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Article 1

Introductory provisions

- 1) Doctoral programmes (hereinafter referred to as the "DP") not only provide graduates with the highest possible level of education, but also equip them with high professional skills, moral integrity, the ability to think critically and to do scientific work. Achieving the above-mentioned qualities and skills is conditional upon a supervisor offering professional guidance and a humane approach to the DP student. This internal regulation complements the Study and Examination Regulations of TBU in Zlín and defines the framework criteria to be fulfilled by a supervisor within a DP carried out at Tomas Bata University in Zlín (hereinafter referred to as "TBU") and its component parts.
- 2) The aim of the provisions specified in this Directive is to contribute to the professional as well as personal development of DP students.
- 3) TBU provides education in doctoral programmes in a wide range of technology disciplines, natural and social sciences. In addition to the characteristics and responsibilities defined in this Directive, individual TBU component parts can define field-appropriate supplementary criteria in their internal regulations.

Article 2

General characteristics and responsibilities of a supervisor

- 1) The role of the supervisor is defined in the TBU Study and Examination Regulations. In the case of experts with a scientific degree, the supervisor appointment is subject to approval by the relevant PhD Programme Board and by the Scientific Board of the component part at which the DP is carried out.
- 2) The supervisor shall provide primary support in the area of professional activities carried out by the DP student and the topic of his/her doctoral thesis.

- 3) The supervisor must carry out R&D and creative activities relevant to the degree programme in the last five years from the current academic year.
- 4) The supervisor must actively submit external project applications or must demonstrate long-term cooperation with business and industry in the form of bespoke research.
- 5) The supervisor must be a mature scientific and pedagogical expert guaranteeing compliance with ethical and moral aspects of research and observance of legal regulations and internal rules and regulations of TBU.
- 6) The supervisor must not be in a conflict of interest with the DP student. A family, romantic or sexual relationship between the supervisor and the DP student as well as a relationship outside TBU at the level of employment or business can be considered a conflict of interest. In the event of a conflict of interest, the supervisor is obliged to take appropriate measures to eliminate the conflict of interest.
- 7) The supervisor shall supervise doctoral theses focused only on his/her area of expertise in order to ensure sufficient high-quality supervision for the doctoral thesis.
- 8) The supervisor shall usually supervise a maximum of 6 DP students. In exceptional cases (e.g. in a situation where one of the supervisees is objectively preparing for the defence of his/her doctoral thesis, in the case of suspension of studies of one of the students due to health reasons or maternity leave, or in the case of significant participation of a consultant in the supervision for the thesis), the relevant PhD Programme Board may allow the supervision for a higher number of students for the necessary period.
- 9) The supervisor shall provide the DP students with regular personal tutorials and actively participate in dealing with the creative aspects of their studies.
- 10) The supervisor shall actively educate him/herself in the area of managerial skills, team leadership, scientific ethics, crisis management and other skills important for the supervision for DP students.
- 11) The supervisor shall actively look for funding opportunities for DP students, particularly through grant competitions.
- 12) The supervisor shall help DP students establish contacts with experts in the Czech Republic and abroad and facilitate their integration in the international scientific community.
- 13) The supervisor shall provide guidance to DP students in dealing with administrative matters related to their studies.

Article 3

Responsibilities of the PhD Programme Board related to the characteristics and responsibilities of a supervisor

- 1) The relevant PhD Programme Boards are obliged to regularly, usually once every 3 years, check the dropout rate in DP students supervised by individual supervisors. In the event that a high dropout rate is observed in students supervised by the same supervisor, the relevant PhD Programme Board shall discuss the limitation of the number of students supervised by this supervisor.
- 2) The Chairperson of the PhD Programme Board shall regularly, usually once a year, arrange a meeting of the DP students and supervisors of the relevant DP with members of the PhD Programme Board, at which the status of the students' studies shall be discussed and recommendations for their further studies shall be prepared.
- 3) The relevant PhD Programme Board is obliged to deal with any suspicion of unethical conduct by the supervisor or the failure to fulfil the responsibilities of the supervisor, and that in cooperation with the superior of the supervisor.

Article 4
Transitional provisions

- 1) Article 2 Paragraph 8 shall come into effect on 1 September 2026.

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