**

- **Regular analysis of security trends** - systematic monitoring of new threats and challenges in the field of crime, cyber security, crisis management, and legal regulation enables us to identify current topics with high application potential.
- **Thematic research groups** - support for the formation of specialised teams consisting of academics from both faculties and experts from application practice who participate in the formulation of new research topics.
- **Proactive cooperation with the Ministry of the Interior of the Czech Republic and security forces** - regular consultations with these partners enable PA CR to target research to the actual needs of practice.

##### **Promoting interdisciplinarity and technological development**



- **Bridging expertise from different scientific fields** - integration of knowledge from law, criminology, security studies, sociology, psychology, and forensic sciences has by its nature a significant potential to lead to innovative solutions with high practical applicability.
- **Investment in research infrastructure** - shared laboratory and technological facilities for the development of new analytical methods and testing of security applications.
- **Involvement in international research consortia** - cooperation with foreign institutions gives PA CR access to the latest methods or technologies.

#### Effective support for scientists and grant funding

- **Targeted support in obtaining research projects** - through the Science and Research Department (SRD), **administrative and methodological assistance** is provided to academics when applying for funding under the GA CR, TA CR, ISF, Horizon Europe, Internal Security Fund, and other programmes.
- **Incentive Programme** ([ENG](#); [CZE](#)) - financial incentives for researchers who come up with new high-quality research topics and successfully implement them not only in grant projects.

#### Translating research results into practice

- **Involvement of application partners in all phases of research** - it will enable targeting projects to the actual needs of the Police of the Czech Republic, The General Inspectorate of Security Forces (GIBS), The Fire Rescue Service of CR (HZS ČR), Customs Administration of the Czech Republic, and other selected subjects involved in ensuring the internal security of the state.
- **Testing and validation of results** - cooperation with the application sphere will enable pilot verification of the outputs and their direct implementation into security practice.
- **Dissemination of results among the professional public** - organisation of conferences, professional workshops, and publishing in reputable journals ensures effective distribution of results.

#### 4.3 Quality control system for R&D&I environment

The HEI will briefly describe the system of internal and external evaluation of research units, including the following aspects:

- Internal and external evaluation of R&D&I quality: This includes the evaluation of R&D&I by the HEI's authorities, the evaluation of research teams (if such a system exists), and the involvement of international scientific councils or other independent advisory bodies in quality control and of R&D&I management.
- The ethical aspects of research: This includes adherence to ethical principles and good scientific practice, compliance with related legislation (codes of ethics, ombudspersons, ethics committees and ethics hotlines, and systems for reporting whistleblowing and ethical misconduct).

The HEI shall demonstrate the functioning of the quality control systems in the R&D&I environment by examples (e.g., brief information on the evaluations carried out and their results, specific examples of the use of whistleblowing or the handling of ethical violations, etc.).

*Maximum 500 words plus 200 words for each example described (max. five).*

##### Self-assessment:

- PA CR has set up a system of internal and external evaluation of research units to support the quality and volume of scientific research activities. Evaluation of R&D&I activities is carried out at the level of university bodies and research teams, while the effectiveness of individual research departments is systematically monitored. International research teams, of which PA CR is a part in international research projects, also contribute to the quality control and management of scientific research activities. These help objectively assess the results and their applicability in practice.

Support for the volume and quality of research is implemented through various incentive measures that focus on financial rewards, career development, and opportunities for self-fulfilment in scientific research. Motivational factors such as recognition of achievements, the possibility of working from home, or taking creative leave under the Higher Education Act play an important role. Employee remuneration is in accordance with the Labour Code, which allows for the award of a personal bonus or remuneration based on performance.

The career development system is set up to take account of educational attainment and scientific rank in grading. While the 13th grade corresponds to graduates of Master's degree programmes (Mgr., JUDr., Ing., PhDr.), the 14th grade is reserved for holders of Ph.D. or CSc. The highest grade, 15th, is reserved for associate professors and professors.

Compared to the previous period (2014-2018), the motivation of staff to engage in applied research has been strengthened through agreements on the performance of work/work activity within the framework of special-purpose support projects. This approach has led to a significant shift from purely in-house research activities towards projects with a wider practical impact. Since mid-2021, PA CR has also been running its *Incentive Programme* ([ENG](#); [CZE](#)), which rewards employees for exceptional activity and above-standard results. The combination of these incentives has led to an increase in the number of project proposals submitted in the field of security research and this trend continues.

As regards educational and creative activities and their quality, their quality assurance is regulated by the internal document *Rules of the system of quality assurance of educational, creative and related activities and internal evaluation of the quality of educational, creative and related activities of Police Academy of the Czech Republic in Prague* ([ENG](#); [CZE](#)).

The *Report on the internal quality evaluation of educational, creative and related activities at PA CR* ([ENG](#); [CZE](#)) is published regularly. For the relevant years, the *Supplement to the Evaluation Report* of PA CR is always published.

2019 [ENG](#); [CZE](#)

2020 [ENG](#); [CZE](#)

2021 [ENG](#); [CZE](#)

2022 [ENG](#); [CZE](#)

2023 [ENG](#); [CZE](#)

- PA CR emphasises adherence to ethical principles and good scientific practice in its research and educational activities. Compliance with these principles is ensured through several key mechanisms:

PA CR has a **Code of Ethics for Employees of Police Academy of the Czech Republic issued by Rector's Instruction No. 5/2018** ([ENG](#); [CZE](#)), which sets out the principles of conduct and behaviour in accordance with the principles of professionalism, impartiality and responsibility. The Code covers the following areas:

- **Professionalism and impartiality** - staff are required to act objectively, transparently, and without prejudice.
- **Respect for academic integrity** - protection of confidential information, prevention of conflict of interest, prohibition of plagiarism.
- **Correct workplace relations** - mutual respect between colleagues and supervisors, avoiding discrimination and bullying.
- **Ethical aspects of research** - emphasis on truthfulness and transparency in scientific publications, citing sources, fair access to research subjects.

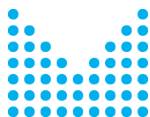
PA CR has established the **Ethics Commission**, which is an independent body overseeing compliance with ethical principles in the academic environment. The main tasks of the Commission include:

- **Assessing the ethical aspects of research projects** before they start.
- **Resolving complaints of unethical behaviour**, including suspected plagiarism or misrepresentation of scientific data.
- **Providing advice** on research ethics.

The Commission is composed of academic experts and external members, which ensures an objective assessment of individual cases.

PA CR has implemented several mechanisms for reporting and addressing ethical violations that strengthen transparency and promote a culture of ethical behaviour throughout the institution, in particular:

- **Internal whistleblowing system** - enables anonymous reporting of unethical behaviour through a secure channel.
- **Whistleblower protection** - PA CR guarantees that whistleblowers will not be subjected to retaliation.
- **Sanctions for violation of ethical principles** - in the case of confirmed ethical violations, disciplinary measures may be taken (e.g. reprimand, termination of employment, invalidation of academic work, etc.).



PA CR is governed by the applicable laws of the Czech Republic and internal regulations governing the ethical aspects of research:

- **Act No. 111/1998 Coll., on Higher Education Institutions, as amended** - sets out the general framework for academic activities and ethics at higher education institutions.
- **Act No. 130/2002 Coll., on the Support of Research, Experimental Development and Innovation, as amended** - regulates the financing and conditions of scientific research.
- **International Codes of Ethics for Scientific Work** - PA CR is inspired by the recommendations of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers.

### **R&D&I ENVIRONMENT QUALITY CONTROL SYSTEMS**

To ensure a high level of scientific work and quality of education, PA CR has implemented several quality control mechanisms, including:

#### **Regular evaluation of research activities**

PA CR conducts regular internal and external evaluations of its scientific research activities. These assessments include:

- **Analysis of the quality and relevance of research projects** - the impact of outputs on the academic community and the application sphere is evaluated.
- **Evaluation of scientific publications** - the quality of outputs is assessed on the basis of review procedures, citations, and indexing in databases (Scopus, Web of Science).
- **External accreditation and evaluation** - PA CR is subject to evaluation by the National Accreditation Office for Higher Education, which assesses the fulfilment of quality standards for pedagogical, scientific, and other creative activities as well as adequate staffing.

In the last evaluation period, a **self-evaluation report** was drawn up, which provided a detailed overview of the activities of PA CR. The results have led to the implementation of several improvements in doctoral studies and research activities.

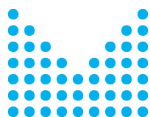
#### **Implementation of evaluation recommendations**

Based on the results of the evaluations of PA CR, specific measures were taken to improve the research and educational environment:

- **Increasing the efficiency and quality of doctoral studies** - strengthening the individual approach to doctoral students.
- **Investments in infrastructure and technology** - modernisation of laboratories and teaching aids.
- **Improving cooperation with the application sphere** - PA CR actively cooperates with the application sphere, especially with the security forces of the Czech Republic and other state administration bodies. This collaboration includes the involvement of practitioners in teaching and joint research projects, which contributes to the relevance and quality of research outputs.

These changes are part of the **Strategic Plan of Educational and Creative Activities for the period 2021-2026 (ENG; CZE)**, which serves as a framework for further development of PA CR.

#### **Examples of dealing with ethical offences**



As part of the ethical control, PA CR ensures:

- **Penalties for plagiarism** - if plagiarism is confirmed in an academic paper, disciplinary proceedings may be initiated, which may lead to invalidation of the paper or expulsion of the student.
- **Resolution of scientific fraud** - misrepresentation of data or fraudulent publications are consistently investigated and in case of their occurrence they will be dealt with by the management of the university and individual faculties, or by the Ethics Committee of PA CR or scientific councils.

**Use of a whistleblowing system - the system can be used to report unethical behaviour, leading to preventive measures and strengthening ethical standards.**

#### 4.4 Sustainability and resilience of R&D&I

The HEI will describe the arrangements for sustainability and increasing the resilience of R&D&I, if such a system exists, and provide examples of its implementation. These include:

- The sustainable development concept (strategy, objectives, plan and implementation).
- Social responsibility strategy.
- A knowledge transfer system, if it is established at central level.<sup>3</sup>
- The third role, the transfer of R&D&I results to society and interaction with local actors.
- The concept of research data management (data collection, access and sharing of data, use of the information obtained for R&D&I management, responsibility for data files, archiving and backup of data).
- Ethics and personal data protection.
- Intellectual property protection.
- Ensuring institutional resilience (resistance to foreign influence, cyber security, risk prevention, prevention of misuse of R&D&I and knowledge transfer results, a system to prevent or mitigate the negative impacts of R&D&I and knowledge transfer in society).
- Digitisation and the use of smart technologies.
- The institutional strategy for Open Science 2.0/Open Access (if one exists), including information on the operation of the institutional repository or similar tools.
- A system for training undergraduate and postgraduate students as well as staff in the field of intellectual property protection and technology transfer.

The HEI will demonstrate the effectiveness of its procedures by examples (e.g., the number of people trained in intellectual property protection and technology transfer, data on the usage of Open Access repositories, handling of risk incidents, etc.).

*Maximum 300 words per point.*

#### Self-assessment:

**Sustainable Development Concept (strategy, objectives, plan, and implementation):** This area is addressed in the document *Strategic Plan of Educational and Creative Activities of Police Academy of the Czech Republic in Prague for the period 2021-2026* ([ENG](#); [CZE](#)). This strategic document sets out the long-term goals of Police Academy of the Czech Republic in the field of education, research, and institutional development. Its implementation is further specified through *Implementation Plans*, which are issued for each individual year and elaborate on specific steps to achieve the set objectives.

2022 [ENG](#), [CZE](#)

<sup>3</sup> If the knowledge transfer system is decentralised to the unit level, the HEI shall describe how the system works.

2023 [ENG](#), [CZE](#)

2024 [ENG](#), [CZE](#)

**Social Responsibility Strategies:** PA CR focuses on training professionals in the field of security and law, thus contributing to the strengthening of public order and security in society. PA CR trains experts mainly for the Police of the Czech Republic and other security forces, municipal police, the Ministry of the Interior of the Czech Republic, and other ministries involved in ensuring the security of the Czech Republic. Social responsibility can also be perceived in the context of involvement in security research and cooperation with security forces and other components of the IRS. The strategy of social responsibility results, among other things, from the fact that as an organisational unit of the state subordinate to the Ministry of the Interior of the Czech Republic, it carries out its activities in accordance with the requirements and needs of the ministry responsible for internal security. The activities of PA CR are, among other things, a continuation of the *Security Strategy of the Czech Republic* of 2023 - a basic conceptual document of the Government of the Czech Republic, which specifies the security interests of the Czech Republic on the basis of security threats and the resulting risks.

**A knowledge transfer system, if established at the central level:** Knowledge transfer is implemented at PA CR at two levels, namely central and faculty levels. The central agenda of knowledge transfer is handled by the Department of Science and Research, which is subordinate to the Vice-Rector for Science and Research. Within this department, knowledge transfer is ensured by individual staff members in the respective department. At the faculty level, this transfer of knowledge is ensured by the Vice-Dean for Science and Research and subsequently this knowledge is transferred to individual units or faculty departments. It should be noted that although there is no central workplace at PA CR dealing exclusively with knowledge transfer, the existing system is, in our view, quite sufficient and functional in practice. In this context, both at the central and faculty levels, there is support for knowledge transfer, legal support and coordination of the above processes. As far as the transfer of knowledge to the application sphere is concerned, PA CR is unique in this respect primarily in relation to selected issues in the area of ensuring the internal security of the state, in which area this knowledge is transferred primarily with the Police of the Czech Republic and other security forces. For example, it concerns the preparation of expert opinions for the needs of the armed security forces.

**The third role, transfer of R&D&I results to civil society and interaction with local actors:** In general, it can be assessed that PA CR strives to reflect current social developments (of course, especially with regard to internal security) as well as the latest scientific knowledge. In the same way, PA CR devotes intensive efforts to the need to meet the expectations of both its provider, which is the Ministry of the Interior of the Czech Republic, and other partners, falling under the category of cooperating research institutions and the like. This close cooperation takes place not only at the local level, but above all at the national and international levels. PA CR strives to be in contact with its graduates and their employers, thus PA CR aims to actively maintain quality feedback on its activities within the framework of partnership between the theoretical and practical sectors. The results of the scientific research activities of PA CR are applied primarily in the field of security research and in the application of knowledge to the practice of the security forces of the Czech Republic. PA CR is involved in projects with practical impact and cooperates with professional institutions.

**Research data management concept:** As already mentioned in point 4.3, on the system of quality control of the R&D environment, PA CR has established an Ethics Committee, which is an independent body overseeing compliance with ethical principles in the academic environment. In addition to the above, the Ethics Committee oversees the management of research data, especially the process of obtaining, handling, storing, and prospective anonymisation of research data. The

Ethics Committee provides proactive consultation on research data management, with each research activity being considered individually and in relation to the specification of relevant research data.

In the area of research data management, PA CR emphasises safe, efficient, and long-term sustainable preservation of all data sources. The concept includes:

**Data storage:**

- **Local servers:** The University uses high performance servers for internal data storage with an emphasis on speed and availability.
- **Backup systems and redundant solutions:** Regular backups and redundant solutions are implemented to minimise the risk of data loss.
- **Cloud solutions:** The data storage space is complemented by cloud solutions that include **own in-house cloud** for specific internal needs as well as **public cloud** supporting collaboration between research teams and remote access to data.
- **Specialised database systems:** These systems are used to store both structured and unstructured data according to the needs of individual projects.

**Data security:**

- **Multi-level protection:** It includes physical security of server rooms, secure network connections, and strict management of access rights.
- **Encryption and regular updates:** All data is encrypted and systems are regularly updated to minimise vulnerability to cyber threats.
- **Monitoring and audits:** Proactive system monitoring and regular security audits ensure rapid identification and response to potential incidents.

**Ethics and data protection:** PA CR, as an institution educating professionals in the field of security and law, places high emphasis on the protection of personal data, sensitive information as well as on the ethical aspects of research. For the needs of research projects involving work with humans or animals, PA CR has established its own Ethics Committee. In order to uphold high standards of ethical conduct, PA CR has adopted a code of desirable standards of conduct for university employees in accordance with its mission as a centre of education, in order to preserve and permanently enhance the prestige and reputation of the institution and its members. This code of conduct contains the principles of scientific and creative activity, and is not limited to the framework of employment law, but also addresses aspects of general behaviour and includes overlaps into the prevention and combating of conduct that could be considered corrupt. Every employee of PA CR is obliged not only to observe and honour the code in the performance of their duties, but also to remain faithful to the principles of law and justice. To act in accordance with the principles of academic freedom and to ensure that they are upheld. The full text of the *Code of Ethics for Employees of Police Academy of Czech Republic in Prague* is available here: [ENG](#); [CZE](#).

**Intellectual property protection:** The protection of intellectual property is ensured in two areas, namely qualification theses and publications published at PA CR. The first concerns the protection of intellectual property within the qualification works of students; in this sense PA CR has taken sufficiently effective measures to protect intellectual property also against deliberate actions against good morals in studies, especially against plagiarism and other fraudulent actions in studies. Pursuant to Article 12 of Rector's Instruction No. 12/2012 regulating the organisation and conduct of state final examinations in Bachelor's and Master's degree programmes, if it is proven that a Bachelor's or Master's thesis has been copied to a larger extent, it is classified as "failed". The Head

of the Department will not allow its defence and will propose the initiation of disciplinary proceedings according to the Disciplinary Regulations for Students of PA CR. The same conditions apply to rigorous and dissertation theses. Against plagiarism, PA CR uses a service of the Theses.cz system, which is a system for detecting plagiarism in final theses, a register of theses and metadata, which is used by the Student Information System. Within the second area, i.e. publications published at PA CR, this system is ensured by the publishing house at PA CR, including review opinions on the respective publications.

**Ensuring institutional resilience:** In addition to regular training of personnel in the field of cyber security, PA CR actively provides protection against cyber threats and risks associated with the misuse of the results of scientific research, especially in the field of security research. Due to the nature of the institution, it also has a set of measures against the influence of foreign powers and the treatment of risks related to security issues.

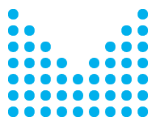
**Digitisation and the use of smart technologies:** PA CR is actively working on digitising internal processes and implementing smart technologies that contribute to more efficient data collection, processing, and analysis. The key pillars are:

- **Automation of processes** - the university continuously introduces systems for automated processing of administrative and research activities.
- **Integration of IoT and sensor technologies** - to enable real-time monitoring and optimisation of operational activities.

**Data Analysis and Visualisation** - modern tools for *business intelligence* and data analysis support informed decisions and strategic planning.

**Institutional Strategies for Open Science 2.0/Open Access:** In this area, PA CR implements open access to professional and scientific articles in the journal *Security Theory and Practice*, which is included in the ERIH PLUS database and is currently undergoing the assessment process for inclusion in the Web of Science and Scopus citation databases. The outputs of this journal are available on the website of PA CR (<https://veda.polac.cz/?lang=en>). The same applies to the availability and publication of qualification papers, which are also published annually and transparently. As far as relevant research projects are concerned, information on these is published on the website of PA CR. In this sense, PA CR tries to provide the academic community with clear guidelines on which direction to focus its attention and resources when planning and implementing research activities and communicating their results.

**A system for training undergraduate and postgraduate students and staff in the field of intellectual property protection and technology transfer:** In our view, the education system in this area is provided in a sufficient manner, in the undergraduate education of Bachelor's and Master's degree programmes, which include the subjects of Bachelor's and Diploma Seminar, in which students acquire the basic knowledge and skills necessary for the implementation of their research activities. As far as the legal aspects of intellectual property protection are concerned, this issue is taught in the course on private law, which is included in the Bachelor's and Master's degree programmes. In the doctoral study programme, this topic is included in the courses Methodology of Research and Scientific Work and Legal Protection of Persons and Property. Employees are continuously educated in this respect, for example, through ad hoc educational lectures by the IT Department at PA CR, or by sending methodological information from the Science and Research Department. Employees of Police Academy of the Czech Republic must act in this area in accordance with the [Code of Ethics for Employees of Police Academy of the Czech Republic issued by Rector's Instruction No. 5/2018 \(ENG; CZE\)](#).



## PERSONNEL POLICY

### 4.5 Structure of human resources

The HEI shall describe the current state, age structure, degree of internationalization and development trends of the staff involved in R&D&I, along with their distribution by a job title and gender for the evaluated period as detailed in annex tables (Tables 4.5.1 to 4.5.3) (including the provision of technical and economic facilities).

*Maximum 1000 words.*

#### Self-assessment:

##### 4.5.1 Structure of staff involved in R&D&I at Police Academy of the Czech Republic (2020-2024)

In the period 2020-2024, there were several significant changes in the composition of academic and research staff involved in scientific research and innovation (R&D&I) at PA CR. The total number of staff increased slightly, with natural fluctuations between academic positions.

##### Development by academic/professional position

In the **professor** category, the number increases slightly from 4.75 FTE in 2020 to 5.25 FTE in 2024. At the same time, however, the proportion of women decreased from 41.05% to 13.33%, indicating a gender imbalance at the highest academic positions.

The number of **associate professors** remained relatively stable over the period under review (20.2 FTE in 2020 and 20.1 FTE in 2024), with the proportion of women increasing from 17.32% to 24.87%.

A more significant increase was recorded for **assistant professors**, whose number increased from 34.66 FTE to 41.35 FTE, while the proportion of women increased from 33.61% to 47.15%. This group shows a positive trend towards gender balance.

Conversely, the number of **assistants** decreased from 30.7 FTE to 24.6 FTE, with the proportion of women decreasing from 32.34% to 25.4%. This decline may indicate a trend of staff moving to more senior academic positions or a reduction in interest in the position.

In 2024, there are also **7.45 FTE of researchers who do not fall into standard academic categories**, with a female share of 29.53%.

##### Development trends and structure by gender

Overall, between 2020 and 2024, the proportion of women in academic positions increased, especially among assistant professors and associate professors. In contrast, there was a significant decline in the representation of women among professors. This trend suggests that although the situation is improving at the lower academic ranks, gender imbalances persist at the highest levels.

In terms of staff structure, there is a noticeable strengthening of the role of assistant professors, which may be related to the increasing involvement of younger scientists in research. The decline in the number of assistants suggests that there is a gradual transition of these staff to higher academic positions.

**In conclusion it can be assessed** that the age and gender structure of the staff involved in R&D&I at PA CR is gradually evolving towards a greater balance, especially in the category of assistant and associate professors. An important factor for the future will be the promotion of women in top academic positions and the stabilisation of the number of researchers who are not directly employed in academic positions.

##### 4.5.2 Age and gender structure of the staff involved in R&D&I at Police Academy of the Czech Republic in 2020

The structure of personnel involved in scientific research and innovation (R&D&I) at PA CR in 2020 reflects the predominant representation of experienced academics in the higher age categories. Workers in the age group **50-59** are the most represented, followed by the group **60-69**, with a significantly lower proportion of younger workers.

#### Age structure by academic position

In the **professors** category, the age structure is concentrated in the higher age groups, with the largest number falling in the **50-59 (3 employees)** and **60-69 (4 employees)** ranges, with only **two professors being over 70 years of age**. In terms of gender, women are marginally represented among professors, with only 100% of the over-70 group.

For **associate professors**, the situation is somewhat more balanced. Most of them fall into the category **60-69 (7 employees, 42.8% of whom are women)**, while in the age group **70+**, the share of women drops to 14.2%. In the lower age categories (30-49), the proportion of associate professors is minimal, indicating that the habilitation process takes place mostly at an older age.

**Occupational assistants** are more evenly distributed across age categories, with the largest representation in the **30-39 (9 employees, 66.6% female)** and **40-49 (10 employees, no females)** groups. The proportion of women gradually decreases with increasing age.

The highest proportion of young workers is among **assistants**, where **2 employees under 29 years of age** represent the lowest age group (50% female). However, the largest representation of assistants is in the age category **60-69 (12 employees, 25% female)**, indicating a relatively high proportion of older academics in this position.

#### Development trends and gender representation

The data show that in the Czech Republic, PAs in 2020 were dominated by workers over 50 years of age, with women better represented in lower academic positions (especially among assistant professors and assistant professors). In the highest academic ranks, especially among professors, the proportion of women was minimal. This trend suggests the need for more support for young scientists and the creation of better conditions for the career advancement of women in academia.

**In conclusion**, the structure of academic staff in R&D&I in the Czech Republic in 2020 indicates a predominant share of older scientists, while the younger generation is only marginally represented. In the future, we therefore see it as crucial to strengthen the recruitment of younger academics, support the career growth of associate professors and improve the gender balance, especially in professorial positions.

#### 4.5.3 Age and gender structure of R&D&I personnel in the Czech Republic in 2024

The structure of the R&D&I workforce in the Czech Republic in 2024 shows a continuing trend in terms of age groups, with the dominant age group remaining those aged over 50. At the same time, there has been a slight increase in the proportion of women in some academic categories, especially in junior and middle positions.

#### Age structure by academic position

The **professor staff** remains relatively broad in age, with the majority of professors belonging to the groups **40-49 (5 employees, 20% female)**, **60-69 (4 employees, no female)** and **70+ (1 female, thus representing 100% in her category)**. Professors are not represented in the lower age categories, which nevertheless reflects the logically longer career progression, as this is the highest scientific and pedagogical title.

For **associate professors**, the age distribution is more even, with the strongest group being professionals aged **40-49 (9 employees, 22.22% female)**. The proportion of associate professors in

the age category **70+ (9 employees, 22.22% women)** is significant, which shows that many associate professors remain in academia even after reaching retirement age.

In the **assistant professors** category, a more balanced age distribution is already evident, with the strongest groups being in the age ranges **30-39 (12 employees, 66.66% female)** and **40-49 (14 employees, 50% female)**. This indicator only proves that PA CR manages to attract younger professionals who can form the basis of the future academic community.

Among the **assistants**, the representation of younger workers is lower, with the largest proportion belonging to the age groups **60-69 (9 employees, 22.22% female)** and **70+ (6 employees, 33.33% female)**, which may indicate career stagnation or lack of progression to higher positions.

#### Development trends and gender representation

Compared to previous years, the proportion of women in academic positions has increased slightly, especially among assistant professors and assistants. However, the professorial staff remains very gender imbalanced, which confirms the need for measures to promote women's academic careers.

In terms of age structure, it is clear that PA CR is facing a gradual ageing of key academic staff, especially professors and associate professors. On the other hand, there is a positive trend among assistant professors to involve younger scientists, which may contribute to a gradual generational change.

In conclusion, it can be summarised that in 2024 PA CR sees the continued dominance of older academics, especially in the positions of professors and associate professors, while the younger generation is mostly represented among assistant professors. Gender balance has improved slightly, but some imbalance remains at senior academic levels. In the future, it will be crucial to focus on promoting the career advancement of younger scientists and women, as well as a strategy of generational renewal at the highest academic levels.

#### 4.5.1 Staff involved in R&D&I of the university (FTE) in the period under review

| Academic/professional position               | Total year 1 | Of which women [%] | Of which foreign [%] <sup>4</sup> | Total year 5 | Of which women [%] | Of which foreign [%] |
|----------------------------------------------|--------------|--------------------|-----------------------------------|--------------|--------------------|----------------------|
| Professor                                    | 4,75         | 41,05%             | 0%                                | 5,25         | 13,33%             | 0%                   |
| Associate Professor                          | 20,2         | 17,32%             | 0%                                | 20,10        | 24,87%             | 0%                   |
| Assistant Professor                          | 34,66        | 33,61%             | 0%                                | 41,35        | 47,15%             | 0%                   |
| Assistant                                    | 30,70        | 32,34%             | 0%                                | 24,60        | 25,40%             | 0%                   |
| R&D Personnel <sup>5</sup>                   | –            | –                  | –                                 | –            | –                  | –                    |
| Researchers in other categories <sup>6</sup> | –            | –                  | –                                 | 7,45%        | 29,53%             | 0%                   |
| Technical and economic staff <sup>7</sup>    | –            | –                  | –                                 | –            | –                  | –                    |

<sup>4</sup> Researchers with Slovak citizenship are not considered foreign.

<sup>5</sup> The category "Other scientific, research and development personnel" includes technical and professional personnel who are not directly involved in R&D&I but are indispensable for the research activity (e.g. operators of research facilities).

<sup>6</sup> The category "Researchers not falling under other categories" includes all other staff who cannot be classified under any of the above categories (e.g. independent researcher/scientist).

<sup>7</sup> Who participates in the management and support of R&D&I in the institution.

|                                                                            |   |   |   |   |   |   |
|----------------------------------------------------------------------------|---|---|---|---|---|---|
| Early career researcher <sup>8</sup>                                       | – | – | – | – | – | – |
| Scientific, research and development staff involved in teaching activities | – | – | – | – | – | – |
| Total number of foreign nationals                                          | – | – | – | – | – | – |

Note: The categories professor, associate professor, assistant professor, assistant, other scientific, research and development staff, scientific staff not falling into other categories and technical and economic staff are mutually exclusive, i.e. one staff member is reported under one category only. Scientific, research and development staff involved in teaching activities, as well as early career researchers are reported collectively for all the above-mentioned categories.

Note: The average number of hours worked is calculated as the ratio of the total number of hours actually worked during the reference period, from 1 January to 31 December, by all staff (including agreement on work activity, excluding agreement on work performance) to the total annual working time pool per full-time employee. The full-time status of the worker in the evaluated unit is always reported. If an employee holds more than one type of full-time job within the evaluated unit, the total sum of the two shall be reported.

#### 4.5.2 Percentage of HEI's staff involved in R&D&I, categorized by age structure, job title, and gender in the first year of the evaluation period (number of physical employees and staff)

| Academic/professional position                                             | Under 29 years [%] |       | 30-39 years [%] |       | 40-49 years [%] |       | 50-59 years [%] |       | 60-69 years [%] |       | 70 years and over [%] |       |
|----------------------------------------------------------------------------|--------------------|-------|-----------------|-------|-----------------|-------|-----------------|-------|-----------------|-------|-----------------------|-------|
|                                                                            | Total              | Women | Total           | Women | Total           | Women | Total           | Women | Total           | Women | Total                 | Women |
| Professor                                                                  | -                  | -     | -               | -     | -               | -     | 33,33%          | 66,6% | 44,44%          | -     | 22,22%                | 100%  |
| Associate Professor                                                        | -                  | -     | 8,69%           | -     | 13,04%          | -     | 17,39%          | -     | 30,43%          | 42,8% | 30,43%                | 14,2% |
| Assistant Professor                                                        | -                  | -     | 22,5%           | 66,6% | 25%             | -     | 12,5%           | 60%   | 22,5%           | 44,4% | 17,5%                 | 28,5% |
| Assistant                                                                  | 4,88%              | 50%   | 24,39%          | 40%   | 12,19%          | 40%   | 24,39%          | 30%   | 29,27%          | 25%   | 4,88%                 | -     |
| Early career researcher <sup>9</sup>                                       |                    |       |                 |       |                 |       |                 |       |                 |       |                       |       |
| R&D Personnel <sup>10</sup>                                                |                    |       |                 |       |                 |       |                 |       |                 |       |                       |       |
| Researchers in other categories <sup>11</sup>                              |                    |       |                 |       |                 |       |                 |       |                 |       |                       |       |
| Technical and economic staff <sup>12</sup>                                 |                    |       |                 |       |                 |       |                 |       |                 |       |                       |       |
| Scientific, research and development staff involved in teaching activities | -                  | -     | -               | -     | -               | -     | -               | -     | -               | -     | 100%                  | -     |

Note: The total number of employees/workers as of 31.12. of the calendar year in question is to be given, irrespective of the proportion of full-time equivalents, but only in an employment relationship, i.e. not including persons working parttime agreements. Other types of contractual relationships under the Civil Code that involve purchase of services are not included.

<sup>8</sup> See Definition of Terms in Methodology HEI2025+.

<sup>9</sup> See Definition of Terms in Methodology HEI2025+.

<sup>10</sup> The category "Other scientific, research and development personnel" includes technical and professional personnel who are not directly involved in R&D&I but are indispensable for the research activity (e.g. operators of research facilities).

<sup>11</sup> The category "Researchers not falling under other categories" includes all other staff who cannot be classified under any of the above categories (e.g. independent researcher/scientist).

<sup>12</sup> Who participates in the management and support of R&D&I in the institution.

#### 4.5.3 Percentage of HEI's staff involved in R&D&I, categorized by age structure, job title, and gender in the last year of the evaluation period (number of physical employees and staff)

| Academic/professional position                                             | Under 29 years [%] |       | 30-39 years [%] |         | 40-49 years [%] |         | 50-59 years [%] |        | 60-69 years [%] |         | 70 years and over [%] |         |
|----------------------------------------------------------------------------|--------------------|-------|-----------------|---------|-----------------|---------|-----------------|--------|-----------------|---------|-----------------------|---------|
|                                                                            | Total              | Women | Total           | Women   | Total           | Women   | Total           | Women  | Total           | Women   | Total                 | Women   |
| Professor                                                                  | -                  | -     | -               | -       | 45,45 %         | 20 %    | 9,09 %          | -      | 36,36 %         | -       | 9,09 %                | 100 %   |
| Associate Professor                                                        | -                  | -     | -               | -       | 37,5 %          | 22,22 % | 8,33 %          | 50 %   | 16,66 %         | 50 %    | 37,5 %                | 22,22 % |
| Assistant Professor                                                        | -                  | -     | 23,53 %         | 66,66 % | 27,45 %         | 50 %    | 15,68 %         | 37,5 % | 19,6 %          | 30 %    | 13,72 %               | 57,14 % |
| Assistant                                                                  | -                  | -     | 9,68 %          | 66,66 % | 29,03 %         | -       | 12,9 %          | 50 %   | 29,03 %         | 22,22 % | 19,35 %               | 33,33 % |
| Early career researcher <sup>13</sup>                                      |                    |       |                 |         |                 |         |                 |        |                 |         |                       |         |
| R&D personnel <sup>14</sup>                                                |                    |       |                 |         |                 |         |                 |        |                 |         |                       |         |
| Researchers in other categories <sup>15</sup>                              |                    |       |                 |         |                 |         |                 |        |                 |         |                       |         |
| Technical and economic staff <sup>16</sup>                                 |                    |       |                 |         |                 |         |                 |        |                 |         |                       |         |
| Scientific, research and development staff involved in teaching activities |                    |       |                 |         |                 |         |                 |        |                 |         |                       |         |

Note: The total number of employees/workers as of 31.12. of the calendar year in question is to be given, irrespective of the proportion of full-time equivalents, but only in an employment relationship, i.e. not including persons working parttime agreements. Other types of contractual relationships under the Civil Code that involve purchase of services are not included.

<sup>13</sup> See definitions in Methodology HEI2025+.

<sup>14</sup> The category "Other scientific, research and development personnel" includes technical and professional personnel who are not directly involved in R&D&I but are indispensable for the research activity (e.g. operators of research facilities).

<sup>15</sup> The category "Researchers not falling under other categories" includes all other staff who cannot be classified under any of the above categories (e.g. independent researcher/scientist).

<sup>16</sup> Who participates in the management and support of R&D&I in the institution.

#### 4.6 Academic and Research Careers

The HEI will briefly describe the central system for HR recruitment, placing particular emphasis on recruitment from outside the HEI, especially from abroad, as well as system of career development of academic and research staff, if such system exists. Information will be provided on:

- Career development rules and legislation related to the recruitment and career development of domestic and foreign employees (e.g. Career Code, HR Award, OTMR policy, etc.).
- International tenders.
- The process of new employee adaptation and mentoring.
- Transparent distribution of institutional time, attitudes towards chaining of contracts and senior academic positions.
- Rules for filling senior positions in the context of R&D&I.
- The rules and support system of sabbaticals.
- Measures for the return of workers after a stay in an external workplace, including a foreign workplace.
- Arrangements for workers to return after maternity/parental leave or other career breaks (e.g. caring for family members).
- Other relevant information at HEI discretion.

The HEI shall provide a reference to an existing career code or similar document (if one exists). The HEI shall describe the effectiveness of the systems used with examples (e.g. a model example of the adaptation process, a specific anonymised example of an academic's career path, statistics on the return after maternity/parental leave or career breaks before and after the implementation of the measures, etc.).

*Maximum 300 words per point.*

#### Self-assessment:

The recruitment of academic staff is carried out on the basis of the internal regulation [Regulation of the selection procedure for filling academic staff positions at Police Academy of Czech Republic in Prague \(ENG; CZE\)](#) in accordance with Act No.111/1998/ Coll., on Higher Education and on Amendments and Supplements to Other Acts. The selection procedure is announced by the Rector on the proposal of the Dean or without a proposal and the selection procedure is published in the public part of the website of PA CR.

Police Academy of the Czech Republic has developed an *Incentive Programme for the Development of Police Academy of the Czech Republic in Prague* ([ENG](#); [CZE](#)); hereinafter referred to as the "Incentive Programme"). It is linked to the *Development Programme of Police Academy of the Czech Republic in Prague as a research organisation for the years 2021-2026* ([ENG](#); [CZE](#)) and at the same time to the *Methodology of evaluation of research organisations and evaluation of programmes of special-purpose support for research, development and innovation of the Government of the Czech Republic* (known as Methodology 17+).

The mission of the Incentive Programme ([ENG](#); [CZE](#)) is to encourage, support and subsequently reward academic and research staff for their above-average performance in the areas of project, publication, citation, education, and application. Its aim is to recognise the high quality work and committed efforts of all those who contribute to the fulfilment of the tasks and requirements set for Police Academy of the Czech Republic in Prague as a research organisation through their work behaviour and outputs.

Police Academy of the Czech Republic in Prague also has its *Career Rules of Police Academy of the Czech Republic in Prague* ([ENG](#); [CZE](#)).

The Career Rules set the framework for managing the careers of academic staff of the University by:

- a) defining the optimal course of career development of an academic staff member of the University and its evaluation;
- b) defining ways of motivating and supporting the academic staff member in relation to their career development.

Furthermore, the provisions of Act No. 262/2006 Coll., the Labour Code, specifically Section 131 - personal allowance and Section 134 - remuneration, are used as basic motivational tools for rewarding employees depending on the results achieved.

At regular meetings of departments and faculties, the performance of academic staff is evaluated, which determines the amount of personal allowance and possible remuneration.

The intention to achieve prospective personnel growth is implemented through a system of preference for education or scientific rank in grading.

- 13th grade - Mgr., JUDr., Ing., PhDr.
- 14th grade - Ph.D., CSc.
- 15th grade - Associate Professor, Professor

Breaks in job performance are handled individually in accordance with the applicable regulations.

In accordance with Act No. 111/1998 Coll., on Higher Education Institutions and on Amendments and Supplements to Other Acts, academic and scientific research staff have flexible working hours and the possibility of working from home when they are not teaching.

To facilitate care of children or a loved one, employees are allowed to temporarily reduce their working hours or, if the nature of the work permits, to work from home. Maternity and parental leave is granted to employees in accordance with Act No. 262/2006 Coll., the Labour Code. All employees who have taken maternity/parental leave have returned to work.

#### **Developing the teaching skills of academic staff**

PA CR is committed to developing the teaching skills of its academic staff. Academic staff are motivated to grow professionally and develop their teaching skills mainly through individual personal interviews conducted by senior staff. Another method of motivation is the principle of grading based on education and scientific and pedagogical degree.

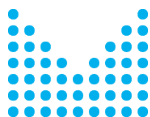
As part of the development of teaching skills of academic staff in the field of educational activities, internal evaluation of teaching is carried out at PA CR. Internal evaluation is a continuous process that is always evaluated in the winter and summer semesters of the respective academic year. An evaluation report is produced from each standardised survey. Internal evaluation is provided at PA CR in the form of feedback from students of accredited study programmes. The deans of the faculties then discuss the results with the heads of the departments, who take any measures to improve the quality of educational activities, the effectiveness of which is monitored in the student evaluation in the following semester.

#### **The process of adapting new employees**

Newly recruited academic staff are gradually integrated into teaching under the guidance of the Head of Department, with subsequent involvement in research activities. During the adaptation process, they are also familiarised with the specifics of the academic environment and the current arrangements, which are made available to employees through the Electronic System for Familiarisation with Civil Service Documents, Internal Management Acts Application.

#### **Gender Equality Programme**

Within the framework of measures relating to the implementation of gender equality, PA CR consistently complies with Ministry of the Interior Regulation No. 11/2013, which sets out priorities



and procedures for promoting gender equality and ensuring their implementation in the Ministry of the Interior. Senior positions are filled on the basis of professional, qualification, and personality requirements, in a strictly gender-neutral manner.

PA CR has developed a *Gender Equality Programme* ([ENG](#); [CZE](#)). It also has trained staff who have received a certificate of completion of the course “Gender Equality in the Institution and Gender Equality Plans I”. The course is implemented thanks to the support of the Ministry of Education and Science within the CZERA project. It also involves a gender advisor appointed by PA CR.

The development of academic careers is governed by the instruction of the Rector of Police Academy of the Czech Republic in Prague, from 7 September 2022, issuing *Career Regulations of Police Academy in Prague*: [ENG](#); [CZE](#).

#### 4.7 Gender equality measures

The HEI will briefly describe the measures relating to the application of gender equality in the areas required for assessment criteria 4.5, 4.6, with an emphasis on:

- Gender equality in recruitment and career development.
- Legislation and documents regulating gender equality (e.g. Gender Equality Plan, Action Plans, strategic documents for equality, including links to overarching strategies, etc.).
- The filling of leadership positions (including gender balance in leadership positions, see Table 4.7.1).
- Nominations to professional bodies.
- Evaluation and remuneration.
- Measures to reconcile the work and family life of researchers (flexible working hours, flexible forms of work, maternity/parental leave management, facilitating child/dependent care, age management in relation to gender).
- Measures to eliminate negative workplace behaviour such as mobbing and sexual harassment.

The HEI shall provide evidence of the examples from practice (e.g. use of flexible working hours, dealing with cases of mobbing or sexual harassment, compliance with the principles of gender equality in HEI professional bodies, etc.).

*Maximum 300 words per point.*

#### Self-assessment:

##### 1. Gender equality in recruitment and career development

PA CR focuses on professional and gender-balanced staffing. The recruitment process is set up to provide equal opportunities for all candidates regardless of gender, with an emphasis on professionalism in assessing their potential. The strategy also includes making jobs more attractive to women in order to increase their representation in academic and leadership positions.

##### 2. Legislation and documents governing gender equality

PA CR has implemented a **Gender Equality Programme**, which is linked to broader strategic documents on equality. Key documents promoting gender equality include the Statutes, the Organisational Regulations, the Development Programme, the Incentive Programme, the Career Regulations, and the Code of Conduct.

##### 3. Filling leadership positions

PA CR is committed to supporting women in leadership positions through strategic human resource planning. There is an effort to balance the representation of women and men in university management and other management functions, which PA CR has succeeded in doing every year (see table below).

##### 4. Nominations to professional bodies

PA CR applies a gender-neutral approach to nominations to expert bodies and research teams. There is an effort for greater involvement of women in project management and academic teams.

##### 5. Evaluation and remuneration

PA CR monitors equality in the allocation of remuneration and personal allowances between men and women. It aims to eliminate disparities through objective performance evaluation and transparent remuneration criteria.

##### 6. Measures to reconcile family and working life

PA CR supports flexible working hours, working from home, the possibility of reduced hours when caring for a child, and other measures to improve the work-life balance of employees. Maternity/parental leave management is also part of gender policy measures.

#### 7. Measures to eliminate negative phenomena in the workplace (mobbing, sexual harassment)

PA CR has introduced measures against discrimination, mobbing, and sexual harassment. The Gender Advisor is responsible for resolving complaints and monitoring the working environment to ensure fair and safe conditions for all employees.

#### 4.7.1 Gender balance in management positions

| Senior staff                         | Year 1 |       | Year 5 |       |
|--------------------------------------|--------|-------|--------|-------|
|                                      | Men    | Women | Men    | Women |
| Rector                               | 1      | -     | 1      | -     |
| Vice-Chancellor                      | 2      | 2     | 2      | 1     |
| Dean <sup>17</sup>                   | 2      | -     | 2      | -     |
| Academic Senate                      |        |       |        |       |
| Scientific/Artistic/Academic Council |        |       |        |       |
| Quaestor                             | 1      | -     | 1      | -     |
| Board of Directors                   |        |       |        |       |

Note: If one person holds more than one of these positions within the HEI, he/she will be counted in each.

#### 4.8 Mobility of academic and research staff (including sectoral and inter-sectoral mobility)

The HEI shall describe in a concise and structured manner its strategies and objectives for the mobility of academic and research staff (including PhD students), with particular emphasis on mobility related to the development of excellent science and interdisciplinary (intersectoral) mobility. The HEI shall identify potential barriers to mobility, including gender-based barriers. The HEI shall provide information on long-term stays abroad by its own academic staff or, conversely, by foreign staff at the HEI being evaluated.<sup>18</sup>

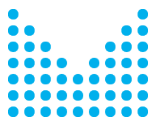
The achievement of the set objectives will be demonstrated by the HEI by describing specific examples of mobility or by brief statistics on mobility during the period under evaluation.

*Maximum 500 words plus 200 words for each example given (max. five examples with a specific description of the relevance of mobility to the stated objectives).*

**Self-assessment:**

<sup>17</sup> or other head of a relevant work unit of a higher education institution under Section 22(1) of the Higher Education Act performing R&D&I activities, regardless of the designation.

<sup>18</sup> Long-term mobility means an uninterrupted period of more than three months.



In accordance with the *Strategic Plan of Educational and Creative Activities of Police Academy of the Czech Republic in Prague for the period 2021-2026* ([ENG](#); [CZE](#)), internationalisation and international cooperation have long been considered an important means of the University's development. It focuses mainly on supporting the sending of students to study at foreign universities and the admission of foreign students under the Erasmus+ programme. An inseparable part of this is the continuous strengthening of relations with foreign partners, expanding cooperation in the field of mobility of pedagogical, academic, and scientific staff, including employees and students. The strategy of expanding the range of partner institutions and finding new forms of cooperation with institutions with which PA CR has long cooperated and has bilateral agreements with them is also being implemented.

PA CR is involved in several international training programmes. These are the European Union's Erasmus+ education programmes or specific programmes for international police and security education. This includes the Mitteleuropäische Polizeiakademie (MEPA) police training programme and cooperation in activities supported by the European Union's law enforcement training agency CEPOL.

The institution does not carry out long-term stays abroad due to limited staff capacity, but mainly due to the limited financial capacity of the Erasmus+ programme, which is entirely funded by the European Union and through which most of the PA staff are sent or arrive from abroad.

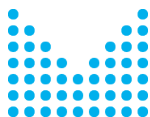
**Example of good practice - teacher mobility, Slovakia: academic staff member**

During his visit to the partner police academy, a member of the Department of Criminalistics presented a contemporary Czech perspective on criminalistic science with an emphasis on structural and sub-criminalistic-tactical methods. In addition to teaching, there was also a meeting with the management of the academy and colleagues from the host department, where there was an exchange of experience in teaching, including consulting research directions in the field of criminalistics science and applications in practice (possible cooperation in international projects, joint publications, etc.)

**Example of good practice - mobility of other staff**

Spain: postgraduate course on language test development and assessment. The course lasted 2 weeks; the theoretical part was combined with the practical part (test development, validation, statistics). During the course, the participant learned to design her own test. The establishment of new contacts at the respective university leads to potential cooperation in other areas of the Erasmus+ programme. Knowledge was disseminated among colleagues at the Department of Languages and further applied in teaching.

Membership of the AEPC (Association of European Police Colleges) is used to exchange experiences, share best practices, cooperate and coordinate in the field of police education.



## RESEARCH INFRASTRUCTURE

### 4.9 Research infrastructure

The HEI will describe the system for acquiring/optimizing expensive instruments and equipment, as well as refurbishing outdated expensive instruments. The HEI will also briefly present the internal organisation of the research infrastructure (including technology, expensive instruments, and instrumentation)<sup>19</sup>. The HEI will describe the system of sharing (including external research entities) of instruments and instrumentation, including expensive instruments and instrumentation units, referred to as 'core facilities' (if such a system exists). The HEI will demonstrate the effectiveness of the systems with examples (e.g., specific instruments acquired/optimised and their relevance to the achievement of research objectives, examples of sharing of expensive instruments and instrumentation, statistics on sharing of expensive instruments and instrumentation, etc.). The HEI will briefly comment on the data in Table 4.9.1.

The HEI shall also indicate whether it hosts large research infrastructure projects. The name and a brief description will be provided.

*Maximum 500 words plus 200 words for each example given (max. five examples).*

#### Self-assessment:

In the evaluated period 2020-2024, purchases of research infrastructure were made systematically, focusing mainly on the modernisation of computer equipment (CE), software equipment (SW), audiovisual equipment, and office facilities necessary for scientific research activities. The investment also included regular repairs of printing equipment, which is crucial for the administrative support of research.

In 2020, purchases focused on computing and Adobe Acrobat software, which contributed to improving the digital processing of scientific outputs. The printing press was also repaired, thus ensuring the functionality of the printing and publishing services.

In 2021, the modernisation was extended with the ATLAS software used for analytical purposes, as well as a microphone, camera, monitor and project screen, which supported the possibilities of presenting and sharing research results. Furniture was also purchased to improve the working environment of academic staff and the printing press was repaired.

In 2023, further investments were made in computing, PLESK licensing and Adobe Acrobat software, strengthening the digital infrastructure. A camcorder was also purchased to record research activities and professional lectures. In addition, the network printers and printing machine were repaired, which ensured continuity of administrative support.

In 2024, investments focused on monitors, a laminator and the re-purchase of Adobe Acrobat software, which is essential for working with scientific documents. A coffee machine and furniture were also purchased to improve the working conditions of the academic staff, and the printing machine was further repaired.

Overall, in the years 2020-2024, the IT infrastructure was gradually upgraded, software tools expanded, and audiovisual equipment improved, which contributed to the improvement of scientific research activities. Regular repairs of printing equipment reflect the effort to maintain a stable administrative base for research activities.

<sup>19</sup> The definition of research infrastructure is set out in the Framework for State Aid for Research, Development and Innovation (2014/C 198/01) and Commission Regulation (EU) No 651/2014 of 17 June 2014 declaring certain categories of aid compatible with the internal market in accordance with Articles 107 and 108 of the Treaty.

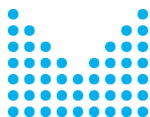


4.9.1 Summary of expenditure/costs on research infrastructure and equipment for the period under review (including related non-investment and personnel costs).

| Costs/expenses in thous. CZK/EUR/year                                           | Year 1  | Year 2  | Year 3    | Year 4    | Year 5  | Total value of assets <sup>20</sup> |
|---------------------------------------------------------------------------------|---------|---------|-----------|-----------|---------|-------------------------------------|
| Costs/expenses related to the acquisition of small fixed assets for R&D&I       | 181 CZK | 393 CZK | 2 486 CZK | 1 205 CZK | 163 CZK | 4 428 CZK                           |
| Cost of repairs and maintenance of equipment                                    | 252 CZK | -       | 350 CZK   | 165 CZK   | 50 CZK  | 817 CZK                             |
| Acquisition of tangible (DH) and intangible (DN) assets for R&D&I (investments) |         |         |           |           |         |                                     |
| Of which software                                                               | -       | 64 CZK  | -         | -         | -       | 64 CZK                              |
| Of which other intangible fixed assets                                          |         |         |           |           |         |                                     |
| Of which land, buildings and structures                                         |         |         |           |           |         |                                     |
| Other intangible fixed assets (machinery, apparatus, equipment, etc.            | -       | -       | 137 CZK   | -         | -       | 137 CZK                             |
| Total infrastructure spending in years <sup>21</sup>                            | 433 CZK | 457 CZK | 2 973 CZK | 1 370 CZK | 213 CZK | 5 446 CZK                           |

<sup>20</sup> Enter the sum of the row.

<sup>21</sup> Enter the sum of the column.



## FINANCES

### 4.10 Budget and structure of financial resources

The HEI shall provide and comment on an overview of the total R&D&I budget in the period evaluated, broken down by organisational units of the evaluated HEI and by source of funds (Table 4.10.1). The HEI shall also comment on the shares of total costs/outputs covered by public and non-public sources by type of R&D&I for the period under evaluation as shown in Table 4.10.2.

As complementary data, the university will provide an overview of prestigious research projects obtained during the evaluated period (ERC<sup>22</sup>, MSCA<sup>23</sup>, HHMI<sup>24</sup>, HFSP<sup>25</sup>, NSF<sup>26</sup>, Horizon Europe<sup>27</sup>, NIH<sup>28</sup>, Wellcome Trust<sup>29</sup>, EDF<sup>30</sup>, OP JAK<sup>31</sup>, OP TAK<sup>32</sup>, NPO<sup>33</sup>, GA ČR<sup>34</sup>, TA ČR<sup>35</sup> etc.). Include information on the amount of funding received and whether the HEI were principal investigator or co-investigator in Tables 4.10.3, 4.10.4 and 4.10.5.<sup>36</sup>

In addition, the HEI will describe in more detail up to five of the most important projects from the list of prestigious individual projects abroad (ERC, MSCA, HHMI, HFSP, NSF, etc.), providing basic information at the HEI's discretion and regardless of the funder: title, field of expertise, agency, amount of funding, other project participants, and other relevant information as appropriate.

*A maximum of 500 words plus 200 for each example of a prestigious international individual project given.*

#### Self-assessment:

Police Academy of the Czech Republic in Prague is an organisational unit of the state. All funds from the total budget of PA CR come from public sources - from the state budget allocated through the Ministry of the Interior.

<sup>22</sup> The European Research Council (ERC) is part of the 'Excellent Science' pillar of Horizon Europe. The ERC funds cutting-edge research by supporting individual Principal Investigators and their research teams.

<sup>23</sup> Marie Skłodowska-Curie Action (MSCA) is part of the "Excellent Science" pillar of Horizon Europe and is also aimed at supporting young researchers, including PhD students.

<sup>24</sup> Howard Hughes Medical Institute - a non-profit organization in the USA significantly supporting international biomedical research.

<sup>25</sup> Human Frontier Science Program - an international programme to support research, particularly in the natural sciences and computer science.

<sup>26</sup> National Science Foundation (USA).

<sup>27</sup> Horizon Europe - the EU's 9th Framework Programme for research and innovation, running from 2021-2027.

<sup>28</sup> National Institutes of Health (NIH) - an agency under the United States Department of Health and Human Services. NHI is a major player in project support for biomedical research.

<sup>29</sup> major UK private foundation supporting mainly biomedical research.

<sup>30</sup> European Defence Fund.

<sup>31</sup> Operational Programme Jan Ámos Komenský - Priority 1 - Research and Development - multiannual programme under the Ministry of Education, Youth and Sports. Within the framework of the OP JAK it is possible to draw financial resources from the European Structural and Investment Funds (ESIF) in the period 2021-2027.

<sup>32</sup> Operational Programme Technologies and Applications for Competitiveness. The European Regional Development Fund (ERDF) is available in the period 2021-2027 to co-finance business projects in the areas of research, development and innovation, digitalisation and digital infrastructure, business development, smart and sustainable energy and the circular economy.

<sup>33</sup> National Recovery Plan - under Pillar 5 - Research, Development and Innovation of the National Recovery Plan, the Recovery and Resilience Facility (RRF) is available for the period 2022-2026.

<sup>34</sup> Grant Agency of the Czech Republic.

<sup>35</sup> Technology Agency of the Czech Republic.

<sup>36</sup> The military and the police HEIs, as parts of the organisational unit of the state, are treated specifically in terms of the possibility to participate in the projects.

All projects supported by the foreign provider are projects financed by the European Commission, and PA CR is in the role of co-organiser. Three of the most important projects are presented below, including additional information.

**ARICA 2: Prevention of child sexual abuse, assistance to victims of child sexual abuse and tools to detect child sexual abuse online**

European Commission Migration and Home Affairs, Internal Security Fund (ISF), ISF-2021

Volume of funding: EUR 71,133.-

Principal Investigator: POLIISIAMMATTIKORKEAKOULU (POLAMK), Finland

Other co-sponsors:

EUROPEAN RESEARCH SERVICES GMBH (ERS), Germany

STICHTING NEDERLANDSE WETENSCHAPPELIJK ONDERZOEK INSTITUTEN

(NSCR), Netherlands

MSB MEDICAL SCHOOL BERLIN GMBH (MSB), Germany

JOHANNES GUTENBERG-UNIVERSITÄT MAINZ (JGU), Germany

MINISTRY OF THE INTERIOR (INTERMIN), Finland

ASSOCIATION POLISH PLATFORM FOR INTERNATIONAL SECURITY (PPHS), Poland

TIME.LEX (time.lex), Belgium

RIGR AI LIMITED (Rigr AI), Ireland

MINISTÈRE DE L'INTÉRIEUR (PP), France

**CHIMERA: Comprehensive hazard identification, and monitoring system for urban areas – Horizon Europe project**

The CHIMERA system provides technological improvements in the CBRNe field in accordance with European legislation and (i.e. first response, dispatch and crisis management centres) with new detection, identification, and monitoring functions.

Horizon Europe Framework Programme (HORIZON), Disaster-Resilient Society 2022 (HORIZON-CL3-2022-DRS-01)

Volume of funding: EUR 109,500.-

Principal Investigator: ITTI SP ZOO Poland

Other solvers:

Totalforsvarets Forskningsinstitut, Norway

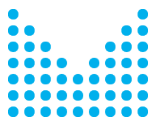
Airsense Analytics GMBH, Germany

Central Radiological Protection Laboratory, Poland

The Main School of Fire Service, Poland

Forsvarets Forskningsinstitut, Norway

Nederlandse Organisatie voor Toegepast Natuurwetenschappelijk Onderzoek TNO, Netherlands



Thales Nederland BV, Netherlands

Japan Atomic Energy Agency, Japan

Openbaar Lichaam Gezamenlijke Brandweer, Netherlands

Stadt Frankfurt, Germany

**CLARUS: Building clarity and preventing bias in digital forensic examination, interorganisational communication and interaction**

Horizon Europe Framework Programme (HORIZON), Fighting Crime and Terrorism 2022 (HORIZON-CL3-2022-FCT-01)

Volume of funding: EUR 261,320.-

Principal Investigator/Coordinator: Kentro Meleton Asfaleias - Center for Security Studies, Greece

Other solvers:

Poliisiammattikorkeakoulu, Finland

Police Presidium of the Czech Republic

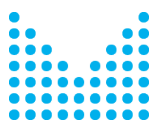
National Bureau of Investigation, Finland

Ministério da Justiça, Portugal

Ministerio da Administracao Interna, Portugal

Politihogskolen, Norway

Hellenic Police, Greece



#### 4.10.1 Total budget of the HEI

| Name of the HEI unit | Total budget in thous. CZK/EUR | Percentage of public funding in the Czech Republic | Share of public funding from abroad in% | Percentage of funding from other sources |
|----------------------|--------------------------------|----------------------------------------------------|-----------------------------------------|------------------------------------------|
| PA CR                | 25 406 CZK                     | 100%                                               | 0%                                      | 0%                                       |

#### 4.10.2 Share [%] of total costs/outputs by type of R&D&I paid from public and non-public sources

|                                         | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | Total |
|-----------------------------------------|--------|--------|--------|--------|--------|-------|
| Basic research                          | 0%     | 0%     | 0%     | 0%     | 0%     | 0%    |
| Applied Research                        | 100%   | 100%   | 100%   | 100%   | 100%   | 100%  |
| Experimental development and innovation | 0%     | 0%     | 0%     | 0%     | 0%     | 0%    |
| Total                                   | 100%   | 100%   | 100%   | 100%   | 100%   | 100%  |

Note: For definitions see Definition of Terms in Methodology HEI2025+.

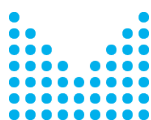
#### 4.10.3 Projects supported by a foreign provider

| In the role of beneficiary                                    |                        |                                                                                                                             |                                |        |        |          |        |  |
|---------------------------------------------------------------|------------------------|-----------------------------------------------------------------------------------------------------------------------------|--------------------------------|--------|--------|----------|--------|--|
| Provider / Investor                                           | Programme/Grant Scheme | Project name                                                                                                                | Support (in thousands CZK/EUR) |        |        |          |        |  |
|                                                               |                        |                                                                                                                             | Year 1                         | Year 2 | Year 3 | Year 4   | Year 5 |  |
| N/A                                                           |                        |                                                                                                                             |                                |        |        |          |        |  |
|                                                               |                        |                                                                                                                             |                                |        |        |          |        |  |
| Total                                                         |                        |                                                                                                                             |                                |        |        |          |        |  |
| In the role of another participant                            |                        |                                                                                                                             |                                |        |        |          |        |  |
| Provider / Investor                                           | Programme/Grant Scheme | Project name                                                                                                                | Support (in thousands CZK/EUR) |        |        |          |        |  |
|                                                               |                        |                                                                                                                             | Year 1                         | Year 2 | Year 3 | Year 4   | Year 5 |  |
| EK/EU                                                         | ISF                    | Prevention of child sexual abuse, assistance to victims of child sexual abuse and tools to detect child sexual abuse online | -                              | -      | -      | 71 EUR*  | -      |  |
| EK/EU                                                         | Horizon Europe         | Comprehensive hazard identification, and monitoring system for urban areas                                                  | -                              | -      | -      | 109 EUR* | -      |  |
| EK/EU                                                         | Horizon Europe         | Building clarity and preventing bias in digital forensic examination, interorganisational communication and interaction     | -                              | -      | -      | 261 EUR* | -      |  |
| Total *funds allocated for the entire duration of the project |                        |                                                                                                                             | -                              | -      | -      | 441 EUR* | -      |  |

Note: For co-sponsorship projects, please only indicate the amount of funding for the evaluated HEI.

#### 4.10.4 Projects supported by the Czech provider

| In the role of beneficiary |                        |                                                                                                                                                       |                                |            |            |            |            |  |
|----------------------------|------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------|------------|------------|------------|------------|--|
| Provider / Investor        | Programme/Grant Scheme | Project name                                                                                                                                          | Support (in thousands CZK/EUR) |            |            |            |            |  |
|                            |                        |                                                                                                                                                       | Year 1                         | Year 2     | Year 3     | Year 4     | Year 5     |  |
| Mol CR                     | OPSEC                  | Safety of methodical procedures for restraint techniques in the performance of on-duty interventions                                                  | -                              | -          | -          | 2 018 CZK  | 2 167 CZK  |  |
| Mol CR                     | OPSEC                  | Resilience of the Police of the Czech Republic to Disinformation Interference and the Possibility of Strengthening their Resistance through Education | -                              | -          | -          | 3 966 CZK  | 3 749 CZK  |  |
| Mol CR                     | Institutional support  | Partial scientific tasks - funded by institutional support *                                                                                          | 6 274 CZK*                     | 6 427 CZK* | 1 027 CZK* | 6 618 CZK* | 5 058 CZK* |  |
|                            |                        | * total institutional support allocated                                                                                                               |                                |            |            |            |            |  |



| Total                              |                             |                                                                                                                  | 6 274<br>CZK                   | 6 427<br>CZK | 1 027<br>CZK | 12<br>602<br>CZK | 10<br>974<br>CZK |
|------------------------------------|-----------------------------|------------------------------------------------------------------------------------------------------------------|--------------------------------|--------------|--------------|------------------|------------------|
| In the role of another participant |                             |                                                                                                                  |                                |              |              |                  |                  |
| Provider / Investor                | Programme/Grant Scheme      | Project name                                                                                                     | Support (in thousands CZK/EUR) |              |              |                  |                  |
|                                    |                             |                                                                                                                  | Year 1                         | Year 2       | Year 3       | Year 4           | Year 5           |
| Mol CR                             | Security Research Programme | Utilisation of radiation based methods for detection and identification of CBRNE materials                       | 913<br>CZK                     | 990<br>CZK   | 517<br>CZK   | -                | -                |
| Mol CR                             | Security Research Programme | Elemental characterization of microtraces and narcotic and psychoactive substances by nuclear analytical methods | 896<br>CZK                     | 929<br>CZK   | 858<br>CZK   | -                | -                |
| Total                              |                             |                                                                                                                  | 1 809<br>CZK                   | 1 919<br>CZK | 1 375<br>CZK | -                | -                |

Note: Please summary list GA CR, TA CR and other departmental projects. For co-sponsor projects, please indicate the financial volumes for the HEI. Projects financed from EU structural funds and focused exclusively on R&D&I (e.g. OP JAK, OP TAK, NPO) and projects financed from regional sources focused exclusively on R&D&I list individually. For co-sponsoring projects, please indicate the financial volumes for the evaluated HEI only.

#### 4.10.5 Projects supported from non-public sources

| In the role of beneficiary         |              |                                |        |        |        |        |
|------------------------------------|--------------|--------------------------------|--------|--------|--------|--------|
| Provider / Investor                | Project name | Support (in thousands CZK/EUR) |        |        |        |        |
|                                    |              | Year 1                         | Year 2 | Year 3 | Year 4 | Year 5 |
|                                    |              |                                |        |        |        |        |
|                                    |              |                                |        |        |        |        |
| Total                              |              |                                |        |        |        |        |
| In the role of another participant |              |                                |        |        |        |        |
| Provider / Investor                | Project name | Support (in thousands CZK/EUR) |        |        |        |        |
|                                    |              | Year 1                         | Year 2 | Year 3 | Year 4 | Year 5 |
|                                    |              |                                |        |        |        |        |
|                                    |              |                                |        |        |        |        |
| Total                              |              |                                |        |        |        |        |

Note: Indicate, for example, sponsorship donations, resources generated from other own economic activities, foreign subsidy programmes of private entities.

#### 4.11 Rules for the use of institutional support for the LCDRO

The HEI will describe the strategy and rules for the use of institutional support for the LCDRO in the management of institutionally supported research activities (e.g., prioritisation of research topics by the HEI according to individual needs, internal grant agencies, incentive tools, support for excellent science) and the method for distribution of institutional support to individual departments/research teams for the period under review. The impact on the management of institutionally supported research activities will be described by the HEI using specific examples (e.g. distribution of institutional support in the evaluation period depending on the evaluation results, examples of supported excellent science projects, etc.).

*Maximum 500 words plus 200 words for each example given (max. five examples).*

##### Self-assessment:

PA CR is guided by the Development Programme ([ENG](#); [CZE](#)) and its mission is to develop its position as a centre of quality higher education and scientific institution, especially in the field of internal security, in close connection with the Ministry of the Interior, the Police of the Czech Republic, and other security forces.

The strategic objectives of PA CR include, among other things, a flexible response to the educational needs of police and security practice, innovation, diversification, and priority involvement in security

research sponsored by the Ministry of the Interior of the Czech Republic, as well as public procurement and competitions and adequately targeted scientific research activities.

The allocation of institutional support funds is divided into two budget lines.

#### **First item - central item**

- The central item covers the current operating costs and infrastructure necessary for the implementation of the development programme (framework) and other costs for the long-term conceptual development of PA CR as a research organisation.
- This item may be used to finance the publication of the journal Security Theory and Practice, the publication and dissemination of the results of scientific research (printing of publications, etc.) or, for example, the purchase of professional periodicals used by researchers for their activities.
- The central item can also finance the establishment and development of research centres (laboratories), which are related to the development of the entire research organisation and support the quality and excellence of the scientific research activities of PA CR.
- It is also possible to co-finance the costs of the operation of information systems from the central heading, directly in proportion to their use for scientific research activities).
- In exceptional cases, the central heading also finances individual research project (hereinafter also referred to as RP) requests that can no longer be drawn from heading 2.

**The second item - funding for individual research projects within the approved development programme (framework).** The funds under this heading are distributed and allocated to individual VPs to implement their activities.

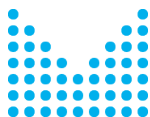
**The incentive programme is called Incentive Programme of Police Academy of the Czech Republic in Prague as a Research Organisation ([ENG](#); [CZE](#)).**

The mission of the Incentive Programme is to encourage, support and subsequently reward academic, research, professional, and administrative staff for their above-average results, both in the areas of project, publication, citation, education, and application, as well as in the area of management, development, and maintenance of creative processes, dissemination and sharing of new knowledge to the wider public and stakeholders, strengthening the image and improving the position of PA CR. Its intention is to recognise the high quality work and committed efforts of all those who contribute to the fulfilment of the tasks and requirements set for Police Academy of the Czech Republic in Prague as a research organisation through their work behaviour and outputs.

#### **Implications for the management of institutionally supported research activities:**

Research teams of both faculties were involved in partial research tasks:

- Possibilities for the use of new technologies with an emphasis on streamlining and speeding up the activities of law enforcement agencies and other entities
- Current issues of criminalistic techniques
- Current issues in forensic victimology
- Decision making of secondary drug offenders
- Criminal intelligence as a tool for prediction, prevention, detection, and clarification of criminal activity and ensuring internal security
- Social risk groups and risky behaviour
- Radicalisation and symbolism of criminal tattoos
- Analysis and expected development of competences of Police of the Czech Republic and police security subjects in selected areas



- Relationship between the act on service relationship of members of the security forces and the code of administrative procedure
- Selected aspects of possible corrupt and other undesirable conduct by members and employees of security forces

Making the system of population protection and crisis management in Czech Republic more efficient

## NATIONAL AND INTERNATIONAL COOPERATION

### 4.12 Important collaborations in R&D&I

The HEI will describe specific cases of R&D&I collaboration at the national level (maximum five examples) and the international level (maximum five examples), including examples of concrete results and impacts in the field of R&D&I beneficial for the HEI.

*Maximum 300 words per example.*

#### Self-assessment:

- Lecture by Dr. Tara O'Connor Shelley from Tarleton State University Texas (USA) on "Stress? Exploring the Causes and Consequences of Stress in American Police Officers". The lecture took place in 2020 and was attended not only by academics, students, and staff of the PA CR but also by invited guests from the Parliament of the Czech Republic, the Fulbright Foundation, the American Center in Prague, and CIEE Prague. Based on this lecture, a long-term collaboration with Tarleton State University Texas was established, and the faculty of PA CR joined the research project. Research has been conducted within the Police of the Czech Republic on the topic and the joint results have already been presented at several major international conferences and symposia, three in the USA and one in Romania. The intensive cooperation has been going on since 2020 and is not limited to cooperation in research, but includes other activities of mutual cooperation in the field of visits of students and academic staff of the university and focuses on publishing activities.
- Implementation of the international scientific conference "Advances in Criminalistics" organised by the Department of Criminalistics of the Faculty of Security and Law of PA CR for the last time in 2023. The conference provides a platform for a range of academics, police officers, and international experts. The establishment of professional contacts has for many years led to the subsequent exchange of students, the presentation of results and modern technologies in the field of criminology to students of PA CR, or to foreign students coming to PA CR under the Erasmus+ programme. The papers presented, the exchange of experience, and the conclusions of the conference undoubtedly contribute to scientific research projects in the field of criminalistics and forensic disciplines.
- Co-organisation of CEPOL courses dealing with issues related to science and research at PA CR. A total of four five-day courses on the following topics were held during the evaluation period: Terrorism and Firearms, Preventing and Countering Radicalisation, Open Source Intelligence, Radicalisation in Prisons and Detention Facilities. The design of the courses incorporates a variety of learning methods and practices to motivate course participants from different countries to engage as much as possible in solving different tasks, leading to discussions and exchanges of experiences and practices to achieve an effective solution to the assigned problem. The information obtained can be used to develop new methodologies for dealing with different areas of crime.
- Foreign working and business trips carried out with the aim of participating in symposia, conferences, and seminars abroad on the topics of scientific research projects carried out at PA CR. Academic staff participated in more than fifty conferences during the period under review, where space is created for presenting or publishing partial or overall results of

science and research. An important role is also played by the establishment of foreign contacts in the field and, of course, the exchange of experience.

A specific example is the activities of the MEPA (Mitteleuropäische Polizeiakademie / Central European Police Academy) project. MEPA is an international project aimed at further training of police officers working in the field of border crossing and serious crime. One of its activities is the so-called certificate course, which is specific in its duration. The course lasts for seven weeks continuously and participants visit seven member countries in succession. In addition to lectures, excursions, and practical demonstrations of police work, the workshop requires close international cooperation in solving a thematically focused case. Although at first glance it may seem that this is not an area of science, research, and innovation, the latest knowledge and experience of police methods are applied to the task at hand. Publications also play a significant role, as another MEPA activity is a professional journal in which innovative approaches to security issues are shared.

## STUDIES

### 4.13 Doctoral studies

The HEI will briefly describe the organisation of the doctoral studies (if there are any doctoral study programmes<sup>37</sup>). HEI will comment on:

- Structure and organization of studies.
- A system of cooperation between PhD students and their supervisors.
- Basic statistics (including drop-out rate, student workload, etc.).
- Information on promotion and recruitment schemes.
- Cooperation within doctoral studies (e.g., Czech Academy of Sciences, application sphere, building open study programmes for foreign nationals and creating international networks of study programmes, "joint degree", "cotutelle", etc.).
- Student care system (e.g. counselling, wellbeing care, career guidance).
- A system for tracking the future careers of graduates<sup>38</sup>.
- Other relevant data, such as the existence of a doctoral school, basic soft skills courses, etc. at the discretion of the HEI.

The HEI shall support this with appropriate examples (e.g. a model example of doctoral student cooperation with their supervisor, statistics on collaboration within doctoral studies, specific examples within doctoral studies, statistics on the use of student care systems, etc.).

*Maximum 300 words per point.*

#### Self-assessment:

The entrance examination for the doctoral programme is structured and includes the following parts. A written language test in a selected foreign world language, an oral examination in selected subjects of the study programme "Security and Legal Studies" within the scope of the subject master's examination (theory of law and constitutional law, criminology, criminal law, psychology, criminology, management), points obtained according to the study average from the state final examination of the master's studies, points obtained for the demonstrated ability to adequately justify the choice of the chosen dissertation topic and the methods of its elaboration, points obtained for the candidate's scientific and research publication activities to date, points obtained for the correlation of the intended dissertation with the research plans of PA CR and the security forces.

<sup>37</sup> If the HEI does not organise any doctoral programme, it will explicitly state this information in the self-evaluation report.

<sup>38</sup> The HEI will list the top five highest ranked graduates in academia, the private sector, and public administration over the past five years.

### Follow-up careers of doctoral graduates - information on follow-up careers of doctoral graduates

The career of doctoral graduates is monitored according to the **System of Monitoring the Further Career of DSP Graduates**. The future career of the graduates of the doctoral programme was monitored in the evaluation period (2019-2024) through questionnaires in which the respondents reflected on their study experience. The questionnaire was evaluated using a qualitative method and its results were taken into account, for example, in the context of lecturing and scientific research activities. It should be noted that the comments of the graduates of the doctoral study programme were very positive, so it was not necessary to consider their strict implementation, but the aim was to maintain this evaluation for the next years, or to be long-term and continuous. During their studies, the graduates of the PhD programme emphasised acquiring skills in the context of individual research activities, so that they could develop these skills after graduation, including aspects of independent creative activity. As far as the overall satisfaction of the graduates is concerned, most of them were satisfied with their studies and graduation brought them benefits, both in professional and personal development. Some graduates did not rule out the possibility of becoming teachers and researchers in the near future, which can be identified as a clear positive.

| Graduate Initials | Name of the field of study in which the graduate obtained a Ph.D. degree in the Czech Republic | Year of obtaining Ph.D. in CR | Continuing career                                                                                                                                                                                                                              |
|-------------------|------------------------------------------------------------------------------------------------|-------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| J.V.              | Security Management and Criminalistics                                                         | 2020                          | After graduation, he has been working as an academic, he is a researcher of the Horizon Europe project, his dissertation was awarded by the Security Council of the Czech Republic for his contribution to the internal security of the state. |
| L.L.              | Security Management and Criminalistics                                                         | 2020                          | After graduation, he works as an academic.                                                                                                                                                                                                     |
| N.Č.              | Security Management and Criminalistics                                                         | 2024                          | After graduation, he has been working as an academic, he is the principal investigator of a national research project.                                                                                                                         |
| T.N.              | Security Management and Criminalistics                                                         | 2024                          | After graduation, he has been working as an academic, he is the principal investigator of a national research project.                                                                                                                         |
| M.S.              | Security Management and Criminalistics                                                         | 2024                          | After graduation, he works as an academic.                                                                                                                                                                                                     |

### Structure and organisation of doctoral studies

Doctoral programme: "Security and Legal Studies", field of study: "Security Management and Criminalistics".

The doctoral stage is successfully implemented in a combined form. Regular teaching is properly planned and implemented for PhD students and they also consult with their supervisors who are approved by the departmental board. Doctoral students are usually involved in cooperation with the supervisor in the implementation of teaching in the master's and bachelor's degree programmes (lecturing activities); they also participate in domestic and foreign conferences.

In the doctoral study programme, students study according to individual study plans, in the form of planned teaching according to the timetable (summer and winter semesters), they prepare for

exams and individual consultations with teachers. The aim is to improve the professional and methodological readiness of students of the doctoral programme.

The list of subjects taught in the doctoral study “Security Management and Criminalistics” is as follows: methodology of research and scientific work, theory of state and law, criminal law, criminology, criminalistics, management, information management, forensic psychology, basics of empirical research and quantitative data analysis, foreign language.

The topics of the dissertations are selected from the field of security management (including crisis management), criminology, forensic sciences, reflecting the background, methodology, and knowledge base of these subjects. The list of dissertation topics is approved by the departmental board.

In the month of September, an evaluation of all PhD students for the past academic year is carried out by individual supervisors and submitted to the departmental board. At its meetings, the Board regularly monitors and evaluates studies in the doctoral programme, publications and teaching activities, participation in internships, and other student activities.

Doctoral studies are organised according to the Study and Examination Regulations for Doctoral Studies of PA CR. The quality control of studies is dealt with by the Professional Council of PA CR according to its competences. It expresses itself in particular on the fulfilment of study plans by individual doctoral students and also takes care of the quality of dissertations. An essential criterion of quality is the connection of the topics of the dissertations with the focus of scientific research activities at PA CR. The topic itself must be chosen by the student in such a way that it corresponds with the issues contained in the research projects of PA CR and the university’s development concept. Teaching is carried out in the form of individual or group consultations and participation in lectures and seminars and participation in professional internships specified in the individual study plan. Doctoral student feedback is also used to monitor quality. During the period under review, there were no negative responses to the quality of teaching or the organisation of doctoral studies (e.g. examinations) from doctoral students.

#### **Significant results supporting quality**

Important standards that have been achieved and which also support the quality of results in doctoral studies include:

- the interconnection of the study content and dissertation topics with the practice of security forces and public administration;
- interdependence with scientific research and other professional activities of the University;
- support for PhD students to actively participate in scientific and professional conferences, including those organised by PA CR itself;
- development of excellent issues within the framework of doctoral studies, e.g. focusing on extremism and terrorism, cybercrime, crisis management, etc.;
- multidisciplinary qualification composition of the board and the list of trainers guaranteeing high quality specific know-how (unique compact of legal, security, economic, social science subjects).

The standards set for dissertation defences also serve to ensure quality and rigour. Opponents of dissertation theses are prominent experts in the field, both from among internal academic staff and from among academic staff of other universities.

The profile of the graduate implies that the graduate of the doctoral studies can analyse the security situation and the causes of crime and other socially pathological phenomena, and make proposals to ensure optimal security of citizens and the state. The acquired knowledge in the field of crisis

management can be creatively applied to practical problems. They should know the procedures for effective building and management of working and expert teams specialised in policing, legal security, and crisis management. They have a deep theoretical and methodological knowledge and skills in the above subjects, which they can use in research and in the professional guidance of collaborators. They will work in scientific research institutes, in the education sector and in senior positions in the security sector.

In addition to the application in the academic environment (universities with a security focus) and research environment (e.g. the Academy of Sciences, the Institute for Criminology and Social Prevention, etc.), in which graduation from a doctoral study programme is an essential part of an employee's job description, graduates are also expected to find employment in top professional and managerial positions in security forces, ministries and other state administration bodies, local government bodies, as well as in the private sector, where it is necessary to approach the solution of complex and complex security issues with a creative approach based on a stable methodological basis.

| Academic year | Graduates - total | Number of enrolled PhD students (always on 1. 10.) | Successful graduates - Academic staff PA ČR | Number of unsuccessful students |
|---------------|-------------------|----------------------------------------------------|---------------------------------------------|---------------------------------|
| 2019/2020     | 7                 | 53                                                 | 2                                           | 6                               |
| 2020/2021     | 2                 | 58                                                 | 1                                           | 4                               |
| 2021/2022     | 3                 | 52                                                 | 1                                           | 9                               |
| 2022/2023     | 6                 | 51                                                 | 1                                           | 7                               |
| 2023/2024     | 6                 | 45                                                 | 3                                           | 9                               |

#### Doctoral graduates' careers (support conditions)

PA CR does not have any grant schemes aimed at further development of budding scientists and postdocs. Graduates of doctoral studies from among our academic staff are involved in scientific and research projects of PA CR. At the same time, PA CR has prepared an overview of academic staff with the prospect of habilitation. PA CR cooperates with some doctoral graduates especially in the framework of lifelong learning. Graduates' careers are regularly monitored (see "Follow-up system for doctoral graduates").

## IMPLEMENTATION OF RECOMMENDATIONS

### 4.14 Implementation of the recommendations in Module 4

The HEI will briefly describe how it has implemented the recommendations for Module 4 from the previous evaluation period, if applicable.

*Maximum 1000 words*

**Self-assessment:**

The previous evaluation report called for a clear scheme for recognising outstanding research results, publications in high-impact indexed journals, or rewarding external fundraising.

- PA CR has responded to this initiative by introducing an incentive programme aimed at supporting and rewarding employees for their above-average results in the areas of projects, publications, citations, education, and applications.

Particular emphasis could be placed on measures that can raise awareness of research freedom at the individual level.

- Lectures and training sessions are held on this topic, and the incentive programme also addresses the issue of plagiarism and predation.

PA CR “offers no scholarships for PhD students, only assistantships”. There is no follow-up career plan for doctoral graduates.

- This all stems from the fact that we only have combined doctoral studies, not full-time.

A recommendation was made to expand long-term cooperation and a criticism was made that PA CR cooperation at the national level is limited almost exclusively to events or projects, while long-term partnerships are lacking.

- Such statements do not correspond to reality at present, as there are mutual collaborations, both in teaching, training and research projects. PA CR has also concluded various memoranda on cooperation. We have also developed cooperation in a number of consortia linked to both Horizon Europe and the Internal Security Fund.

The previous evaluation report mentions the need for a specific strategy, system or concept for worker mobility.

- Staff are provided with full information and administrative support for the implementation of mobility activities. Unfortunately, the negative impact of the covid-19 pandemic is noticeable in the period under review and has dramatically affected both the planning of the outreach activities and their implementation. Moreover, the online mode of meeting has not disappeared even after the pandemic itself has subsided and has affected the willingness of academic staff to travel.

With regard to the criticism that the internal guidelines on the implementation of scientific research activities do not contain any personal criteria for a researcher, it is necessary to emphasise again the very specific nature of PA CR.

- It is difficult for us to find professionals from a security background who also have an academic background. This is thus reflected in the demands on the personal characteristics of future researchers. PA CR is thus significantly dependent on personalities from practice, as about half of the departments by their very nature require it.

As regards the system of recruitment of research and academic staff from the external environment, we are criticised for the fact that only one foreign employee was recruited to PA CR in the period under review.

- PA CR has responded to this initiative over the years and now we can positively evaluate that we have been awarded a grant from the TA CR for co-teaching.

We have been advised to develop transparent internal procedures on qualifications and recruitment, with a particular focus on the recruitment of women.

- In the period under review, PA CR not only introduced a gender equality programme, but also filled the position of gender advisor, who deals with all initiatives in the field of gender issues. With regard to the lower representation of women among the academic staff of PA CR, it is necessary to recall that the entire focus of PA CR on internal security is generally less attractive to women.

On the issue of a sharing system for R&D&I equipment, the panellists recommend that “given the lack of funding, it may be wise to promote a stronger infrastructure for collaborative research that can be shared”.

- At present, it is a common practice at PA CR to have research teams whose composition exceeds the organisational structure of departments or individual faculties. It is also true that laboratories and other equipment are commonly shared.

The open access strategy should also include a system that would make research results available to university employees and external researchers on PA CR server.

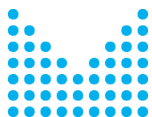
- On the one hand, we are in negotiations with the CAS on this matter, and on the other hand, we are ready to respond flexibly to the new legislation that already contains these requirements.

Open access to an advanced online learning platform and online libraries should be created for PA CR students.

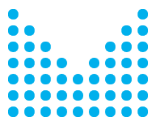
- PA CR currently offers access to a number of electronic information resources (via the National Technical Library). As far as online learning platforms are concerned, we use Teams, but not only for regular learning activities and online meetings, but also for e-learning training (especially focused on cyber security and information security).

#### A LIST OF SUPPORTING DOCUMENTS/LINKS FOR MODULE 4

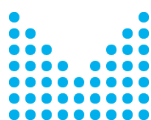
| Document name                                                                                          | No. criteria              | Location (link in HTML)                                                                                                                                                                                                                                                                                                                    |
|--------------------------------------------------------------------------------------------------------|---------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Incentive Programme                                                                                    | 4.2<br>4.3<br>4.6<br>4.11 | ENG <a href="https://www.polac.cz/g2/view.php?o_skole/english/incentive_prog.pdf">https://www.polac.cz/g2/view.php?o_skole/english/incentive_prog.pdf</a><br>CZE <a href="https://www.polac.cz/g2/view.php?o_skole/veda21/motivacni_25/motivacni_25.pdf">https://www.polac.cz/g2/view.php?o_skole/veda21/motivacni_25/motivacni_25.pdf</a> |
| Rules of the system of quality assurance of educational , creative and related activities and internal | 4.3                       | ENG <a href="https://www.polac.cz/o_skole/english/rules_quality.pdf">https://www.polac.cz/o_skole/english/rules_quality.pdf</a><br>CZE <a href="https://www.polac.cz/dokument/pravidla.pdf">https://www.polac.cz/dokument/pravidla.pdf</a>                                                                                                 |



|                                                                                                                              |            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
|------------------------------------------------------------------------------------------------------------------------------|------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| evaluation of the quality of educational , creative and related activities of Police Academy of the Czech Republic in Prague |            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| Report on the internal quality evaluation of educational , creative and related activities at PA CR                          | 4.3        | ENG <a href="https://www.polac.cz/o_skole/english/quality_educat.pdf">https://www.polac.cz/o_skole/english/quality_educat.pdf</a><br>CZE <a href="https://www.polac.cz/dokument/hodn_zpr.pdf">https://www.polac.cz/dokument/hodn_zpr.pdf</a>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| Supplements to the Evaluation Report of PA CR                                                                                | 4.3        | 2019 ENG<br><a href="https://www.polac.cz/g2/view.php?o_skole/english/eval_rep19.pdf">https://www.polac.cz/g2/view.php?o_skole/english/eval_rep19.pdf</a><br>CZE<br>2020 ENG<br><a href="https://www.polac.cz/g2/view.php?o_skole/english/eval_rep20.pdf">https://www.polac.cz/g2/view.php?o_skole/english/eval_rep20.pdf</a><br>CZE <a href="https://www.polac.cz/g2/view.php?dokument/hodn_2020.pdf">https://www.polac.cz/g2/view.php?dokument/hodn_2020.pdf</a><br>2021 ENG<br><a href="https://www.polac.cz/g2/view.php?o_skole/english/eval_rep21.pdf">https://www.polac.cz/g2/view.php?o_skole/english/eval_rep21.pdf</a><br>CZE<br>2022 ENG<br><a href="https://www.polac.cz/g2/view.php?o_skole/english/eval_rep22.pdf">https://www.polac.cz/g2/view.php?o_skole/english/eval_rep22.pdf</a><br>CZE <a href="https://www.polac.cz/g2/view.php?dokument/hodn_zpr22.pdf">https://www.polac.cz/g2/view.php?dokument/hodn_zpr22.pdf</a><br>2023 ENG<br><a href="https://www.polac.cz/g2/view.php?o_skole/english/eval_rep23.pdf">https://www.polac.cz/g2/view.php?o_skole/english/eval_rep23.pdf</a><br>CZE <a href="https://www.polac.cz/g2/view.php?dokument/hodn_2023.pdf">https://www.polac.cz/g2/view.php?dokument/hodn_2023.pdf</a> |
| Code of Ethics for Employees of Police Academy of the Czech Republic                                                         | 4.3<br>4.4 | ENG <a href="https://www.polac.cz/g2/view.php?o_skole/english/code_ethics.pdf">https://www.polac.cz/g2/view.php?o_skole/english/code_ethics.pdf</a><br>CZE <a href="https://www.polac.cz/g2/view.php?dokument/eticky.pdf">https://www.polac.cz/g2/view.php?dokument/eticky.pdf</a>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |



|                                                                                                                            |                   |                                                                                                                                                                                                                                                                            |
|----------------------------------------------------------------------------------------------------------------------------|-------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Strategic Plan of Educational and Creative Activities for the period 2021-2026                                             | 4.3<br>4.4<br>4.8 | ENG <a href="https://www.polac.cz/g2/view.php?o_skole/english/strategic21_26.pdf">https://www.polac.cz/g2/view.php?o_skole/english/strategic21_26.pdf</a><br>CZE <a href="https://www.polac.cz/dokument/strat_zam.pdf">https://www.polac.cz/dokument/strat_zam.pdf</a>     |
| Regulation of the selection procedure for filling academic staff positions at Police Academy of Czech Republic in Prague   | 4.6               | ENG <a href="https://www.polac.cz/o_skole/english/rules_selec.pdf">https://www.polac.cz/o_skole/english/rules_selec.pdf</a><br>CZE <a href="https://www.polac.cz/dokument/radvyb.pdf">https://www.polac.cz/dokument/radvyb.pdf</a>                                         |
| Development Programme of Police Academy of the Czech Republic in Prague as a research organisation for the years 2021-2026 | 4.6<br>4.11       | ENG <a href="https://www.polac.cz/o_skole/english/development_prog.pdf">https://www.polac.cz/o_skole/english/development_prog.pdf</a><br>CZE <a href="https://www.polac.cz/g2/view.php?o_skole/program_26.pdf">https://www.polac.cz/g2/view.php?o_skole/program_26.pdf</a> |
| Career Rules of Police Academy of the Czech Republic in Prague                                                             | 4.6               | ENG <a href="https://www.polac.cz/o_skole/english/career_regul.pdf">https://www.polac.cz/o_skole/english/career_regul.pdf</a><br>CZE <a href="https://www.polac.cz/dokument/karier.pdf">https://www.polac.cz/dokument/karier.pdf</a>                                       |
| Gender Equality Programme                                                                                                  | 4.6               | ENG <a href="https://www.polac.cz/g2/view.php?o_skole/english/gender.pdf">https://www.polac.cz/g2/view.php?o_skole/english/gender.pdf</a><br>CZE <a href="https://www.polac.cz/g2/view.php?dokument/gender.pdf">https://www.polac.cz/g2/view.php?dokument/gender.pdf</a>   |



## MODULE 5 - STRATEGY AND POLICIES

### 5.1 Mission and vision of the evaluated institution in R&D&I

The HEI will briefly describe its mission and vision with emphasis on R&D&I in general and its R&D&I capacities in the implemented R&D&I fields<sup>39</sup> (Tables 5.1.1 and 5.1.2). In particular, the HEI's vision covers the following five-year period and must relate to the strategic objectives of the Provider, the National Policy on Research, Development, and Innovation of the Czech Republic 2021+, the Gender Equality Strategy 2021-2030, and other higher national and supranational strategic documents in the field of R&D&I (Table 5.1.3). The HEI shall complement the description with active references to its Strategic plan for the teaching, scholarly, scientific, research, development, artistic, and other creative activities of the higher education institution (regarding the results and recommendations from the previous evaluation period, if the evaluated HEI participated in it). The HEI shall describe how the vision and mission were implemented during the evaluation period.

*Maximum 2000 words.*

#### Self-assessment:

**Mission:** Police Academy of the Czech Republic in Prague is an important, unique, inventive, and ethically acting educational, scientific research, and creative institution with a valuable socially responsible function and an irreplaceable contribution to the sustainable internal security of the Czech Republic and nearby European countries. PA CR helps protect the safety of the population, their full life and protection of their homes, contributes to higher efficiency of the public administration of the Czech Republic, helps stabilise the critical infrastructure of the Czech Republic and Europe by scientific research results, activates the progress of security sciences in the European and global context, estimates future security threats and scientifically properly, by combining academic and application potentials, approaches their management and elimination.

**Vision:** PA CR is an internationally renowned institution and wants to become the first choice of the Czech state and its citizens in the field of professional and personal training of officers, specialists, and managers of internal security forces. This vision of ours is especially relevant with the growing popularity of security topics in society, which is also reflected in the expanding offer of such oriented education.

The following documents describe the processes and tools to achieve the vision and mission ([ENG](#); [CZE](#)). These include in particular the Strategic Plan of Police Academy of the Czech Republic in Prague ([ENG](#); [CZE](#)) and the Strategic Plan Implementation Plans for individual years:

2022 [ENG](#); [CZE](#)

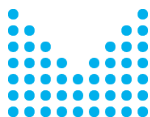
2023 [ENG](#); [CZE](#)

2024 [ENG](#); [CZE](#)

#### 5.1.1 R&D&I capacities of HEI in the year of evaluation

| Field of Research   | FORD                                         | FORD share [%] | Predominant type of research | Total share of field of reaserch [%] |
|---------------------|----------------------------------------------|----------------|------------------------------|--------------------------------------|
| 1. Natural Sciences | 1.1 Mathematics                              |                | Zvolte položku.              |                                      |
|                     | 1.2 Computer and information sciences        |                | Zvolte položku.              |                                      |
|                     | 1.3 Physical sciences                        |                | Zvolte položku.              |                                      |
|                     | 1.4 Chemical sciences                        |                | Zvolte položku.              |                                      |
|                     | 1.5 Earth and related environmental sciences |                | Zvolte položku.              |                                      |

<sup>39</sup> For so-called R&D&I capacities, see Definition of Terms in Methodology HEI2025+.



|                                         |                                                                             |      |                 |      |
|-----------------------------------------|-----------------------------------------------------------------------------|------|-----------------|------|
|                                         | 1.6 Biological sciences                                                     |      | Zvolte položku. |      |
|                                         | 1.7 Other natural sciences                                                  |      | Zvolte položku. |      |
| 2. Engineering and Technology           | 2.1 Civil engineering                                                       |      | Zvolte položku. |      |
|                                         | 2.2 Electrical engineering, Electronic engineering, Information engineering |      | Zvolte položku. |      |
|                                         | 2.3 Mechanical engineering                                                  |      | Zvolte položku. |      |
|                                         | 2.4 Chemical engineering                                                    |      | Zvolte položku. |      |
|                                         | 2.5 Materials engineering                                                   |      | Zvolte položku. |      |
|                                         | 2.6 Medical engineering                                                     |      | Zvolte položku. |      |
|                                         | 2.7 Environmental engineering                                               |      | Zvolte položku. |      |
|                                         | 2.8 Environmental biotechnology                                             |      | Zvolte položku. |      |
|                                         | 2.9 Industrial biotechnology                                                |      | Zvolte položku. |      |
|                                         | 2.10 Nanotechnology                                                         |      | Zvolte položku. |      |
|                                         | 2.11 Other engineering and technologies                                     |      | Zvolte položku. |      |
| 3. Medical and Health Sciences          | 3.1 Basic medicine                                                          |      | Zvolte položku. |      |
|                                         | 3.2 Clinical medicine                                                       |      | Zvolte položku. |      |
|                                         | 3.3 Health sciences                                                         |      | Zvolte položku. |      |
| 4. Agricultural and veterinary sciences | 4.1 Agriculture, Forestry, and Fisheries                                    |      | Zvolte položku. |      |
|                                         | 4.2 Animal and Dairy science                                                |      | Zvolte položku. |      |
|                                         | 4.3 Veterinary science                                                      |      | Zvolte položku. |      |
|                                         | 4.4 Other agricultural sciences                                             |      | Zvolte položku. |      |
| 5. Social Sciences                      | 5.1 Psychology and cognitive sciences                                       |      | Zvolte položku. | 100% |
|                                         | 5.2 Economics and Business                                                  |      | Zvolte položku. |      |
|                                         | 5.3 Education                                                               |      | Zvolte položku. |      |
|                                         | 5.4 Sociology                                                               |      | Zvolte položku. |      |
|                                         | 5.5 Law                                                                     |      | Zvolte položku. |      |
|                                         | 5.6 Political science                                                       |      | Zvolte položku. |      |
|                                         | 5.7 Social and economic geography                                           |      | Zvolte položku. |      |
|                                         | 5.8 Media and communications                                                |      | Zvolte položku. |      |
|                                         | 5.9 Other social sciences                                                   |      | Zvolte položku. |      |
| 6. Humanities and the Arts              | 6.1 History and Archaeology                                                 |      | Zvolte položku. |      |
|                                         | 6.2 Languages and Literature                                                |      | Zvolte položku. |      |
|                                         | 6.3 Philosophy, Ethics and Religion                                         |      | Zvolte položku. |      |
|                                         | 6.4 Arts (arts, history of arts, performing arts, music)                    |      | Zvolte položku. |      |
|                                         | 6.5 Other Humanities and the Arts                                           |      | Zvolte položku. |      |
| Total                                   |                                                                             | 100% | -               | 100% |

#### 5.1.2 Target R&D&I capacities of HEI for the next five-year period

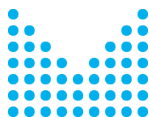
| Field of Research   | FORD                                         | FORD share [%] | Predominant type of research | Total share of field of reaserch [%] |
|---------------------|----------------------------------------------|----------------|------------------------------|--------------------------------------|
| 1. Natural Sciences | 1.1 Mathematics                              |                | Zvolte položku.              |                                      |
|                     | 1.2 Computer and information sciences        |                | Zvolte položku.              |                                      |
|                     | 1.3 Physical sciences                        |                | Zvolte položku.              |                                      |
|                     | 1.4 Chemical sciences                        |                | Zvolte položku.              |                                      |
|                     | 1.5 Earth and related environmental sciences |                | Zvolte položku.              |                                      |



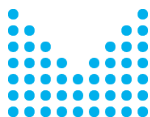
|                                         |                                                                             |      |                 |      |
|-----------------------------------------|-----------------------------------------------------------------------------|------|-----------------|------|
|                                         | 1.6 Biological sciences                                                     |      | Zvolte položku. |      |
|                                         | 1.7 Other natural sciences                                                  |      | Zvolte položku. |      |
| 2. Engineering and Technology           | 2.1 Civil engineering                                                       |      | Zvolte položku. |      |
|                                         | 2.2 Electrical engineering, Electronic engineering, Information engineering |      | Zvolte položku. |      |
|                                         | 2.3 Mechanical engineering                                                  |      | Zvolte položku. |      |
|                                         | 2.4 Chemical engineering                                                    |      | Zvolte položku. |      |
|                                         | 2.5 Materials engineering                                                   |      | Zvolte položku. |      |
|                                         | 2.6 Medical engineering                                                     |      | Zvolte položku. |      |
|                                         | 2.7 Environmental engineering                                               |      | Zvolte položku. |      |
|                                         | 2.8 Environmental biotechnology                                             |      | Zvolte položku. |      |
|                                         | 2.9 Industrial biotechnology                                                |      | Zvolte položku. |      |
|                                         | 2.10 Nanotechnology                                                         |      | Zvolte položku. |      |
|                                         | 2.11 Other engineering and technologies                                     |      | Zvolte položku. |      |
| 3. Medical and Health Sciences          | 3.1 Basic medicine                                                          |      | Zvolte položku. |      |
|                                         | 3.2 Clinical medicine                                                       |      | Zvolte položku. |      |
|                                         | 3.3 Health sciences                                                         |      | Zvolte položku. |      |
| 4. Agricultural and veterinary sciences | 4.1 Agriculture, Forestry, and Fisheries                                    |      | Zvolte položku. |      |
|                                         | 4.2 Animal and Dairy science                                                |      | Zvolte položku. |      |
|                                         | 4.3 Veterinary science                                                      |      | Zvolte položku. |      |
|                                         | 4.4 Other agricultural sciences                                             |      | Zvolte položku. |      |
| 5. Social Sciences                      | 5.1 Psychology and cognitive sciences                                       |      | Zvolte položku. | 100% |
|                                         | 5.2 Economics and Business                                                  |      | Zvolte položku. |      |
|                                         | 5.3 Education                                                               |      | Zvolte položku. |      |
|                                         | 5.4 Sociology                                                               |      | Zvolte položku. |      |
|                                         | 5.5 Law                                                                     |      | Zvolte položku. |      |
|                                         | 5.6 Political science                                                       |      | Zvolte položku. |      |
|                                         | 5.7 Social and economic geography                                           |      | Zvolte položku. |      |
|                                         | 5.8 Media and communications                                                |      | Zvolte položku. |      |
|                                         | 5.9 Other social sciences                                                   |      | Zvolte položku. |      |
| 6. Humanities and the Arts              | 6.1 History and Archaeology                                                 |      | Zvolte položku. |      |
|                                         | 6.2 Languages and Literature                                                |      | Zvolte položku. |      |
|                                         | 6.3 Philosophy, Ethics and Religion                                         |      | Zvolte položku. |      |
|                                         | 6.4 Arts (arts, history of arts, performing arts, music)                    |      | Zvolte položku. |      |
|                                         | 6.5 Other Humanities and the Arts                                           |      | Zvolte položku. |      |
| Total                                   |                                                                             | 100% | -               | 100% |

#### 5.1.3 Relation to the strategic objectives of the provider and strategic documents in the field of R&D&I

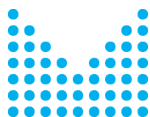
| Strategic document                                                                                              | Follow-up                                                                                                                                                                                                                                                                                                                                                                                                                                          |
|-----------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Interdepartmental Concept of Support for Security Research in the Czech Republic 2017-2023 with a view to 2030. | The scientific research activities of PA CR are fully in line with the objectives of the concept of development of the security research support system. PA CR effectively links research with application practice, supports interdisciplinary cooperation, actively develops international scientific relations, and systematically works to strengthen its research infrastructure and human capital. Through these measures, it contributes to |



|  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
|--|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|  | <p>strengthening security research with a long-term impact on society.</p> <p><b>A. Enhancing the societal benefits of supporting security research</b></p> <p>PA CR directs its research activities towards the actual needs of security forces and public administration. The results of the research are reflected in the development of methodologies, threat analyses, legislative recommendations, and practical measures for the Police of the Czech Republic, the Fire and Rescue Service, the Customs Administration, and other institutions. An important element is also educational activity, where PA CR trains experts who subsequently participate in the implementation of scientific knowledge into practice.</p> <p><b>B. Flexible support</b></p> <p>PA CR continuously analyses current security threats and research needs, based on which it adjusts its scientific strategy. Thanks to the Science and Research Department (SRD), support is provided to academics in obtaining projects and funding. PA CR also tries to respond to new security challenges (e.g. global security threats, cybercrime, hybrid threats) and provides expert consultations to state institutions.</p> <p><b>C. Initiating international activities</b></p> <p>PA CR actively develops international cooperation, both through participation in international research consortia and through direct involvement of its academic staff in global scientific networks. It is also involved in international security research and collaborates with entities such as the United Nations Office on Drugs and Crime and Tarleton State University in Texas.</p> <p><b>D. Effective partnerships</b></p> <p>Close cooperation with the application sphere is a key element of the scientific research activities of PA CR. PA ČR regularly communicates with the Ministry of the Interior of the Czech Republic, the Police Presidium, the General Inspectorate of Security Forces, the National Centre against Organised Crime (NCOZ), the National Centre for Terrorism, Extremism and Cybercrime (NCTEK) and other selected institutions. These entities are involved in defining research priorities and using academic research outputs to improve security practices.</p> <p><b>E. Responsible research and development</b></p> <p>PA CR takes care of ethical aspects of research, protection of personal data and rigorous security screening of its projects. Special emphasis is placed on preventing misuse of research outputs and protecting sensitive information. Responsible research includes regular evaluation of the impact of scientific results on society.</p> |
|--|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|



|                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                                                                                                                                                                                                          | <p><b>F. Sustainable support system</b></p> <p>To ensure the long-term stability of scientific research activities, PA CR has introduced an incentive programme for excellent science (<a href="#">ENG</a>; <a href="#">CZE</a>), systematically supports young scientists and PhD students and invests in research infrastructure. Systematic support of research teams and systematic planning of the development of scientific activities guarantee sustainable growth of the research potential of PA CR.</p> |
| Act No. 130/2002 Coll., on Support for Research, Experimental Development and Innovation from Public Funds and on Amendments to Certain Related Acts (Act on Support for Research, Experimental Development and Innovation), as amended. | As one of the organisational units of the Ministry of the Interior of the Czech Republic engaged in research, development, and innovation supported by public funds, we carry out our scientific research activities in accordance with the conditions of support and public competition in research, experimental development, and innovation as set out in this legal regulation.                                                                                                                               |
| Act No. 341/2005 Coll., on Public Research Institutions, as amended.                                                                                                                                                                     | As a public research institution, PA CR apply our method of establishment, formation, operation, as well as the possible method of dissolution and termination in accordance with this legal regulation. This legislation also regulates the position and powers of the founder and the authorities of PA CR as a public research institution.                                                                                                                                                                    |
| Government Regulation No. 397/2009 Coll., on the Information System for Research, Experimental Development and Innovation.                                                                                                               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |



## 5.2 Research and development objectives

The HEI will describe its intentions and goals for the next five-year period. The objectives in the field of research development, innovation, and knowledge transfer as well as the objectives in the field of cooperation with public administration, entrepreneurs, and non-profit organisations will be described in relation to the mission, vision and disciplinary capacities of the HEI. Furthermore, the objectives for the development of the HEI as a research organisation will be described, in the areas of human potential development, institutional resilience, the implementation of open science and adherence to the principles of ethics, scientific integrity, and good practice, and their interrelationship with R&D&I objectives. The objectives described must be consistent with the Strategic plan for the teaching, scholarly, scientific, research, development, artistic and other creative activities of the higher education institution.

*Maximum 2000 words.*

**Self-assessment:**

PA CR has long been a key educational and research institution in the field of security studies, law, criminology and crisis management. In accordance with the **Strategic Plan of PA CR** ([ENG](#); [CZE](#)) and current societal challenges, PA CR focuses on the development of scientific knowledge, technological innovation, and strengthening cooperation with the application sphere. The following research and development objectives define the direction of PA CR in the period 2025-2030.

In the coming years, PA CR will continue to develop its research activities with an emphasis on an interdisciplinary approach and the application of modern methods in security research. An important direction will be the strengthening of forensic sciences, especially the development of advanced forensic methods, the use of digital tools for criminal investigations, and the deepening of knowledge in the field of cyber security.

In the area of digitalisation of research processes, PA CR will focus on the implementation of modern analytical methods and the development of tools based on artificial intelligence that can contribute to more effective risk assessment and evidence processing. At the same time, emphasis will be placed on the development of digital simulators and interactive models usable in education and training in crisis management and security operations.

The key priorities of PA CR in the area of cooperation with public administration include deepening ties with the Ministry of the Interior, the Police of the Czech Republic and other security forces of the Czech Republic and state administration bodies. Increased cooperation with law enforcement and the judiciary to provide expert support for the introduction of new methods in the field of investigation, crime prevention, and crisis management will also be an important direction. PA CR will actively participate in the development of expert analyses and legislative proposals related to state security policy and the protection of public order.

Within the framework of international cooperation, PA CR will continue to develop partnerships with academic and research institutions in Europe and other countries around the world, especially in the field of security research, law, and criminalistics. The aim will be to involve PA CR in international research projects, support the mobility of researchers, and ensure the transfer of foreign experience into teaching and research.

Strengthening institutional resilience, professionalising research teams, and supporting young scientists will also be essential pillars of the development of PA CR as a research organisation. PA CR will focus on creating stable conditions for scientific work and career development of academic staff with an emphasis on the effective involvement of PhD students in research activities.

The above-mentioned objectives will be implemented in accordance with the **Strategic Plan of PA CR** ([ENG](#); [CZE](#)) and will be aimed at strengthening research capacities, transfer of knowledge into practice and development of human potential. PA CR will continue to play a key role in security research and education in the Czech Republic and internationally.

### 5.3 Institutional tools and measures for the implementation of the research and development strategy

The HEI will describe its institutional and strategic tools (e.g., strategic management tools, tools created to support the implementation of research objectives, legal and organisational norms in relation to R&D&I support, etc.) that are designed to fulfil the research and development objectives for the next five-year period (Table 5.3.1), with an emphasis on:

- Supporting quality R&D&I.
- Excellent science.
- Innovative environment and increasing the international or disciplinary competitiveness of the HEI's research activities.
- Development of human potential.
- Institutional resilience.
- Adherence to ethical principles, scientific integrity and good practice in R&D&I.

*Maximum 2000 words.*

#### Self-assessment:

Institutional and strategic instruments that are aimed at achieving research objectives, legal and organisational norms in relation to R&D&I support are listed at these links: [ENG](#); [CZE](#). These documents set out the key mechanisms that guarantee the effectiveness of this system of instruments. Achieving the support of quality R&D&I and excellent science is implemented through quality assurance and internal quality assessment, which is based on the definition of the mission of PA CR according to Article 2 of the Statute of PA CR. It is based on the basic, educational and creative activities of PA CR according to Articles 3, 4 and 5 and builds on the development concepts of PA CR formulated in its *Strategic Plan of Educational and Scientific, Research, Development, Innovation, Artistic or Other Creative Activities of PA CR* ([ENG](#); [CZE](#)) and its annual implementation plan. It is the basis for the quality assurance and internal evaluation of, inter alia, the scientific and research, development and innovation, artistic or other creative activities, in particular the monitoring and evaluation of creative activities carried out at PA CR, the promotion of its excellence, the preparation and evaluation of elements, tools or components of the long-term conceptual development of individual scientific disciplines at PA CR.

Quality assurance and internal quality assessment at faculties or other units of PA CR is ensured so that the requirements of the Act, other legal regulations, accreditation standards and internal regulations of PA CR are met. The Rector authorises the employees of PA CR to coordinate activities related to the system of internal quality assurance at the level of PA CR. Methodological, technical, and administrative support is provided by the relevant department of the Rector's Office of PA CR. The Dean delegates a faculty employee, usually the Vice-Dean, to coordinate activities related to the system of quality assurance and internal quality assessment at the faculty level. Senior staff of other units shall follow a similar procedure. The Scientific Council of PA CR and the Scientific Councils of the Faculties are responsible for the internal quality assurance system.

In relation to the innovative environment and increasing the international or disciplinary competitiveness of the university's research activities, PA CR is currently involved in 3 type A research projects with an international dimension (Horizon Europe, ISF), and one international research task was successfully completed in 2024. The University is also involved in 3 type C research projects. All the research projects carried out in the last 10 years (4 × A, 1 × B, 6 × C) have a security and legal focus. At the end of 2024, PA CR submitted 3 project proposals to the public competitions of the grant agency TA CR. In the first half of 2025, the University is preparing documents for 9 more projects for public competitions in the field of science and research. Therefore, in view of the above, PA CR believes that it fulfils this area also in view of the above information on international scientific

projects of type A, in this area PA CR has effective mechanisms and systems to ensure research objectives and support excellent results.

The development of human potential is continuously ensured at PA CR. PA CR has *Career Regulations of Police Academy of the Czech Republic in Prague* ([ENG](#); [CZE](#)) in its internal regulations, which defines the optimal course of career development of an academic employee of the University and its evaluation and defines the ways of motivation and support of an academic employee in connection with their career development. Academic staff are further motivated in their scientific and creative activities by the University's incentive programme, which stimulates high-quality outputs of creative activities and supports the involvement of academic staff in international and national competitive projects. The University is systematically working on the development of staffing by recruiting more promising academic staff of younger age categories. PA CR has an accredited doctoral study programme, which is one of the basic prerequisites for supplementing and providing qualification requirements for its academic staff. This doctoral study programme should be followed by habilitation and the procedure for appointment as a professor.

PA CR is a resilient institution that ensures the long-term security of the research and other creative activities it carries out. It seeks to protect the values of academic freedom and independence. In this context, it is proactively engaged in increasing the resilience of the University in relation to external and internal influences. As a state university, one of whose main missions is education in the field of homeland security, PA CR reflects the current security environment, including security threats that it tries to effectively prevent, whether in relation to its cybersecurity or in relation to, for example, the misuse of personal data, etc.

As mentioned above, PA CR strives to uphold ethical principles, scientific integrity and good practice in R&D&I. The University has its *Code of Conduct for employees of Police Academy of Czech Republic in Prague* ([ENG](#); [CZE](#)). This internal regulation establishes the basic obligations of employees in the area of academic ethics, respect for academic freedoms and impartiality in conduct and decision-making. In the field of science and research, the Ethics Committee oversees compliance with ethical principles. Other tools are also available to reduce plagiarism and raise the standard of selected research outputs. Knowing that academics or researchers at PA CR must also comply with other relevant measures in terms of ethical principles and good practice, it can be concluded that these principles are set at the required level at PA CR.

### 5.3.1 Institutional tools and measures for the implementation of the research and development strategy

| Name of instrument/measure | Description of the tool/measure                                                                                                                                                | Implementation status | Year |
|----------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|------|
| Publication obligation     | There is an obligation for academics to publish at least one impacted publication per year.                                                                                    | Implemented           | 2024 |
| Career regulations         | It establishes career development principles aimed at improving the quality of educational activities and related creative activities and other related activities.            | Implemented           | 2022 |
| Code of Ethics             | Establishes principles aimed at the appropriate quality of publication outputs in the context of compliance with ethical principles and good practice (anti-plagiarism, etc.). | Implemented           | 2018 |

#### 5.4 Implementation of the recommendations in Module 5

The HEI will briefly describe how it has implemented the recommendations for Module 5 from the previous evaluation period, if applicable.

*Maximum 1000 words*

##### Self-assessment:

*The recommendations for Module 5 made in the International Evaluation Panel's Evaluation Report in the previous evaluation covered the following areas:*

➔ **It is necessary to maintain and develop a high level research and educational profile and to maintain all kinds of necessary accreditations of study programmes.**

PA CR maintains and develops its research and educational profile at a high level thanks to a well-thought-out strategy focused on research quality, interdisciplinary cooperation, international engagement and regular accreditation of study programmes. These activities ensure that we provide long-term education and research outputs with high professional value and real application impact.

##### Research profile and its development

Scientific research activities at PA CR focus on security and legal issues with a direct impact on the performance of public administration and security forces. Key research areas include criminology, criminalistics, cyber security, crisis management, forensic sciences, administrative and criminal law, security policy, and risk management.

The development of the research profile of PA CR is supported by measures such as:

- **Systematic building of research infrastructure** - PA CR invests in specialised laboratories, analytical instruments, and licensed databases.
- **Incentive Programme for Excellence in Science** - recognises academics with significant research achievements and encourages participation in prestigious grant schemes.
- **Interdisciplinary Research Teams** - connect experts from different disciplines within both faculties, thereby increasing the impact and applicability of research.
- **International cooperation** - PA CR actively participates in research projects within Horizon Europe or ISF and cooperates with foreign universities and security institutions.

##### Educational profile and accreditation of study programmes

PA CR provides **bachelor, master and doctoral degree programmes**, which focus on security management, criminology, law, and other related fields. The educational profile is shaped in close cooperation with the application sphere and reflects the current requirements of the Ministry of the Interior of the Czech Republic or related security forces.

The quality assurance of study programmes is based on a **system of accreditation which is in accordance with the requirements of the National Accreditation Office (NAO)**. The accreditation process includes:

- **Regular evaluation and updating of study programmes** - PA CR modifies the content of studies based on new scientific knowledge and requirements of security practice.

- **External evaluation** - the accreditation process involves consultation with experts from both academic and application environments, thus ensuring the quality of teaching.
- **Supporting pedagogical development** - PA CR motivates its academic staff to improve the quality of teaching through didactic training, foreign internships, and exchange programmes.

In addition to the above, we can also mention the fact that active negotiations on institutional accreditation for PA CR are underway.

→ **The need to attract international input to research was emphasised.**

- PA CR has significantly strengthened its international research impact through participation in global consortia, academic staff engagement in prestigious journal editorial boards, and invited lectures at institutions such as the United Nations Office on Drugs and Crime and Tarleton State University. It expanded involvement in Horizon Europe and ISF grant programmes and deepened cooperation with foreign universities and security organisations. Enhanced academic mobility and foreign expert visits supported interdisciplinary research, while participation in European project evaluations boosted PA CR's international standing.

→ **PA CR has no specific institutional body for implementing a research strategy with an emphasis on quality R&D&I and innovation.**

- PA CR has reinforced its research strategy, focusing on quality and innovation through the strengthened Science and Research Department (SRD). In collaboration with the Vice-Rector for Science and Research, SRD defines strategic research priorities, supports interdisciplinary cooperation, and aids academics in grant applications and project administration. It also coordinates internal incentive programmes and ensures high-quality publication outputs. These measures enhance PA CR's scientific excellence, secure long-term research sustainability, and strengthen its national and international reputation.

→ **Diversification of financial resources complementing institutional funding with project-based funding.**

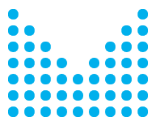
- PA CR has diversified its financial resources by expanding national and international project funding. Strengthening SRD allowed for active grant acquisition and academic support. PA CR increased participation in national security research grants and enhanced international involvement in Horizon Europe and ISF programmes. Internal funding initiatives further motivated academics to engage in grant competitions, ensuring financial sustainability and research development.

→ **Expanding international partnerships with universities and institutions with similar goals.**

- PA CR systematically develops international partnerships with institutions sharing a focus on security research and applied science. It actively participates in Horizon Europe and ISF research consortia, strengthening engagement in European security projects. Bilateral agreements, such as with Tarleton State University and the UN Office on Drugs and Crime, foster expertise exchange in criminology and extremism. Joint research, publications, and staff mobility further enhance PA CR's role in global security research and open pathways to strategic partnerships.

## A LIST OF SUPPORTING DOCUMENTS/LINKS FOR MODULE 5

| Document name | No. criteria | Location (link in HTML) |
|---------------|--------------|-------------------------|
|               |              |                         |



|                                                                                                                                 |                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
|---------------------------------------------------------------------------------------------------------------------------------|-------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Incentive Programme                                                                                                             | 5.1.3             | ENG <a href="https://www.polac.cz/g2/view.php?o_skole/english/incentive_prog.pdf">https://www.polac.cz/g2/view.php?o_skole/english/incentive_prog.pdf</a><br>CZE <a href="https://www.polac.cz/g2/view.php?o_skole/veda21/motivacni_25/motivacni_25.pdf">https://www.polac.cz/g2/view.php?o_skole/veda21/motivacni_25/motivacni_25.pdf</a>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| Strategic Plan of Educational and Scientific, Research, Development, Innovation, Artistic or Other Creative Activities of PA CR | 5.1<br>5.2<br>5.3 | ENG <a href="https://www.polac.cz/g2/view.php?o_skole/english/strategic21_26.pdf">https://www.polac.cz/g2/view.php?o_skole/english/strategic21_26.pdf</a><br>CZE <a href="https://www.polac.cz/dokument/strat_zam.pdf">https://www.polac.cz/dokument/strat_zam.pdf</a>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| Strategic Plan Implementation Plans for individual years                                                                        | 5.1               | 2022 ENG <a href="https://www.polac.cz/g2/view.php?o_skole/english/implement_22.pdf">https://www.polac.cz/g2/view.php?o_skole/english/implement_22.pdf</a><br>CZE <a href="https://www.polac.cz/g2/view.php?dokument/realizace_22.pdf">https://www.polac.cz/g2/view.php?dokument/realizace_22.pdf</a><br>2023 ENG <a href="https://www.polac.cz/g2/view.php?o_skole/english/impement_23.pdf">https://www.polac.cz/g2/view.php?o_skole/english/impement_23.pdf</a><br>CZE <a href="https://www.polac.cz/g2/view.php?dokument/realizace_23.pdf">https://www.polac.cz/g2/view.php?dokument/realizace_23.pdf</a><br>2024 ENG <a href="https://www.polac.cz/g2/view.php?o_skole/english/implement_24.pdf">https://www.polac.cz/g2/view.php?o_skole/english/implement_24.pdf</a><br>CZE <a href="https://www.polac.cz/g2/view.php?dokument/realizace_24.pdf">https://www.polac.cz/g2/view.php?dokument/realizace_24.pdf</a> |
| Career Regulations of Police Academy of the Czech Republic in Prague                                                            | 5.3               | ENG <a href="https://www.polac.cz/o_skole/english/career_regul.pdf">https://www.polac.cz/o_skole/english/career_regul.pdf</a><br>CZE <a href="https://www.polac.cz/dokument/karier.pdf">https://www.polac.cz/dokument/karier.pdf</a>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| Code of Conduct for employees of Police Academy of Czech Republic in Prague                                                     | 5.3               | ENG <a href="https://www.polac.cz/g2/view.php?o_skole/english/code_ethics.pdf">https://www.polac.cz/g2/view.php?o_skole/english/code_ethics.pdf</a><br>CZE <a href="https://www.polac.cz/g2/view.php?dokument/eticky.pdf">https://www.polac.cz/g2/view.php?dokument/eticky.pdf</a>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |

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