

# Concept of research and development at VŠFS for the years 2021-2027

## Outline

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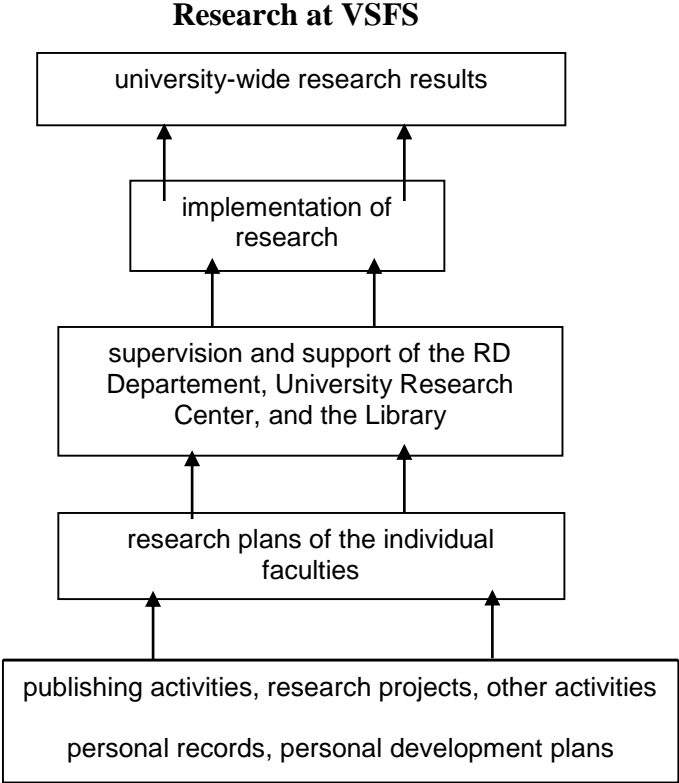
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**1. Mission and vision in the field of Research and Development**

The Research and Development (R&D) mission of the University of Finance and Administration (VSFS) is to be a respected university that conducts its own independent research and produces new and useful knowledge disseminated on a non-exclusive and non-discriminatory basis. This is achieved through publications available to the public, instruction, and the application of research results into practice.

Our research areas are mainly economics and economic policy, finance, business administration disciplines including management and marketing, selected areas of law and criminology, and fields of public administration.

Our vision is to contribute to solving global research challenges (including through international research consortia) such as financial stability, the digital economy and Industry 4.0, and security including cybersecurity.



## 2. Characteristics of the current state of research and development (= starting points)

### 2.1. SWOT analysis

Strengths	Weaknesses
<ul style="list-style-type: none"> <li>- well-developed system of internal research projects</li> <li>- motivational system for rewarding research activities</li> <li>- excellent contacts in the sphere of practical application (financial institutions, public administration, professional societies)</li> <li>- financial situation enabling investment of own funds in R&amp;D</li> <li>- the specialist subject matter the academic staff focuses on allows for collaboration on projects</li> <li>- low costs for conducting own research (predominance of social sciences research)</li> <li>- well-established tradition of conferences with a range of interested parties (financial markets, criminalistics, doctoral student conferences, Prof. Vencovsky Award)</li> </ul>	<ul style="list-style-type: none"> <li>- human resources in terms of age structure</li> <li>- lack of prestigious research projects in certain degree programs</li> <li>- insufficient involvement in international research projects</li> <li>- low involvement of students in R&amp;D activities</li> <li>- academic staff do not take advantage of opportunities for research that overlap with areas outside their main field (lack of effort to address problems in a broader context)</li> <li>- in some fields it is difficult to produce quality publishing outputs (foreign journals in Web of Science or Scopus databases)</li> <li>- insufficient use of the potential of academic staff (they spend more time on teaching or administrative work)</li> </ul>
Opportunities	Threats
<ul style="list-style-type: none"> <li>- greater involvement in the preparation of external projects, particularly in applied research</li> <li>- greater collaboration with the practical sphere in R&amp;D activities (contract or collaborative research)</li> <li>- the possibility of getting involved in projects requiring own financial resources (co-financing is required)</li> <li>- given the low costs, a higher degree of contract research can be a competitive advantage, but there is a need to focus more on practical application of results</li> <li>- greater cooperation between divisions in joint activities/projects</li> <li>- get university journals included in prestigious databases</li> <li>- opportunities for cooperation in R&amp;D abroad with countries where there is already successful cooperation in the area of education (e.g. China, Mexico)</li> </ul>	<ul style="list-style-type: none"> <li>- small number of future external project implementers due to age (retirement) and lack of experience in project management</li> <li>- low number of future doctoral students</li> <li>- insufficient societal demand for results in the fields of study in which the VŠFS focuses</li> <li>- low production of high-quality, globally comparable results and the ensuing unfavorable outcome for VŠFS in the national evaluation of research organizations under Methodology 2017+</li> <li>- future failure to meet conditions for research organizations in relation to economic activities (which may include teaching at private universities) or in relation to low R&amp;D performance</li> <li>- future loss of the ability to submit successful projects to traditional providers (Czech Grant Agency, Technology Agency, MoI, etc.) due to increasing demands of these providers</li> </ul>

## 2.2. Staffing

Staffing with quality academic staff with research experience is a key prerequisite for the scope and quality of research activities. Doctoral students are also involved in research activities.

Qualification structure of academic staff as of 31 August 2021

<b>Academic position</b>	<b>share in %</b>
professors	14
Associated professors	28
Assistant professors	58
Assistants	0

Age structure of academic staff as of 31 Aug 2021

<b>Age</b>	<b>Share in %</b>
up to 35 years	4
from 36 to 40 years	8
from 41 to 45 years	12
from 46 to 50 years	18
from 51 to 55 years	12
from 56 to 60 years	12
from 61 to 65 years	11
over 66 years	25

Number of academic staff members in individual disciplines

<b>Field of R&amp;D (according to FOS, Frascati manual)</b>	<b>No of APs (Headcount as of 31. 12. 2020)</b>	<b>Share in %</b>
Economics and Business	30	33
Law	24	26
Media and communication	11	12
Computer and information sci.	7	8
Languages and Literature	6	7
Political sci.	4	4
Mathematics	4	4
Sociology	3	3
Other social sci.	3	3

Number of admitted/enrolled candidates for doctoral studies in the accredited degree program Finance

2015/2016: 8/6

2016/2017: 6/6

2017/2018: 3/3

2018/2019: 5/5

2019/2020: 7/5

2020/2021: 8/8 in the Czech Program

14/14 in the English program

### 2.3. Research projects

Research activities are carried out at the faculties and their institutions. There is successful inter-faculty cooperation taking place in some cases. Research is mainly conducted within research projects:

- projects with support from external providers, as well as in collaboration with other partners (research organizations, application guarantors), especially public universities.
- Internal projects (organized by the Internal Grant Agency – IGA activities are governed by internal regulation) serve mainly to prepare external projects in the form of shaping research topics and research teams to develop the research careers of early career researchers and involve students in R&D

Cooperation with the practical sphere has recently been successfully expanding beyond the usual research projects to include contract research projects.

#### External research projects in progress in 2021:

- *Mapping the Needs of Professional DJs and Musicians in the Remix Culture and Enhancing Their Qualifications*, EEA and Norway Grants 2014 – 2021, Culture Program, implementing period 03/2021 – 06/2022, main recipient of financial support is Association of Authors and Performers, the co-recipients are VSFS, Palacký University Olomouc and Inland Norway University of Applied Sciences, responsible investigator VSFS JUDr. Leška.
- *The COVID-19 pandemic as a catalyst for change in the distribution, presentation and monetization of cultural content online*, Technology Agency of the Czech Republic, implementing period 10/2020 – 09/2022, main recipient of financial support is Palacký University Olomouc, the co-recipients are VSFS and Masaryk University, responsible investigator VSFS JUDr. Leška.
- *Internal and external peripheries in the regional development of the Czech Republic - from genetic determination to territorial cohesion*, Technology Agency of the Czech Republic, implementing period 05/2020 - 4/2023, main recipient of financial support is VSFS, the co-recipients are Masaryk University, University of West Bohemia and Palacký University Olomouc, principal investigator prof. Wokoun; inter-faculty cooperation project
- *How to achieve good governance by the provision of social, cultural and educational services of copyright and related rights collective management organizations*, Technology Agency of the Czech Republic, implementing period 4/2020 - 3/2022, main recipient of financial support is VSFS; principal investigator JUDr. Leška; inter-faculty cooperation project
- *Family businesses: Value drivers and value determination in the process of succession*, Technology Agency of the Czech Republic, implementing period 1/2019 - 12/2022, main recipient of financial support is Brno University of Technology, the co-recipients are VSFS and Association of Small and Medium-Sized Enterprises and Crafts of the Czech Republic, responsible investigator VSFS dr. Břečková.

#### Internal research projects in progress in 2021:

## Student (17)

- *Access of persons legally sentenced to imprisonment to ICT education in Czech prisons and use of skills after release at liberty*, implementing period 03/2021-08/2022, principal investigator MSc. Krausová (a Ph.D. student)
- *Digital Audit and Risk Management in Industry 4.0*, implementing period 03/2021-08/2023, principal investigator dr. Kupec
- *Perspectives of the euro introduction in the Czech Republic - macroeconomic benefits, interests of firms and spontaneous euroization*, implementing period 03/2021-08/2022, principal investigator Ing. Havlová (a Ph.D. student)
- *Innovation in the circular economy*, implementing period 03/2021-08/2022, principal investigator dr. Blažek
- *Mother and father? Nonbinary and transgender families in the Czech Republic: a legislative norm and the ideas of NB/TG people*, implementing period 03/2021-08/2023, principal investigator dr. Baslarová
- *Status and possibilities of lifestyle optimization in peripheral (peripheral) areas - the case of Central Bohemia*, implementing period 03/2021-08/2022, principal investigator dr. Tomčík
- *The analysis of preconditions for the establishment and sustainable development of the University Business Center*, implementing period 03/2021-08/2022, principal investigator dr. Pavlák
- *Identifying the Risks of the Sanction System in the Czech Republic as an Instrument for Securing the Stability of the Value Added Tax Collection*, implementing period 03/2020-08/2021, principal investigator Ing. Burianová (a Ph.D. student)
- *Perception of taxes and social security contributions in the Czech and Slovak Republic*, implementing period 03/2020-08/2021, principal investigator Ing. Hájek (a Ph.D. student)
- *Intergenerational transfer of family crafts - a challenge for the 4.0 phenomenon*, implementing period 03/2020-02/2022, principal investigator dr. Tomášková
- *Wealth and poverty as a problem in terms of economics of productive consumption*, implementing period 03/2020-08/2022, principal investigator assoc. prof. Valenčík
- *Consumer perceptions in strategic communication management in sustainable fashion. An European perspective*, implementing period 03/2020-08/2021, principal investigator dr. Cirklová
- *The future of a shared economy in the economic system*, implementing period 03/2020-08/2021, principal investigator dr. Blažek
- *Research on financial literacy in an international context*, implementing period 03/2019-02/2022, principal investigator Ing. Chlumská (a Ph.D. student)
- *Business incubator as a tool for cooperation between the academic environment and real practice in the Czech Republic and abroad*, implementing period 06/2019-05/2021, principal investigator dr. Pavlák
- *Foreign actor as a source of fear and sense of threat*, implementing period 06/2018-05/2021, principal investigator dr. Polišínská

### Junior (3)

- *Profitability indicators of the banking sector of major world economies and their main determinants in relation to selected bank products*, implementing period 03/2021-08/2022, principal investigator dr. Kotěšovcová
- *Possibilities of Supporting Cross-generational Cooperation in the Workplace*, implementing period 03/2021-08/2022, principal investigator dr. Farkačová
- *Processing of visual stimulus by consumer from the perspective of eye tracking method*, implementing period 03/2020-08/2021, principal investigator Ing. Rosenlacher

### Standard (5)

- *Security, police and justice cooperation in European Law after the of UK - legal consequences and impact on the Czech Republic*, implementing period 03/2020-08/2021, principal investigator assoc. prof. Janků
- *System approach to selected ICT trends*, implementing period 03/2020-08/2021, principal investigator assoc. prof. Mildeová
- *Accounting profession as a part of capital market development in the Czech Republic*, implementing period 03/2020-08/2021, principal investigator Ing. Kubíčková
- *Marketing Communications of Companies from Socially Sensitive Sectors*, implementing period 03/2021-08/2021, principal investigator dr. Kunz
- *Media behaviour of Generation Z*, implementing period 03/2020-08/2021, principal investigator assoc. prof. Hes

### Contract research projects in progress in 2021 (7):

- *BOSS 4.0, media data processing module*, contracting authority 2C analytics, s.r.o., the project is implemented within the OP Prague – Pole of Growth of the Czech Republic, Prague Voucher for Innovation Projects, implementing period 04/2021 – 07/2021, principal investigator dr. Švecová
- *Assessment of the impact of instore activities*, contracting authority Idealisti, s.r.o., the project is implemented within the OP Prague – Pole of Growth of the Czech Republic, Prague Voucher for Innovation Projects, implementing period 04/2021 – 07/2021, principal investigator Ing. Rosenlacher
- *Development of an information system focused on management and support of the business process*, contracting authority S.M.A., a.s., the project is implemented within the OP Prague – Pole of Growth of the Czech Republic, Prague Voucher for Innovation Projects, implementing period 12/2020 – 05/2021, principal investigator dr. Petřů
- *Analysis of security risks in the handling with storage media in the field of banking and proposal of measures to minimize them*, contracting authority J & T BANKA, a.s., implementing period 4/2020 – 5/2021, principal investigator prof. Straus

- *Protection of the critical infrastructure*, contracting authority ČEZ, a.s., implementing period 4/2020 – 12/2023, principal investigator doc. Bruna
- *Technical security systems, security assessment of the building and security functionality in relation to the detection of insurance fraud and emergencies*, contracting authority ALKOM Security, a.s., implementing period 02/2020 – 05/2021, principal investigator prof. Straus
- *System for assessing the phases of the life cycle of protective equipment*, contracting authority KOMORA, s.r.o., The project is implemented within the OP Enterprise and Innovation for Competitiveness, Innovation Voucher COVID-19, implementing period 12/2020 – 03/2021, principal investigator Ing. Stuchlík

External research project proposals submitted in 2021 (4):

- *Multifunctional Laboratory*, Visegrad+ Grants, implementing period 18 months, applicant VSFS (co-applicants from POL, HUN, SVK, GEO), principal investigator dr. Kostikov
- *Market liquidity shocks and financial market re-pricing*, Czech Science Foundation, implementing period 36 months, co-applicant VSFS (applicant Prague University of Economy and Business), responsible investigator VSFS dr. Komárková (applicants' principle investigator assoc. prof. Brůna)
- *Elevated Indebtedness of Private Non-Financial Sector: Cyclical and Structural Factors and Potential Remedial Policy Responses*, Czech Science Foundation, implementing period 36 months, co-applicant VSFS (applicant VSB - Technical University of Ostrava), responsible investigator VSFS prof. Frait (applicants' principal investigator assoc. prof. Kučerová)
- *The Ethics of Access to Audiovisual Online Content*, Czech Science Foundation, implementing period 36 months, applicant VSFS (co-applicant Palacký University Olomouc), principle investigator JUDr. Leška (co-applicants' responsible investigator assoc. prof. Zahradka).

**Funds for the support and implementation of research and development for the calendar year 2021:**

source	in thousand CZK
RVO – institutional support for the long-term conceptual development of the research organization	4 390
SVV – objective-oriented support for the specific university research	1 760
Externally funded research projects (4 projects funded by Technology Agency of the Czech Republic, 1 international research project) – objective-oriented support	3 370
Contract research incomes (as of 31. 7. 2021)	5 460
<b>Total</b>	<b>14 980</b>

#### 2.4. Research results

Research results mainly consist of publishing outputs and other outcomes (certified methodologies, results reflected in legislation, software solutions, etc.). The main publishing outputs are  $J_{imp}$  and  $J_{sc}$  articles, as well as scholarly books and chapters of books.

Numbers of results submitted to the Register of Information on Results (RIV):

Submission year	a total of results	of which $J_{imp}$	of which $J_{sc}$	of which B	of which C	of which D
2021	136	*14	**9	11	11	36
2020	150	9	14	7	10	45
2019	122	9	12	13	7	42
2018	120	9	5	6	10	22

\* of which 8 AIS, 3 Q2

\*\* of which 1 Q1

$J_{imp}$  = articles in Journals from Web of Science database

$J_{sc}$  = articles in Journals from Scopus database

B = scholarly books

C = chapters in scholarly books

D = proceeding papers

Research results are subject to evaluation (see section 2.5 for more details) and are also reflected in a significant way in accreditation applications (at the institution level and at the level of individual guarantors of degree programs and subjects). The following facts are material when assessing the quality of bibliometric results:

- Number of  $J_{imp}$  type articles with an assigned AIS (Article Influence Score), journal quartile according to AIS,

- Number of articles of the type  $J_{sc}$  with assigned SJR (Scimago Journal Ranking), quartile of the journal according to SJR
- subject focus of journals containing  $J_{imp}$  and  $J_{sc}$  articles
- $J_{imp}/D$  ratio

For non-bibliometric results, either the contribution to societal change (a.k.a. societal relevance) or the contribution of the result to knowledge in a given scientific field is relevant for the evaluation.

The most successful results of the VSFS in the evaluation according to social relevance or contribution to knowledge:

Results rated with a grade of 2 – result on an excellent international level:

STRAUS, J., PORADA, V. [*Theory of forensic biomechanics*] (in Czech). 1<sup>st</sup> ed. Prague: University of Finance and Administration, 2017. 168 s. SCIENCEpress edition.

MALOVANÁ, S., FRAIT, J. Monetary policy and macroprudential policy: Rivals or teammates? *Journal of Financial Stability*. Amsterdam: Elsevier, 2017, Vol. 32, October, p. 1-16.

Results rated with a grade of 3 – result at a very good level internationally recognized with contribution at a national level:

LÁNSKÝ, J. [*Cryptocurrencies*] (in Czech). 1<sup>st</sup> ed. Prague: C. H. Beck, 2018. 160 p. The Law and Society. ISBN 978-80-7400-722-4.

FRAIT, J. et al. *Post-Crisis Banking Regulation and its Potential Impacts in Small Open Economies*. 1<sup>st</sup> ed. Prague: University of Finance and Administration, 2016. 152 p. EUPRESS Edition.

VOSTATEK, J. [*Pension theory and policy*] (in Czech). 1<sup>st</sup> ed. Prague: C. H. Beck, 2016. 288 p. Becks' ed. in Economy.

ZICH, F., ANÝŽOVÁ, P., MATĚJŮ, P., ROUBAL, O., KUBÁTOVÁ, H., ZNEBEJÁNEK, F. [*Confrontation of values in late modernity: Bohemia and Hlučín in the European context*] (in Czech). 1<sup>st</sup> ed. Prague: Sociologic Publishing (SLON), 2016. 302 p. Studies Edition, Vol. No 121.

## 2.5. Evaluation of research activity

In 2021, the first ever comprehensive evaluation of research activities at institutions of higher education in the Czech Republic was completed, which also included the VSFS. The evaluation was carried out according to the Methodology Evaluating Research Organizations and Research, Development and Innovation Purpose-tied Aid Programmes (Methodology 2017+) in five modules:

- Modules M1 (Quality of selected results, i.e. selected publications, particularly scholarly books) and M2 (Research performance, i.e. particularly articles in journals registered in the WoS and Scopus databases) focused on research results,
- Modules M3 (Societal relevance), M4 (Viability), and M5 (Strategy and policies) assessed on the basis of a self-evaluation report by the International Evaluation Panel (IEP).

In Modules M1 and M2 the evaluation result was not favorable for the VSFS. The RDI Council has observed a low level of results in Social Sciences (with emphasis on the discipline of Economics). This is mainly based on the fact that the results of the VSFS are represented on WoS at relatively low numbers in the form of articles (papers in proceedings predominate). Compared to the country as a whole, VSFS shows a higher percentage of articles in the weakest quartile of journals, Q4 (VSFS 85% compared to 56% for the country as a whole). In the Scopus database, VSFS articles are also mostly concentrated below the median of the field (in Q3 and Q4), and more intensively than in the country as a whole (VSFS 79% in Q3+Q4 vs. 57% for the country as a whole).

The RDI Council has also observed a low number of results in Module M1. However, the rating in Module M1 is negatively affected by the non-inclusion of results for The VSFS Institute – former legal entity of VSFS. We were allowed to enter these results in the evaluation, and for the most part they were rated favorably, but they were not taken into account by the IEP when producing the evaluation report. Following an appeal by the VSFS against the outcome of the evaluation, the verbal assessment was corrected and a new rating with a grade of C was assigned for Module M1. However, the overall grade for Modules M1 and M2 remained at a level of D.

For Modules M3, M4, and M5, the VSFS received a good rating. In Module M3, both faculties received a rating of GOOD, in Module M4 (Viability) the VSFS as a whole received rating of GOOD, and in Module M5 even a rating of VERY GOOD. The IEP's Evaluation Report for these modules cites the following strengths:

- research projects with significant societal impacts,
- cooperation with public entities (e.g. the Czech National Bank),
- popularization of research results carried out at the VSFS,
- awareness of the management and proactive approach to the development of the university in the field of research,

as well as the following weaknesses:

- low internationalization of the environment,
- unsuitable age structure of academic staff (associate professors and professors are 50+),
- gender imbalance of academic staff, especially associate professors and professors.

The overall rating of D – below average institution with numerous weaknesses and deficiencies – is affected solely by Modules M1 and M2; Modules M3-M5 did not contribute to the overall rating.

### Impact of the assessment results on the R&D budget

The financial impact of the assessment on the level of support provided for research organization long-term conceptual development (RVO) is minimal. Despite the unfavorable rating, the VSFS is entitled to a slightly higher annual RVO in the period 2021-2025 compared to 2020 (assuming no decrease in the state budget expenditure on R&D in the budget chapter of the Ministry of Education, Youth, and Sports).

## **3. Planned objectives in key research areas**

### **3.1. Set up processes**

- Retain research organization status and the ensuing implementation of research projects, including projects with public support from major providers (Czech and foreign).
- Contribute to solving global research challenges (including through international research consortia) in connection with accredited degree programs at VSFS such as financial stability, the digital economy and Industry 4.0, and security including cybersecurity.
- Improve the skills and abilities of students in research through their involving in research projects.
- Ensure continuity of research by strengthening the competencies of early career researchers (e.g. through junior internal projects).
- Maintain and strengthen the quality of publications and create favorable conditions for research in terms of personnel, financial, institutional, and material resources. When possible, use regular annual support from MEYS (RVO, possibly dedicated support for specific university research - according to a planned legislative change announced by the MEYS, this support will be merged with the support for RVO).
- Implement the Research Organization Assessment Methodology *Methodology 2017+* (its nationwide Modules 1 and 2 annually, materials for Modules 3, 4, and 5 in 2024).
- Emphasize various sources of research funding (external research projects, contract research, supplemental activities such as consulting, expertise, training, and professional education).
- Organize academic conferences, seminars, and discussion forums to present results and to exchange views and experiences within the academic community.

### **3.2. Development of infrastructure services**

- Achieve 60,000 volumes in the library collection, a 5% renewal of the collection per year is planned.
- Ensure Electronic Information Resources such as ProQuestCentral (under the project CzechElib), ProQuestBooks, New ASPI, Monitora, EBSCO eBooks
- Develop the VSFS Repository as a portal for the publishing activities of university staff.

- Produce expert monographs through VSFS Publishing of such a standard that they will aspire to achieve the best possible results within the module M1 – quality of selected results according to the *Methodology 2017+*.
- Develop the editorial plan in cooperation with the faculty management and the heads of the relevant Institutes.
- Assign all articles in our peer-reviewed journals, as well as all e-books, proceedings, and other relevant production of VSFS Publishing with a DOI (digital object identifier).
- Continue publishing the scientific journal ACTA VŠFS at the established frequency of 2 issues per year.
- Continue publishing the scientific journal *Forensic Sciences, Law, Criminalistics* at an increased frequency of 3 issues per year.

### **3.3. The excellence and societal relevance of research**

- Develop socially relevant research, especially topics responding to current societal challenges in the Social Sciences (Finance, Business and Management, Media and Communication, Sociology, Psychology, Criminology and Forensic Disciplines, Law, Security, Regional Development, and Public Administration) and also partly in the Natural Sciences (Information Science).
- Ensure collaboration between researchers from different academic disciplines (interdisciplinarity).
- Financially support the development of new research topics in relation to accredited degree programs based on the proposals of the faculties, which may also submit proposals for new research teams.
- Increase the excellence of research performed by obtaining external support for fundamental research projects, in particular from the Czech Science Foundation.
- Develop cooperation with the business community in research projects and public procurement contracts, in particular:
  - with the support of the Technology Agency of the Czech Republic (continue to attract applied research projects in programs aimed at social sciences such as SIGMA program),
  - in the form of contract research (continue the successful cooperation in the field of security research and in the field of regulation of corporate governance, in the field of marketing tools; develop cooperation in other areas, especially in the financial sphere).
- Maintain at least two parallel projects supported by the Czech Science Foundation or the Technology Agency of the Czech Republic and at least the same number of contract research projects.
- Maintain the current trend of approximately 10-15 internal projects running in parallel, with a gradual predominance of student and junior projects.
- Provide support particularly to excellent publishing activities (articles in prestigious foreign periodicals, scholarly books). Try to reduce low-value publications (e.g. proceeding papers of less important conferences. Thereby better approximate the publication practices common in countries with high R&D performance.

- Ensure that ethical principles are observed in publishing and other research activities. In this area, strengthen communication between the Library and the R&D Department (OVV) towards academic staff (predatory journals, proper citation of sources, analyses of collaborating institutions) as well as monitoring compliance with the principles set out in the *Code of Ethics of VSFS*.
- Ensure the publication of the two scientific journals at VSFS not only to support the publishing of academic staff of VSFS, but particularly of authors outside VSFS, with predominance of foreign
  - *ACTA VSFS – Economic Studies and Analyses*
  - *Forensic Sciences, Law, Criminalistics*
- Sustain the presence of the journal *ACTA VSFS* in the international databases RePEc, EBSCO, DOAJ, Index Copernicus, Elektronische Zeitschriftbibliothek, and ERIH PLUS. The journal's strategy is to gradually meet the conditions for inclusion in the Web of Science (in the ESCI collection first) and Scopus databases.
- Continue the tradition of conferences organized by VSFS and strengthen their international dimension.
- Reinstate conferences on marketing communication and business management topics.

#### **3.4. International cooperation in the area of research**

- Participate in the research programs supporting international R&D cooperation (e.g. as part of the INTER-EXCELLENCE II program by MEYS, bilateral Czech-Bavarian, Czech-Chinese, Czech-Polish cooperation, joint programming initiatives).
- Participate in the specific call for projects of the Jan Amos Komenský operating program to support international mobility of researchers, to include both secondments of Czech researchers at foreign research organizations and secondments of foreign researchers in research organizations in the Czech Republic.
- Achieve continuous involvement of VSFS in at least one international research project.
- Strive to expand cooperation with foreign companies, especially in the form of contract research.
- Introduce “post-doc” positions for early career researchers. Foreign researchers will be able to apply for these positions. This should contribute to strengthening the international research teams working at VSFS.
- Support participation and presentations at international (domestic and foreign) conferences. It is advisable to combine participation in these conferences with a secondment as part of the ERASMUS+ project. Navigate countries outside Central and Eastern Europe, particularly those with a mature evaluation culture and high R&D performance.
- The required output when participating in international conferences will be publications (particularly articles in journals) by international author teams.

- Enhance international cooperation in the area of academic journals published by VSFS, attracting foreign authors, including by maintaining partner relationships with the editors of foreign journals (add more to the existing two).

### **3.5. Development of doctoral studies in connection with R&D**

- Obtain accreditation of the next doctoral program in the field of Economy, in both Czech and English.
- Stabilize the number of applicants admitted annually in both Czech-language and English-language degree programs in adequate numbers to maintain the quality of studies.
- Seek to increase the proportion of full-time doctoral students who can be more involved in research.
- Stimulate the interest of full-time doctoral students in working in institutes by gradually increasing the doctoral student stipend.
- Strengthen the involvement of doctoral students in research through internal research projects and external projects such as those funded by the Czech Science Foundation and Technology Agency of the Czech Republic (in these cases consisting mostly of involvement in projects that have been awarded to the supervisors of doctoral students).
- Continue to organize doctoral student conferences involving doctoral students from other universities.
- Progressively involve competent supervisors from other institutions (including foreign institutions) both in the current and in the forthcoming doctoral degree program.
- Promote the involvement of foreign experts in the Program Committees and dissertation defense committees and their use as opponents of dissertations.
- Regularly evaluate the publication activities of doctoral students once a year, ensure that minimum publication requirements are met, and consistently conduct checks of publications regarding ethical principles (plagiarism).
- Reduce the duration of studies by setting a definitive number of years for possibly extending studies.
- Introduce the “postdoc” position. Establish a special employment relationship for a period of approximately five years, with incentive pay, with clearly defined research tasks that will be rigorously evaluated.

### **3.6. Cooperation with strategic partners**

- emphasize the provision of assistance to research organization assessors in accordance with the *Methodology 2017+*.
- Implement to the maximum possible extent the RD Council recommendations for facilitating the identification and recording of R&D results and their benefits (e.g. introduction of ORCID identifiers, Organization Enhanced in WoS).

- Organizationally secure our assessment in modules M3 – M5 according to the valid Methodology in 2025 according to the instructions and procedures set by the MEYS. Implement the experience and principles of good practice from the assessment carried out in 2020 into this process.
- Responsibly process statistical tasks of the Czech Statistical Office in the field of R&D (Government Budget Appropriations on Research and Development – GBARD, VTR 5-01 - Annual Report on Research and Development). Adapt internal record-keeping to increasing demands for information collected (e.g. distribution of public support according to socio-economic objectives, categorization of academic staff according to the predominant academic discipline).

### **3.7. Development of the University Research Center**

- Support, develop and connect the research activities of faculties, seek and assess the relevance of external research opportunities and publishing opportunities, create conditions for increasing the citation index of academics.
- Develop a platform of academic meetings for the preparation of project proposals and internal peer review, systematically oriented towards those areas of research and publication activity that directly support accredited degree programs at VSFS.
- Carry-out regular project seminars on the conceptual plans of external research projects (10 times a year).
- regularly carry out in-house empirical surveys of students, employees and graduates.
  - Subject survey twice each academic year.
  - A survey of students in their final years of Bachelor's and Master's studies once each academic year.
  - Graduate survey.
  - Employee survey.
- Create a functional database of VSFS graduates contacts, applicable as a reliable support for distributing questionnaires.
- Participate in external projects and ad hoc external national and international questionnaire surveys monitoring the situation of the student and academic population of colleges and universities, including the situation of graduates on the labor market and the development of their career paths.
- Use data from empirical surveys in the management, pedagogical and marketing activities of the VSFS.
- Using neuromarketing research methods, support the goals of the VSFS marketing strategy, offer and implement commercial services in the field of consulting and neuromarketing analyses.
- Carry-out recruitment activities in secondary schools by implementing interactive lectures on neuromarketing, popularize the research activities of the VSFS in secondary schools as part of promoting the university and building the image of the research organization (twice a year).

- Develop a laboratory focused on criminalistics and forensic disciplines on a theoretical and practical level, especially in the area of criminalistic tactics - focusing on the issues of crime scene examination, interrogation, confrontation, investigative attempt and crime scene reconstruction, decoding a person's memory trace for the needs of investigation.
- Implementation of multidisciplinary projects with non-scientific potential, e.g. with economic or social impact, transfer of knowledge and technologies into practice, cooperation with the application sphere.

#### **4. Instruments to achieve objectives**

##### **4.1. Rules motivating creative activity**

At present, the VŠFS already has a well-developed system of positive motivation rules that encourage creative activity.

These include in particular the following internal regulations:

- Directive No. 25\_9: Motivation of VSFS employees
- Directive No. 22\_8: Wage regulation
- Directive No. 18\_17: Use of employee benefits
- Rector Decision No. 250/2019: Internal Grant Agency
- Rector Decision No. 231/2018: Requirements for research, publishing, and other creative activities and their evaluation, as amended by Rector Decision No. 231/2018
- Instruction of the vice-rector for Research and Development No. 1/2017-2018: Student Assistantships
- Instruction of the vice-rector for Research and Development No. 1/2016-2017: Documentation of results of research, experimental development, and innovation, rights to results, and their use
- Instruction of the vice-rector for Research and Development No. 2/2013-2014: Publication fee reimbursement
- Instruction of the vice-rector for Research and Development No. 1/2012: Involvement of doctoral students in instruction and research
- Methodological Instruction of the vice-rector for Research and Development No. 1/2018: Procedure for the evaluating and remunerating superior publishing activity

However, it is necessary to revise and modify some of the rules in order to offer more pronounced incentives for the production of high quality outputs that will positively influence the reputation of the VŠFS in the research field (and also the outcome of the assessment according to the Methodology 2017+).

These consist in particular of the following changes:

- Adjustment of the minimum requirements for research, publishing, and other creative activities
- Correct setup and thorough evaluation of the Personal Records of academic staff

- Adjustment of the rules for rewarding high-quality publishing activities
- Adjustment of the rules for the reimbursement of publication fees
- Internal regulation on the involvement of doctoral students in research activities
- Adjustment of internal rules reflecting the University's strategic role and objectives in the area of assessments under *Methodology 2017+*, including incorporation of selected IEP recommendations

#### **4.2. Effective use of R&D support**

In order for R&D funding to be reflected to the maximum extent in the quality of research activity, the rules for internal research projects, including university-specific research projects, must be applied consistently in order to maximize student involvement in research and to develop the careers of early career researchers. This consists in particular of the following tools/activities:

- Continue to strongly support the development of project proposals for external providers through internal research projects (experience in forming research teams will be applied to the development of external research projects).
- Use new knowledge and experience from the implementation of research projects to develop new (interdisciplinary) research topics for the VSFS and to support these topics financially.
- Use the support of external research projects (including multidisciplinary projects) to provide accredited degree programs with relevant research and development and also to support the professional growth of academic staff.
- Give preference and support to “Open Access” publication of articles in journals with international scientific distinction, reimburse fees for publication in quality journals to the maximum extent possible. Conversely, do not encourage participation at low-impact conferences with low participation of international academia or operational practice, especially in conjunction with low-value publications in the form of papers (or even just abstracts) in conference proceedings.

#### **4.3. Professional support of academic staff**

Providing professional support for academic staff to carry out R&D (and ensuing career development) is one of the basic tools for increasing the quality and sustainability of R&D and for reducing the administrative burden of the activities of academic staff.

In particular, the following institutions need to be systematically developed:

- Department of Research and Development – searching for external grant opportunities (both national and international), administration and financial management of projects, internal assessment of the quality of R&D, transfer of information for external assessment of R&D; strategic development and administrative support for the operation of the Internal Grant Agency, including assessment of projects at the proposal stage, during implementation, and after completion, which also includes administrative

support for academic staff during project implementation; administrative and technical support for the production of publication outputs, documenting research and other creative activities, regularly evaluating them and reflecting them in guiding processes.

- Institutions providing library and publishing services – information resources for R&D, including electronic ones; publishing services – publishing of scholarly journals and scholarly books.
- University Research Center – support for research and project teams of the VŠFS through the implementation of regular project seminars on the conceptual focuses of projects; support for the marketing department of the school, especially in the form of processing neuromarketing research for the needs of the marketing of the school (once per year); material and technical support for neuromarketing and forensic science research, including the involvement of students in these researches, infrastructure for organizing academic conferences in these areas (e.g. the annual academic conferences “Criminal Law and Criminalistic Aspects of Evidence”); support for the development of entrepreneurial thinking and entrepreneurship through projects in this area.

## 5. Indicators of achievement of objectives

### 5.1. Research Organization status

The status of a Research Organization is enshrined in Act No 130/2002 Coll., on support for research, experimental development, and innovation, as amended. According to Section 33a of this Act, Research Organizations are included in a list maintained by the Ministry of Education, Youth, and Sport. This list is a public administration information system.

The indicator is the presence of VŠFS on the list for the entire period of the validity and applicability of this concept.

This is linked to the amount of support for R&D from public sources, also in relation to the assessment under *Methodology 2017+*, which is a separate indicator.

### 5.2. Number and types of projects

Indicator	Target value
International research projects – category A according to the National Accreditation Institute	At least one project on the topic of Finance in the implementation phase in each academic year, with VŠFS as the recipient or co-recipient of funding
Projects funded by the Czech GA and Czech TA – category B according to the National Accreditation Institute	At least two projects in the implementation phase in each academic year, at least one of which is on the topic of Finance, with VŠFS as the recipient co-recipient of funding
Projects funded by government-approved ministerial research programs – category C according to the National Accreditation Institute (e.g. the Impact program of the Ministry of the Interior, the NAKI II program of the Ministry of Culture, the Trend program of the Ministry of Industry and Trade)	

Contract research projects	At least two projects in the implementation phase in each academic year, with VŠFS in the role of R&D service provider for a fee on the basis of a Works Contract
Student internal research projects	At least 10 projects in the implementation phase in a given academic year
Junior internal research projects	2-5 projects in the implementation phase in a given academic year
Standard internal research projects	1-3 projects in the implementation phase in a given academic year

Indicators on the number and types of research projects are specified after the end of the academic year.

### 5.3. Number and quality of results

Indicator	Target value
Number of articles in journals in relevant fields (type of result J)	40 per year
<i>of which <math>J_{imp}</math></i>	Minimum 15 per year
<i>of which <math>J_{sc}</math></i>	At least 5 per year, or at least 20 in total with $J_{imp}$
Number of $J_{imp}$ articles in D1, Q1, or Q2 according to AIS (Article Influence Score)	Minimum 40% of annual $J_{imp}$ production, or at least six per year
Number of $J_{sc}$ articles in D1, Q1, or Q2 according to SJR (Scimago Journal Ranking)	Minimum 75% of annual $J_{sc}$ production
Number of books (type of result B)	10 per year
Number of chapters in books (type of result C)	10 per year, or 20 per year in total with books (type B)

Note: The types of R&D results correspond to the definitions specified in the separate Annex 4 of Assessment Methodology 2017+, which was approved by the Government by its resolution No. 837 of 29 Nov 2017.

Indicators on the number and quality of results are specified for the calendar year period always at the end of April of the subsequent year. This date corresponds to the requirement for results to be submitted to the RD&I IS, section RIV.

#### 5.4. Indicators of internationalization of research

Indicator	Target value
International research projects	At least one project in the implementation phase in each academic year, with VŠFS as the recipient or co-recipient of funding
Articles (type of result J) with an international authorial team according to the affiliation of the authors' (co-authors') institution	At least % of the annual production of all articles (type of result J)
Books (result type B) and chapters in books (result type C) of foreign publishers with authorial contributions from academic staff affiliated with VŠFS	At least % of the annual production of all books (result type B) and chapters in books (result type C)
Active participation of academic staff and doctoral students of the VŠFS in foreign scientific conferences	At least 10 participations per year, including online participation; the preferred output is a journal article or a book chapter, not a conference proceedings paper
organization of international academic conferences	At least two conferences per year that VŠFS is involved in organizing: a conference is considered international if it has English as the conference language and features foreign speakers
Membership of academic staff affiliated with VŠFS or doctoral students in the editorial boards of foreign scientific journals	10
<i>of which journals in the WoS database outside the ESCI</i>	2
<i>of which journals in Scopus database with SJR ≠ 0</i>	Two or at least four in summation with journals in WoS database

Note: The types of R&D results correspond to the definitions specified in the separate Annex 4 of Assessment Methodology 2017+, which was approved by the Government by its resolution No. 837 of 29 Nov 2017.

Depending on their nature, internationalization indicators are set either at the end of the academic year or, in the case of indicators linked to R&D results, at the end of April.

#### 5.5. Indicators for doctoral studies

Indicator	Target value
Number of doctoral students enrolled	Six in each accredited doctoral degree program if also accredited in English; in each accredited doctoral degree program if only accredited in Czech
<i>of which as part of full-time study</i>	Two in each accredited doctoral degree program
<i>of which from abroad</i>	Three in each accredited doctoral degree program if also accredited in English; foreign students are listed including their country of permanent residence

Number of doctoral students successfully completed	Three in each accredited doctoral degree program
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Indicators of doctoral studies are specified for the previous academic year after completion.

### 5.6. Volume of R&D funding received

Sufficient funding is a prerequisite for carrying out quality research activities, which will ultimately lead to obtaining (maintaining) accreditation of degree programs. The largest volume of funding should consist of public support of an institutional character, suitably complemented by earmarked support for specific university research and earmarked support for research projects. Other sources are income from contract research and from supplemental activities (e.g. professional training, courses, expertise).

Financial indicator	Target value (in thousand CZK per year)
Institutional support for the long-term conceptual development of the research organization (sum of stabilization and incentive components)	4 300
Earmarked support for specific university research	1 700
Earmarked support for external research projects	3 500
Income from contract research	500
Income from University Research Center activities	200
Income from supplemental activities reinvested in research (e.g. training, educational courses, expertise, consulting, sale of scholarly books)	3 000
<b>Total</b>	<b>13 200</b>

The financial indicators are determined after the end of the calendar year in accordance with the conditions for the settlement of grants from the most common sources of funding (MEYS, Technology Agency of the Czech Republic, and Czech Science Foundation).

## 6. Method of evaluating fulfillment of the concept

The fulfillment of the concept will be evaluated on an annual basis and in more detail at the end of the period for which the concept is in effect.

The annual evaluation will include a qualitative component containing comments on progress in meeting the individual objectives set out in Chapter 3 – Planned objectives in key research areas, as well as a quantitative component. The quantitative component will consist of separate materials:

- Evaluation of the fulfillment of the Personal Records and Personal Development Plans of academic staff, prepared by the faculties at the end of the academic year.
- Evaluation of the list of publishing activities for the academic year, prepared by the OVV after the end of the academic year.
- Evaluation of the fulfillment of standardized requirements for publishing and other creative activities of academic staff over a period of three academic years, prepared by the OVV after the end of the academic year.

- Determining the values of the indicators listed in Chapter 5 – Indicators of achievement of objectives; the deadlines for specifying indicators vary depending on their nature and the availability of data, and are listed directly in Chapter 5.

The final evaluation after the concept is no longer in effect will also include qualitative and quantitative components.

The qualitative component will include a commentary on the individual objectives set out in Chapter 3 – Planned objectives in key research areas, as well as a final statement on their achievement/non-achievement.

The quantitative component will contain the values of the indicators listed in Chapter 5 – Indicators of achievement of the objectives for the entire period for which this concept is in effect, as well as any recommendations for adjusting the indicators for the subsequent period. Where appropriate, average values of the indicators will also be provided, calculated from their individual annual values.