

ANNUAL ACTIVITY REPORT

2012



Tomas Bata University in Zlín



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1. INTRODUCTION

This Annual Report portrays the activities of Tomas Bata University in Zlín (hereinafter referred to as “TBU”) in 2012.

In the twelfth year of the existence of TBU a number of significant events took place at the University. On 30 January 2012 a second lecture of the lecture series on Responsible Capitalism was organized by the University in cooperation with the Bata Shoe Foundation. The main speaker of the event was Nobel Peace Prize Laureate Prof. Muhammad Yunus from Bangladesh. In February TBU and its students got actively involved in the protest action against the written proposals for the Act on Higher Education Institutions and for the Act on Student Financial Assistance, which were in preparation. The construction of the Laboratory Centre of the Faculty of Technology was started in March. The Job Centre offering career and employment counselling to students and graduates of the University was opened on 2 April. On 26 April Mrs Sonja Bata was awarded an Honorary Doctorate in recognition of her long-term support of TBU – from its establishment to the present time, in recognition of her promotion of the University abroad and of her personal contribution to the development of international relations of TBU. At the turn of May and June TBU became a co-organizer of the International Film Festival for Children and Youth. In June the construction of the Technology Park focusing on information and communication technologies was completed. On 9 July Prof. PhDr. Ivo Barteček, CSc. assumed the office of the Dean of the Faculty of Logistics and Crisis Management. On 28 September TBU traditionally participated in the all-European Researchers’ Night, which aims to promote science among the general public. On 24 October the Technology Park of Information and Communication Technologies was officially launched. In December TBU was awarded the ECTS Label Certificate.

The following sections of the Annual Report include an overview of TBU activities carried out in the relevant spheres.

2. BASIC INFORMATION ON TBU

2.A NAMES AND ADDRESSES OF THE UNIVERSITY AND OF THE FACULTIES

Tomas Bata University in Zlín

- Shortened name: Tomas Bata University
- Abbreviation: TBU
- Address: nám. T. G. Masaryka 5555, 760 01 Zlín, Czech Republic

2.A.1 FACULTIES

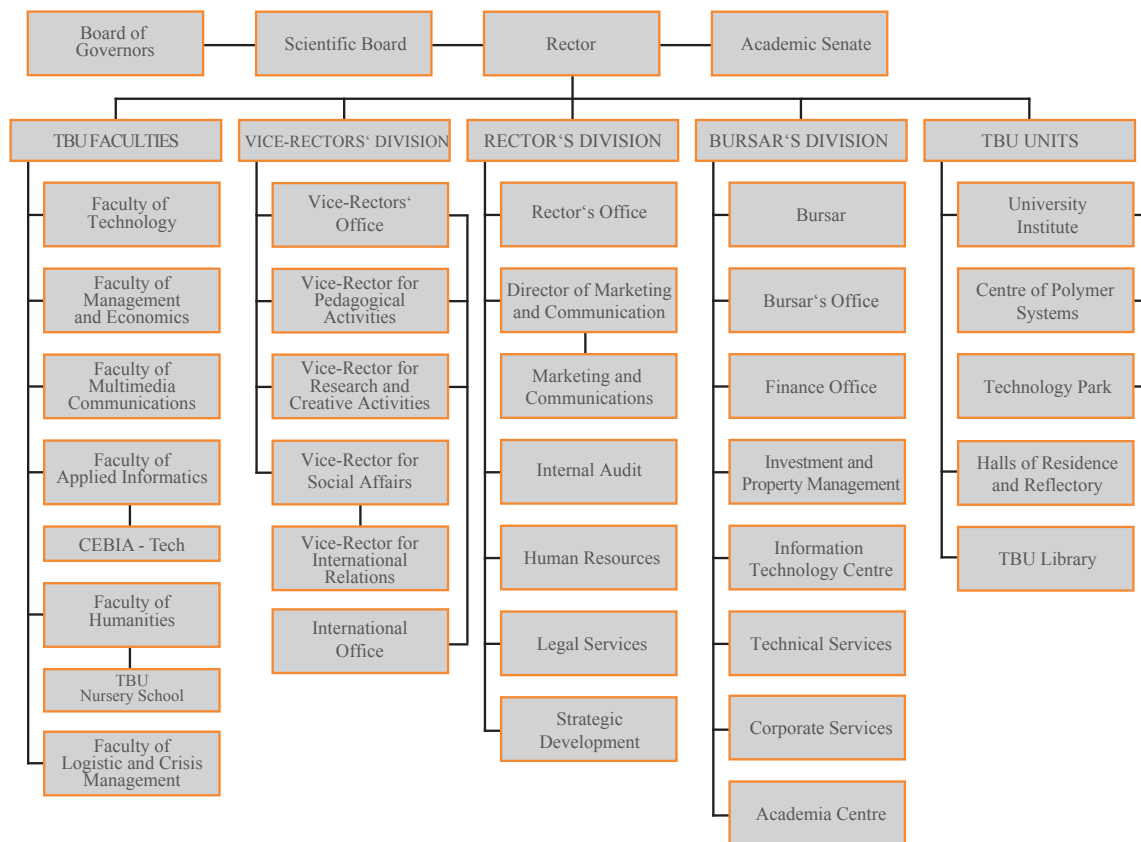
- Faculty of Technology (FT): náměstí T. G. Masaryka 275, 762 72 Zlín, Czech Republic
- Faculty of Management and Economics (FaME): Mostní 5139, 760 01 Zlín, Czech Republic
- Faculty of Multimedia Communications (FMC): Štefánikova 2431, 760 01 Zlín, Czech Republic
- Faculty of Applied Informatics (FAI): Nad Stráněmi 4511, 760 05 Zlín, Czech Republic
- Faculty of Humanities (FHS): Mostní 5139, 760 01 Zlín, Czech Republic
- Faculty of Logistics and Crisis Management (FLCM): Studentské nám. 1532, 686 01 Uherské Hradiště, Czech Republic

2.A.2 TBU BUILDINGS

- U1 FT: nám. T. G. Masaryka 275, Zlín
- U2 FaME, FHS, Academia Centre: Mostní 5139, Zlín
- U3 UNI: Růmy 4046, Zlín
- U4 FMC, Refectory: Štefánikova 2431, Zlín
- U5 FAI, FT, Technology Park – Information and Communication Technologies, Department of Physical Training, Refectory: Nad Stráněmi 4511, Zlín
- U6 Hall of Residence Antonínova: Antonínova 4379, Zlín
- U7 Hall of Residence Štefánikova: Štefánikova 150, Zlín
- U10 FHS: nám. T. G. Masaryka 1279, Zlín
- U11 UNI – Technology Park: Nad Ovčírnou 3685, Zlín
- U12 Hall of Residence Náměstí T. G. Masaryka: nám. T. G. Masaryka 3050, Zlín
- U13 University Centre – Library, Rectorate: nám. T. G. Masaryka 5555, Zlín
- U16 FMC: tř. T. Bati 4342, Zlín

2.B TBU ORGANIZATIONAL CHART

2.B.1 STRUCTURE OF THE UNIVERSITY AND OF ITS CONSTITUENT PARTS IN 2012



TBU is also a 100 % owner of the Secondary School of Business and Technology Zlín and a 50 % owner of the Technology Innovation Centre.

2.C STRUCTURE OF TBU BODIES

2.C.1 SELF-GOVERNING ACADEMIC BODIES OF TBU

Rector

Prof. Ing. Petr SÁHA, CSc.

Academic Senate

Chairperson

Ing. Alena MACHÁČKOVÁ, CSc.

Deputy Chairpersons

Doc. Dr. Ing. Vladimír PAVLÍNEK Deputy Chairperson; Chairperson of the Academic Staff Chamber
Ing. Kamil KYAS Deputy Chairperson; Chairperson of the Student Chamber

Academic Staff

PhDr. Milan BRÁZDA from 25/09/2012

Doc. Ing. Zuzana DOHNALOVÁ, Ph.D.

MgA. Jana DOSOUDILOVÁ

Ing. Robert GÁL, Ph.D.

Mgr. Jakub HLADÍK, Ph.D.

Ing. Bc. Bronislav CHRAMCOV, Ph.D.

Rostislav ILLÍK, M.F.A.

Ing. et Ing. Jiří KONEČNÝ, Ph.D.

Doc. Ing. Vratislav KOZÁK, Ph.D.

Mgr. Věra KOZÁKOVÁ, Ph.D.

Doc. Ing. et Ing. Ivo KUŘITKA, Ph.D. et Ph.D.

Ing. Miroslav MATÝSEK, Ph.D.

JUDr. Pavel MAUER

Mgr. Zdeněk MELICHÁREK, Ph.D.

Ing. Martin MIKESKA, Ph.D.

Ing. Karel PERŮTKA, Ph.D.

Ondřej PODZIMEK, M.F.A.

Doc. Ing. Martin SYSEL, Ph.D.

Ing. Eva ŠVIRÁKOVÁ, Ph.D.

Mgr. Marek TOMAŠTÍK, Ph.D.

Prof. Ing. Dušan VIČAR, CSc. until 17/09/2012

Mgr. Eliška ZAJITZOVÁ (SUCHÁNKOVÁ), Ph.D.

Mgr. Magda ZÁLEŠÁKOVÁ

Students

Alena BOUKALOVÁ until 30/05/2012

Jiří DOKULIL from 16/10/2012

Radek FUKSA

Bc. Lucie HALÁSOVÁ from 16/10/2012

Martin HALUZÍK until 07/06/2012

Bc. Josef HAMŠÍK

MgA. Michal KUPILÍK

Bc. Peter LEMEŠŠANYI

Ing. Jiří MAŇAS

Ing. Pavel PLEVA

Ing. Kateřina SULOVSKÁ
Bc. Zdeněk TRNČÁK
Bc. Roman TRÚCHLA
Silvie VODINSKÁ

from 25/09/2012
until 07/06/2012

Scientific Board

Chairperson

Prof. Ing. Petr SÁHA, CSc.

Rector, TBU

External Members

Prof. Ing. Jiří BÍLA, DrSc.

Vice-Rector, Czech Technical University in Prague

Prof. Dr. Ing. Aleš DUDÁČEK, DrSc.

Vice-Dean, Faculty of Safety Engineering, VŠB-
Technical University of Ostrava

Prof. Ing. Vratislav DUCHÁČEK, DrSc.

Professor, Institute of Chemical Technology, Prague

Doc. Ing. Jaromír HAVLICA, CSc.

Dean, BUT, Brno, Faculty of Chemistry

Doc. Mgr. Michal KOLEČEK, Ph.D.

Dean, Faculty of Art and Design, Jan Evangelista
Purkyně University in Ústí nad Labem

Prof. Dr. Ing. Zdeněk KŮS

Rector, Technical University of Liberec

Ing. Radomír LAPČÍK, LL.M.

Director, Moravian Finance House

Ing. Libor LÁZNIČKA, Ph.D.

General Manager, Executive, Barum Continental,
Otrokovice

Prof. Ing. Miroslav LUDWIG, CSc.

Rector, University of Pardubice

Doc. PhDr. Jiří NĚMEC, Ph.D.

Vice-Rector, Masaryk University in Brno

Doc. Ing. Václav PETŘÍČEK, CSc.

General Manager, Chamber for Economic Relations with
CIS

Prof. Ing. Josef POLÁŠEK, CSc.

Dean Emeritus of the Faculty of Logistics and Crisis
Management, TBU in Zlín

Prof. Ing. Karel RAIS, CSc., MBA

Rector, BUT, Brno

Ing. Jiří ROSENFELD, CSc.

General Manager, Moravian-Slovak Engineering Works,
Uherský Brod

Doc. Mgr. Anton SZOMOLÁNYI, ArtD.

Dean, Film and Television Faculty, Academy of
Performing Arts in Bratislava

Prof. PhDr. Vlastimil ŠVEC, CSc.

Head of Department, Faculty of Education,

Prof. PhDr. Valérie TÓTHOVÁ, Ph.D., R.N.

Masaryk University in Brno
Vice-Dean, University of South Bohemia in České
Budějovice, Faculty of Health and Social Studies

Prof. Ing. Karel ULBRICH, DrSc.

Head of Department of Biomedical Polymers, Academy of
Sciences of the CR, Prague, Institute of Macromolecular
Chemistry

Doc. PhDr. Ludmila VESELOVSKÁ, M.A. Dr.

Head of Department, Philosophical Faculty,
Palacký University in Olomouc

Internal Members

Prof. PhDr. Ivo BARTEČEK, CSc.

Dean, FLCM, from 04/12/2012

Doc. Ing. Roman ČERMÁK, Ph.D.

Dean, FT, from 04/12/2012

Doc. PhDr. Ing. Aleš GREGAR, CSc.

Vice-Rector for International Relations

Prof. Ing. Berenika HAUSNEROVÁ, Ph.D.

Professor, FT

Doc. Ing. Petr HLAVÁČEK, CSc.

Vice-Dean, FT

Doc. MgA. Jana JANÍKOVÁ, ArtD.

Dean, FMC

Doc. Ing. Anežka LENGÁLOVÁ, Ph.D.

Dean, FHS

Ing. Alena MACHÁČKOVÁ, CSc.

Chairperson, TBU Academic Senate

Doc. PhDr. Vnislav NOVÁČEK, CSc.

Associate Professor, FaME

Prof. Dr. Ing. Drahomíra PAVELKOVÁ

Dean, FaME

Doc. Dr. Ing. Vladimír PAVLÍNEK
Doc. Mgr. Jaroslav PROKOP
Prof. Ing. Roman PROKOP, CSc.
Doc. Ing. Vladimír SEDLAŘÍK, Ph.D.

Doc. Ing. David TUČEK, Ph.D.
Prof. Ing. Vladimír VAŠEK, CSc.

Associate Professor, FT
Associate Professor, FMC
Vice-Dean, FAI
Vice-Rector for Research, Development and Creative Activities
Vice-Rector for Social Affairs
Dean, FAI

2.C.2 OTHER TBU BODIES

Bursar

RNDr. Alexander ČERNÝ

Board of Governors

Chairperson

Ing. Michaela ŠOJDROVÁ

Representative of the Czech School Inspectorate and of the Ministry of Education, Youth and Sports (MEYS) in the Centre for Educational Research and Innovation of the Organisation for Economic Co-operation and Development

Deputy Chairpersons

Libor LUKÁŠ

PhDr. Irena ONDROVÁ

Deputy Governor, Zlín Region

Member of the Council for Radio and Television Broadcasting of the Czech Republic

Members

Ing. Eva BARTOŇOVÁ

Sonja BATA

PaedDr. Alena GAJDŮŠKOVÁ

Ing. Josef KUBÍČEK

Ing. Libor LÁZNIČKA, Ph.D.

Deputy Minister, Ministry of Education, Youth and Sports of the Czech Republic

Chairperson, Bata Shoe Foundation

Senator, Parliament of the CR

Bursar, Charles University, Prague

General Manager, Barum Continental, Otrokovice, from 30 March 2012

Doc. Ing. Jiří VOLF, CSc.

Advisor to the Minister, Ministry of Finance of the Czech Republic

Secretary

Ing. Andrea KADLČÍKOVÁ

TBU Director of Marketing and Communications

2.C.3 TBU ADVISORY BODIES

TBU Management

Rector

Prof. Ing. Petr SÁHA, CSc.

Vice-Rectors

Doc. PhDr. Ing. Aleš GREGAR, CSc.

Vice-Rector for International Relations

Vice-Rector authorized to fully act as the Statutory

Deputy to the Rector

Vice-Rector for Social Affairs

Vice-Rector for Pedagogical Activities

Vice-Rector for Research, Development and Creative Activities from 15/02/2012

Doc. Ing. David TUČEK, Ph.D.

Doc. Ing. Zdenka PROKOPOVÁ, CSc.

Doc. Ing. Vladimír SEDLAŘÍK, Ph.D.

Prof. Ing. Berenika HAUSNEROVÁ, Ph.D.

Vice-Rector for Research, Development and Creative Activities until 31/01/2012

Bursar

RNDr. Alexander ČERNÝ

Director of Marketing and Communications

Ing. Andrea KADLČÍKOVÁ

Rector's Advisory Council**Rector**

Prof. Ing. Petr SÁHA, CSc.

Vice-Rectors

Doc. PhDr. Ing. Aleš GREGAR, CSc.

Vice-Rector for International Relations
Vice-Rector authorized to fully act as the Statutory
Deputy to the Rector

Doc. Ing. David TUČEK, Ph.D.

Vice-Rector for Social Affairs

Doc. Ing. Zdenka PROKOPOVÁ, CSc.

Vice-Rector for Pedagogical Activities

Doc. Ing. Vladimír SEDLAŘÍK, Ph.D.

Vice-Rector for Research, Development and Creative
Activities from 15/02/2012

Prof. Ing. Berenika HAUSNEROVÁ, Ph.D.

Vice-Rector for Research, Development and
Creative Activities until 31/01/2012

Bursar

RNDr. Alexander ČERNÝ

Chairperson of the Academic Senate

Ing. Alena MACHÁČKOVÁ, CSc.

Deans of Faculties

Doc. Ing. Roman ČERMÁK, Ph.D.

FT

Prof. Dr. Ing. Drahomíra PAVELKOVÁ

FaME

Doc. MgA. Jana JANÍKOVÁ, ArtD.

FMC

Prof. Ing. Vladimír VAŠEK, CSc.

FAI

Doc. Ing. Anežka LENGÁLOVÁ, Ph.D.

FHS

Prof. Ing. Josef POLÁŠEK, Ph.D.

FLCM, until 6 June 2012

JUDr. Jaromír MAŇÁSEK

FLCM, authorized to perform the duties of Dean from 7
June to 8 July 2012

Prof. PhDr. Ivo BARTEČEK, CSc.

FLCM, from 9 July 2012

Director of Marketing and Communications

Ing. Andrea KADLČÍKOVÁ

Head of Human Resources

Ing. Renata BARTOŠOVÁ

Chairperson of the Student Chamber of the Academic Senate

Ing. Kamil KYAS

Library Director

PhDr. Ondřej FABIÁN

Director of Halls of Residence and Refectory

Ing. Josef ZELA until 31/01/2012
 Ing. Miroslav PROCHÁZKA from 01/02/2012

Secretary to the Faculty of Technology

Ing. Jan JANDÍK until 30/04/2012
 Bc. Silvie VODINSKÁ from 01/05/2012

Secretary to the Faculty of Management and Economics

Ing. Zdeněk RAŠKA, Ph.D.

Secretary to the Faculty of Multimedia Communications

Ing. Alena FANDLIOVÁ

Secretary to the Faculty of Applied Informatics

Bc. Eva NAVRÁTILOVÁ

Secretary to the Faculty of Humanities

Ing. Jitka JAŠKOVÁ (CHUDAROVÁ)

Secretary to the Faculty of Logistics and Crisis Management

Mgr. Stanislav ZELINKA

Chief Financial Manager at the University Institute

Silvie VODINSKÁ until 30/04/2012
 Ing. Eva TOBOLÁKOVÁ carried out the activities of the Chief Financial Manager,
 01/05 – 30/10/2012
 Ing. Lenka KAPUSTOVÁ from 01/11/2012

2.D TBU REPRESENTATION IN ORGANIZATIONS ASSOCIATING CZECH HIGHER EDUCATION INSTITUTIONS

Organization	Country	Status
Czech Rectors' Conference (CRC)	CR	Prof. Ing. Petr Sáha, CSc., Rector – member
Council of Higher Education Institutions (CHEI)	CR	Ing. Alena Macháčková, CSc. – representative in the Presidium
		Doc. PhDr. Ing. Aleš Gregar, CSc. – representative in the Assembly
		Bc. Michal Rudecký – representative in the Student Chamber

2.E MISSION, VISIONS AND STRATEGIC AIMS OF TBU

The mission of TBU, which is formulated in the Strategic Plan for Education, Science, Research, Development, Innovation, Art and Other Creative Activities of TBU (hereinafter referred to as “Strategic Plan”), is to develop knowledge, competences and skills, to find new ideas and help to implement them, to serve the society and the individuals, in agreement with the Bata spirit respected at the University. In 2015 TBU aims to be an internationally acclaimed university with a significant position in the fields which are or will be developed at TBU, able to generate comparable results in R&D and innovations and offering tuition at the level of international standards of higher education.

TBU had set the following aims and objectives based on the Strategic Plan and the Update thereof for 2012:

- Coordinate the numbers of students with the demographic development and the requirements of the labour market
- Develop the internal and external systems of quality evaluation and obtain the ECTS Label Certificate
- Diversify the forms of study and the educational methods
- Increase the TBU responsibility for the employability of graduates and their success in the labour market
- Ensure high-quality human resources for R&D and innovations
- Increase the competitiveness of TBU in the international environment
- Intensify the participation of TBU in international cooperation in R&D and innovations
- Make TBU the most important institution as regards the innovation potential in the region
- Develop the system of Lifelong Learning
- Adapt the counselling services to the needs of students and employees
- Strengthen the good reputation of TBU
- Introduce more effective management and a more effective operation of TBU
- Renew and develop the TBU infrastructure
- Increase the efficiency of financial resources used for research, experimental development and innovations, in the sphere of institutional support depending on the results achieved
- Increase the amount of project funding of science, R&D, innovations, arts and other creative activities

2.F CHANGES REGARDING INTERNAL REGULATIONS

In 2012 the following changes related to internal regulations occurred:

- New Scholarship Rules of TBU effective from 1 September 2012 were adopted (MEYS registered these internal regulations under Ref. No. 8204/2012-30 on 8 March 2012)
- Amendments to the Study and Examination Rules of TBU were adopted (MEYS registered these internal regulations under Ref. No. 23987/2012-30 on 4 June 2012)
- New Rules for the Establishment of Legal Entities and for Monetary and Non-Monetary Investment in These and Other Legal Entities by Tomas Bata University in Zlín effective from 20 December 2012 were adopted (MEYS registered these internal regulations under Ref. No. MSMT - 49135/2012-30 on 20 December 2012).

2.G PROVISION OF INFORMATION IN COMPLIANCE WITH § 18 OF ACT NO. 106/1999 COLL., ON FREE ACCESS TO INFORMATION

When providing information to the public TBU acts in compliance with the Act No. 106/1999 Coll., on Free Access to Information, as subsequently amended, and in compliance with the Decree issued by the Minister of Education, Youth and Sports in order to secure uniform implementation of the Act No. 106/1999 Coll., on Free Access to Information at TBU.

- a) Number of submitted requests for information: 958
- b) Number of issued decisions on the denial of a request: 6
- c) Number of submitted appeals against decision: 114
- d) Copy of the essential parts of each judicial decision in the matter of revision of legitimacy of the decision of the obligor on the denial of a request for information and the summary of all expenses incurred by the obligor in connection with legal proceeding on rights and obligations in compliance with this Act, and that including employee costs and legal representation costs: 0
- e) List of exclusive licences granted, including the substantiation of the necessity to grant an exclusive licence: 0
- f) Number of appeals filed in compliance with § 16a, reasons for their submission and a brief description of the manner how they were processed: 0

No settlement of expenses related to the provision of information was required by TBU in 2012.

3. DEGREE PROGRAMMES, ORGANIZATION OF STUDIES AND EDUCATIONAL ACTIVITIES

3.A ACCREDITED DEGREE PROGRAMMES

In the year 2012, full-time and part-time Bachelor's, follow-up Master's and Doctoral programmes in technical and social sciences, economics, pedagogy, culture, visual arts and health care were carried out at TBU. As at 31 December 2012, a total of 174 degree courses within 100 degree programmes were accredited at TBU in the full-time as well as part-time mode of study.

Table 3.1: Numbers of Accredited Degree Programmes									
Tomas Bata University in Zlín		Bachelor		Master		Follow-up Master		Doctoral	TOTAL
		F	P/D	F	P/D	F	P/D		
Faculty of Technology									
Groups of accredited degree programmes	CBBE								
Natural sciences	11-18								
Technical sciences	21-39	4	4			4	3	12	27
Forestry, agriculture and veterinary sciences	41,43								
Health care, medical and pharmaceutical sciences	51-53								
Social sciences and services	61,67, 71-73								
Economics	62,65								
Law and public sector administration	68								
Pedagogy and social care	74,75								
Psychological sciences	77								
Art and cultural sciences	81,82								
Faculty of Management and Economics									
Groups of accredited degree programmes	CBBE								
Natural sciences	11-18								
Technical sciences	21-39								
Forestry, agriculture and veterinary sciences	41,43								
Health care, medical and pharmaceutical sciences	51-53								
Social sciences and services	61,67, 71-73								

Economics	62,65	4	3			4	4	8	23
Law and public sector administration	68								
Pedagogy and social care	74,75								
Psychological sciences	77								
Art and cultural sciences	81,82								
Faculty of Multimedia Communications									
Groups of accredited degree programmes	CBBE								
Natural sciences	11-18								
Technical sciences	21-39								
Forestry, agriculture and veterinary sciences	41,43								
Health care, medical and pharmaceutical sciences	51-53								
Social sciences and services	61,67, 71-73	1	1			2	2		6
Economics	62,65					1	1		2
Law and public sector administration	68								
Pedagogy and social care	74,75								
Psychological sciences	77								
Art and cultural sciences	81,82	2	1			2	1	4	10
Faculty of Applied Informatics									
Groups of accredited degree programmes	CBBE								
Natural sciences	11-18								
Technical sciences	21-39	2	1			3	1	8	15
Forestry, agriculture and veterinary sciences	41,43								
Health care, medical and pharmaceutical sciences	51-53								
Social sciences and services	61,67, 71-73								
Economics	62,65								
Law and public sector administration	68								
Pedagogy and social care	74,75								
Psychological sciences	77								
Art and cultural sciences	81,82								

Faculty of Humanities									
Groups of accredited degree programmes	CBBE								
Natural sciences	11-18								
Technical sciences	21-39								
Forestry, agriculture and veterinary sciences	41,43								
Health care, medical and pharmaceutical sciences	51-53	3	2						5
Social sciences and services	61,67, 71-73	2							2
Economics	62,65								
Law and public sector administration	68								
Pedagogy and social care	74,75	1	1			1	1		4
Psychological sciences	77								
Art and cultural sciences	81,82								
Faculty of Logistics and Crisis Management									
Groups of accredited degree programmes	CBBE								
Natural sciences	11-18								
Technical sciences	21-39	3	1						4
Forestry, agriculture and veterinary sciences	41,43								
Health care, medical and pharmaceutical sciences	51-53								
Social sciences and services	61,67, 71-73								
Economics	62,65	1	1						2
Law and public sector administration	68								
Pedagogy and social care	74,75								
Psychological sciences	77								
Art and cultural sciences	81,82								
TOTAL		23	15			17	13	32	100

F = Full-time

P/D = Part-time / Distance learning

3.B DEGREE PROGRAMMES OFFERED IN A FOREIGN LANGUAGE

In the year 2012, full-time and part-time Bachelor's, follow-up Master's and Doctoral programmes in economics, technical and social sciences were accredited and carried out in a foreign language at TBU. As at 31 December 2012, a total of 36 degree courses within 27 degree programmes were accredited at TBU in the full-time as well as part-time mode of study. 15 degree courses within 13 degree programmes were carried out at TBU in the full-time as well as part-time mode of study. All degree programmes were accredited or re-accredited in accordance with the Bologna Declaration, i.e. as a two- or three-level follow-up study for a Bachelor's, follow-up Master's, or a Doctoral degree.

Tomas Bata University in Zlín		Bachelor		Master		Follow-up Master		Doctoral	TOTAL
		F	P/D	F	P/D	F	P/D		
Faculty of Technology									
Groups of accredited degree programmes	CBBE								
Natural sciences	11-18								
Technical sciences	21-39					1		3	4
Forestry, agriculture and veterinary sciences	41,43								
Health care, medical and pharmaceutical sciences	51-53								
Social sciences and services	61,67, 71-73								
Economics	62,65								
Law and public sector administration	68								
Pedagogy and social care	74,75								
Psychological sciences	77								
Art and cultural sciences	81,82								
Faculty of Management and Economics									
Groups of accredited degree programmes	CBBE								
Natural sciences	11-18								
Technical sciences	21-39								
Forestry, agriculture and veterinary sciences	41,43								
Health care, medical and pharmaceutical sciences	51-53								
Social sciences and services	61,67, 71-73								
Economics	62,65					1		3	4
Law and public sector administration	68								
Pedagogy and social care	74,75								
Psychological sciences	77								
Art and cultural sciences	81,82								

Faculty of Multimedia Communications								
Groups of accredited degree programmes	CBBE							
Natural sciences	11-18							
Technical sciences	21-39							
Forestry, agriculture and veterinary sciences	41,43							
Health care, medical and pharmaceutical sciences	51-53							
Social sciences and services	61,67, 71-73				1		1	2
Economics	62,65							
Law and public sector administration	68							
Pedagogy and social care	74,75							
Psychological sciences	77							
Art and cultural sciences	81,82							
Faculty of Applied Informatics								
Groups of accredited degree programmes	CBBE							
Natural sciences	11-18							
Technical sciences	21-39				1		1	2
Forestry, agriculture and veterinary sciences	41,43							
Health care, medical and pharmaceutical sciences	51-53							
Social sciences and services	61,67, 71-73							
Economics	62,65							
Law and public sector administration	68							
Pedagogy and social care	74,75							
Psychological sciences	77							
Art and cultural sciences	81,82							
Faculty of Humanities								
Groups of accredited degree programmes	CBBE							
Natural sciences	11-18							
Technical sciences	21-39							
Forestry, agriculture and veterinary sciences	41,43							
Health care, medical and pharmaceutical sciences	51-53							
Social sciences and services	61,67, 71-73	1						1
Economics	62,65							
Law and public sector administration	68							

Pedagogy and social care	74,75							
Psychological sciences	77							
Art and cultural sciences	81,82							
TOTAL		1			4		8	13

F = Full-time

P/D = Part-time / Distance learning

3.B.1 BACHELOR'S PROGRAMMES (BP)

FT: Degree programme in Chemistry and Materials Technology, degree course in Chemistry and Materials Technology

FaME: Degree programme in Economics and Management, degree course in Management and Economics

FAI: Degree programme in Engineering Informatics, degree course in Information and Control Technologies

FHS: Degree programme in Philology, degree course in English for Business Administration
 Out of which carried out: Degree programme in Philology, degree course in English for Business Administration (in the full-time mode of study)

3.B.2 FOLLOW-UP MASTER'S PROGRAMMES (FUMP)

FT: Degree programme in Chemistry and Materials Technology, degree courses in Polymers Engineering, in Environmental Protection Engineering, in Footwear Health and Engineering and in Material Engineering
 Out of which carried out: Degree programme in Chemistry and Materials Technology, degree course in Polymers Engineering (in the full-time mode of study)

FaME: Degree programme in Economics and Management, degree course in Management and Marketing and in Business Administration
 Out of which carried out: Degree programme in Economics and Management, degree course in Management and Marketing (in the full-time mode of study)

FMC: Degree programme in Media and Communication Studies, degree course in Marketing Communications
 Out of which carried out: Degree programme in Media and Communication Studies, degree course in Marketing Communications (in the full-time mode of study)

FAI: Degree programme in Engineering Informatics, degree course in Integrated Systems in Buildings
 Out of which carried out: Degree programme in Engineering Informatics, degree course in Integrated Systems in Buildings (in the full-time mode of study)

3.B.3 DOCTORAL PROGRAMMES (DP)

FT: Degree programme in Chemistry and Materials Technology, degree courses in Technology of Macromolecular Compounds and in Chemistry and Materials Technology
 Degree programme in Chemistry and Food Technology, degree course in Food Technology
 Degree programme in Process Engineering, degree course in Tools and Processes
 Out of which carried out: Degree programme in Chemistry and Materials Technology, degree courses in Technology of Macromolecular Compounds (in the full-time and part-time mode of study) and in

Chemistry and Materials Technology (in the full-time mode of study)

Degree programme in Chemistry and Food Technology, degree course in Food Technology (in the full-time mode of study)

FaME: Degree programme in Economics and Management, degree course in Management and Economics

Degree programme in Economic Policy and Administration, degree course in Finance

Out of which carried out: Degree programme in Economics and Management, degree course in Management and Economics (in the full-time and part-time mode of study)

Degree programme in Economic Policy and Administration, degree course in Finance (in the full-time and part-time mode of study)

FMC: Degree programme in Visual Arts, degree course in Multimedia and Design

Out of which carried out: Degree programme in Visual Arts, degree course in Multimedia and Design (in the full-time mode of study)

FAI: Degree programme in Engineering Informatics, degree course in Engineering Informatics and in Automatic Control and Informatics

Degree programme in Chemistry and Process Engineering, degree course in Technical Cybernetics

Out of which carried out: Degree programme in Engineering Informatics, degree courses in Engineering Informatics (in the full-time mode of study) and in Automatic Control and Informatics (in the full-time mode of study)

3.C JOINT/DOUBLE/MULTIPLE DEGREE PROGRAMMES

TBU actively participates in the preparation and implementation of joint/double/multiple degree programmes. This is a major priority for TBU in the sphere of internationalization. In connection with the improvement in the quality of educational activities and innovations in degree programmes with respect to the future needs of the society and graduate employability, the creation of joint degree programmes is one of the advanced forms of education and a path to the development of modern methods and of creativity in education and contributes to establishing further cooperation links with institutions abroad.

In 2012 the following degree programmes were carried out:

FT: Joint double degree Doctoral programme together with Blaise Pascal University in France, degree course in Technology of Macromolecular Compounds

FaME: 1. Joint Bachelor's double degree programme, degree course in Management and Economics carried out in cooperation with Huddersfield University Business School (HUBS) in Great Britain

2. Joint follow-up Master's double degree programme, degree course in Management and Economics carried out in cooperation with Huddersfield University Business School (HUBS) in Great Britain

Table 3.3: Joint/Double/Multiple Degree Programmes

Tomas Bata University	
Degree programme 1	1) Economics and Management 2) European Business
Partner institutions	1)Tomas Bata University in Zlín 2) University of Huddersfield
Affiliated institutions	
Implementation start date	19/07/2004
Programme type (Joint/Double/Multiple Degree)	Double Degree
Length of studies (semesters)	3 academic years (6 semesters)
Degree programme (Bachelor's, follow-up Master's, Master's, Doctoral)	Bachelor's
Organization of studies (description), including student admission and completion of studies	Economics and Management - the first and second year of study in Czech at TBU, the third year of study in English at HUBS. Admissions are conditional on a very good knowledge of English, the applicants must participate in a selection procedure held at the relevant faculty.
Issue of Diploma and Diploma Supplement	After completion of studies, graduates receive the degree awarded by the University of Huddersfield - BA (Hons) European Business. Graduates receive the Bachelor's degree at TBU once the course units studied abroad in the third year are recognized and after the students pass the Bachelor's degree examination.
Organization of student mobility	Student mobility is organized within the MEYS Development Project (Support of Student Mobility at TBU in Zlín).
Degree programme 2	1) Economic Policy and Administration 2) International Business Management
Partner institutions	1)Tomas Bata University in Zlín 2) University of Huddersfield
Affiliated institutions	
Implementation start date	01/09/2012
Programme type (Joint/Double/Multiple Degree)	Double Degree
Length of studies (semesters)	2 academic years (4 semesters)
Degree programme (Bachelor's, follow-up Master's, Master's, Doctoral)	Follow-up Master's
Organization of studies (description), including student admission and completion of studies	The first year of study in English at the University of Huddersfield, the second year of study in Czech at TBU. Admissions are conditional on a very good knowledge of English, the applicants must participate in a selection procedure held at the relevant faculty.
Issue of Diploma and Diploma Supplement	After completion of studies, graduates receive the degree awarded by the University of Huddersfield - M.Sc. Graduates receive the Master's degree (Ing.) at TBU once the course units studied abroad in the first year are recognized and after the students pass the Master's degree examination.
Organization of student mobility	Student mobility is organized within the Institutional Development Plan of TBU in Zlín.
Degree programme 3	1) Chemistry and Materials Technology 2) Chemistry
Partner institutions	1) Tomas Bata University in Zlín 2) Blaise Pascal University
Affiliated institutions	
Implementation start date	05/06/2006

Programme type (Joint/Double/Multiple Degree)	Double Degree
Length of studies (semesters)	3-4 academic years (6-8 semesters)
Degree programme (Bachelor's, follow-up Master's, Master's, Doctoral)	Doctoral
Organization of studies (description), including student admission and completion of studies	Students spend 6 months of study alternately at each partner institution. Defence of Doctoral theses is held at Blaise Pascal University, representatives of both universities have to be present during the defence.
Issue of Diploma and Diploma Supplement	After completion of studies, graduates receive the degree of Ph.D. (TBU) and Ph.D. (Blaise Pascal University)
Organization of student mobility	The programme is intended for a particular student based on the individual agreement concluded. Financial support: French government scholarship

In 2012 TBU began preparations of the following joint degree programmes:

FT: Joint double degree programme at the Doctoral level to be implemented in cooperation with the Slovak University of Technology in Bratislava, Slovakia, degree course in Technology of Macromolecular Compounds

FAI: Joint double degree programme at the follow-up Master's level to be implemented in cooperation with the State University of New York, USA, degree course in Integrated Systems in Buildings

FHS: Joint double degree programme at the follow-up Master's level to be implemented in cooperation with Kazimierz Wielki University in Bydgoszcz, Poland, degree course in Teacher Training for First Stage of Primary Schools

At the same time a project has been submitted within centralized development projects of the MEYS to support creation of joint double degree programmes to be implemented in cooperation between TBU and foreign institutions, which was approved at the beginning of 2013.

3.D ACCREDITED DEGREE PROGRAMMES IMPLEMENTED JOINTLY BY TBU AND BY ANOTHER HIGHER EDUCATION INSTITUTION WITH ITS REGISTERED OFFICE IN THE CZECH REPUBLIC

TBU did not implement any of its accredited degree programmes jointly with another higher education institution that has a registered office in the Czech Republic.

3.E ACCREDITED DEGREE PROGRAMMES IMPLEMENTED JOINTLY BY TBU AND TERTIARY TECHNICAL SCHOOLS

In 2012 TBU collaborated with a total of 4 tertiary technical schools, and that with the Film School in Zlín, with the Secondary Nursing School and the Nursing College in Zlín, with Tomas Bata Business Academy and the Tertiary Technical School of Business in Zlín, and with the Tertiary Technical School of Food Technology and the Secondary Technical School of Dairy Industry, Kroměříž.

In cooperation with the Film School in Zlín the Bachelor's programme in Visual Arts, degree course in Classical Animation was carried out in the full-time mode of study. In compliance with the Decree issued by the Dean of FMC, students in the degree course were transferred to TBU FMC as from 1 July 2012. In order to extend the offer of specializations for applicants for study at TBU in the field of health care,

the following programmes were accredited at TBU in cooperation with the Secondary Nursing School and with the Nursing College in Zlín: Bachelor's programme in Nursing, degree course in General Nurse in the full-time and part-time mode of study, degree programme in Midwifery, degree course in Midwife in the full-time mode of study. In accordance with the consent granted by the Accreditation Commission on 28 June 2012 and in compliance with the decision of the MEYS from 17 July 2012 the accreditation validity period was extended only for FHS.

For applicants for study in selected specializations in economics, the joint Bachelor's programme involving degree courses in Marketing and in Enterprise Financial Management in the full-time and part-time mode of study was implemented jointly by TBU, Tomas Bata Business Academy and the Tertiary Technical School of Business in Zlín.

In Kroměříž, the Bachelor's programme in Chemistry and Food Technologies, degree course in Chemistry and Food Technologies in the full-time and part-time mode of study was implemented jointly by TBU and the Tertiary Technical School of Food Technology and the Secondary Technical School of Dairy Industry until 31 August 2012. Since 1 September 2012 only the part-time mode of study has been carried out in Kroměříž. In compliance with the Decree issued by the Dean of FT, the full-time mode of study was transferred to TBU FT.

Table 3.5: Accredited Degree Programmes Implemented Jointly by TBU and Tertiary Technical Schools

Faculty of Technology	
Degree programme	Food Chemistry and Technology (B2901)
Classification of Basic Branches of Education	Technical sciences (21 - 39)
Partner tertiary technical school	Tertiary Technical School of Food Industry and Secondary Technical School of Dairy Industry, Kroměříž
Implementation start date	2006
Length of studies (semesters)	6
Degree programme (Bachelor's, follow-up Master's, Master's, Doctoral)	Bachelor's
Organization of studies (description), including student admission and completion of studies	Classes were held at the independent unit in Kroměříž until the end of the academic year 2011/2012 (31 August 2012). From the start of the academic year 2012/2013 (1 September 2012) onwards, classes will be held partially at the independent unit in Kroměříž and partially at the Faculty of Technology in Zlín; admissions are held at the Faculty of Technology in Zlín.
Faculty of Management and Economics	
Degree programme	Economics and Management (B6208)
Classification of Basic Branches of Education	Economics (62, 65)
Partner tertiary technical school	Tomas Bata Business Academy and Tertiary Technical School of Business in Zlín
Implementation start date	01/09/2000
Length of studies (semesters)	6
Degree programme (Bachelor's, follow-up Master's, Master's, Doctoral)	Bachelor's

Organization of studies (description), including student admission and completion of studies	The Tertiary Technical School of Business organizes the admissions, including entrance examinations. The three-year Bachelor's programme is aimed to provide graduates with knowledge necessary for holding positions in lower and middle management and in financial management. After completion of basic theoretical and preparatory course units focusing on general issues, course units focusing on practical knowledge and fulfilment of requirements of economic and managerial practice are emphasized. After passing the final state examination in the Bachelor's programme, graduates have the opportunity to continue their studies in the follow-up Master's programme at FaME or to study in a similar degree programme carried out at another faculty of economics in the Czech Republic.
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Faculty of Multimedia Communications

Degree programme	Visual Arts (B 8206)
Classification of Basic Branches of Education	Art and cultural sciences (81, 82)
Partner tertiary technical school	Film School in Zlín
Implementation start date	01/09/2004
Length of studies (semesters)	6
Degree programme (Bachelor's, follow-up Master's, Master's, Doctoral)	Bachelor's
Organization of studies (description), including student admission and completion of studies	In compliance with Decree No. RD2012.03 issued by the Dean of FMC, students were transferred to the Faculty of Multimedia Communications as from 1 July 2012.

Faculty of Humanities

Degree programme 1	Nursing (B 5341)
Classification of Basic Branches of Education	Health care, medical and pharmaceutical sciences (51 - 53)
Partner tertiary technical school	Secondary Nursing School and Nursing College in Zlín
Implementation start date	2004
Length of studies (semesters)	6
Degree programme (Bachelor's, follow-up Master's, Master's, Doctoral)	Bachelor's
Organization of studies (description), including student admission and completion of studies	TBU provides the lecture rooms. The basic medical facility which enables practical training is Tomas Bata Regional Hospital, a.s. Admissions, tuition and final state examinations are organized by FHS. In accordance with the approval given by the Accreditation Commission on 28 June 2012, the validity of the accreditation was extended only for FHS at TBU in Zlín, and that by a decision taken by the Ministry of Education, Youth and Sports of the CR on 17 July 2012.
Degree programme 2	Midwifery (B 5349)
Classification of Basic Branches of Education	Health care, medical and pharmaceutical sciences (51 - 53)
Partner tertiary technical school	Secondary Nursing School and Nursing College in Zlín
Implementation start date	2004
Length of studies (semesters)	6
Degree programme (Bachelor's, follow-up Master's, Master's, Doctoral)	Bachelor's

Organization of studies (description), including student admission and completion of studies	TBU provides the lecture rooms. The basic medical facility which enables practical training is Tomas Bata Regional Hospital, a.s. Admissions, tuition and final state examinations are organized by FHS. In accordance with the approval given by the Accreditation Commission on 28 June 2012, the validity of the accreditation was extended only for FHS at TBU in Zlín, and that by a decision taken by the Ministry of Education, Youth and Sports of the CR on 17 July 2012.
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3.F ACCREDITED DEGREE PROGRAMMES OR PARTS THEREOF IMPLEMENTED BY TBU OUTSIDE ZLÍN

The Bachelor's and the follow-up Master's courses in Social Pedagogy are implemented within the degree programme in Specialization in Pedagogy in the part-time mode of study in cooperation with the Institute of Interdisciplinary Studies, Brno. The students were registered as students at FHS.

In Kroměříž, the Bachelor's programme in Chemistry and Food Technologies, degree course in Chemistry and Food Technologies in the full-time and part-time mode of study was implemented jointly by TBU and the Tertiary Technical School of Food Technology and the Secondary Technical School of Dairy Industry. As from 1 September 2012 only the part-time mode of study was carried out in Kroměříž. In accordance with the Decree issued by the Dean of FT, the full-time mode of study was transferred to TBU FT.

Furthermore, the Bachelor's programme in Chemistry and Food Technologies, degree course in Technology and Management in Gastronomy in the full-time and part-time mode of study, and the follow-up Master's programme in Chemistry and Food Technologies, degree course in Technology, Hygiene and Economics of Food Production, in the part-time mode of study were carried out at the independent unit of FT located in the Secondary Vocational School and Apprentice Training Centre in Kroměříž. As from 1 September 2012 classes were cancelled at this unit and the degree course was taught at FT in Zlín only.

The Faculty of Logistics and Crisis Management carries out all its degree programmes and courses in Uherské Hradiště.

The Department of Visual Arts, which is part of the organizational structure of the Faculty of Multimedia Communications, was also situated in Uherské Hradiště.

In accordance with the Decree issued by the Dean of the Faculty, classes were transferred to TBU FMC as from 1 September 2012.

At the independent unit of FLCM in Prostějov (Regional Educational Centre) the Bachelor's programme in Economics and Management, degree course in Logistics and Management, was carried out in the full-time and part-time mode of study. Classes in Prostějov were cancelled as from 31 August 2012 in accordance with the recommendation of the Accreditation Commission and of the meeting of the FLCM Dean's Advisory Council that took place on 23 February 2012. As from 1 September 2012 the classes were held at TBU FLCM based in Uherské Hradiště.

The Bachelor's programme in Engineering Informatics, degree course in Security Technologies, Systems and Management was carried out by FAI in the part-time mode of study in Prague as well, and that on the premises of the Faculty of Mechanical Engineering of the Czech Technical University in Prague.

Table 3.6: Accredited Degree Programmes or Parts Thereof Implemented outside the University Seat

Faculty of Technology	
Degree programme 1	Chemistry and Food Technologies (B2901)
Classification of Basic Branches of Education	Technical sciences (21 - 39)
Name and seat of the TBU independent unit offering tuition in accredited degree programmes or parts thereof	Secondary Vocational School and Apprentice Training Centre, Kroměříž Na Lindovce 1463 767 27 Kroměříž (On 1 June 2012, the tenancy was terminated and, in compliance with Decree No. RD/04/2012 issued by the Dean, classes are to be held at the Faculty of Technology starting from 1 September 2012.)
Mode of study (full-time, part-time, distance learning)	Full-time, part-time
Length of studies (semesters)	6
Degree programme (Bachelor's, follow-up Master's, Master's, Doctoral)	Bachelor's
Final state examinations held at the independent unit (YES/NO)	YES - FT staff is present during the examinations
Defences of diploma theses held at the independent unit (YES/NO)	YES - FT staff is present during the defences
Number of permanent staff at the independent unit	2
Degree programme 2	Chemistry and Food Technologies (B2901)
Classification of Basic Branches of Education	Technical sciences (21 - 39)
Name and seat of the TBU independent unit offering tuition in accredited degree programmes or parts thereof	Tertiary Technical School of Food Industry and Secondary Technical School of Dairy Industry Štěchovice 1358 767 54 Kroměříž
Mode of study (full-time, part-time, distance learning)	Full-time - In compliance with Decree No. RD/04/2012 issued by the Dean, classes are to be held at the Faculty of Technology starting from 1 September 2012. Part-time mode of study - Classes are held in Kroměříž
Length of studies (semesters)	6
Degree programme (Bachelor's, follow-up Master's, Master's, Doctoral)	Bachelor's
Final state examinations held at the independent unit (YES/NO)	YES - FT staff is present during the examinations
Defences of diploma theses held at the independent unit (YES/NO)	YES - FT staff is present during the defences
Number of permanent staff at the independent unit	2 (only until 1 September 2012, 0 employees after this date)
Faculty of Multimedia Communications	
Degree programme 1	Visual Arts (B 8206)
Classification of Basic Branches of Education	Art and cultural sciences (81, 82)
Name and seat of the TBU independent unit offering tuition in accredited degree programmes or parts thereof	Department of Visual Arts Studentské náměstí 1532 686 01 Uherské Hradiště (In compliance with Decree No. RD2012.04 issued by the Dean of FMC, classes are to be held at the Faculty of Multimedia Communications starting from 1 September 2012.)

Mode of study (full-time, part-time, distance learning)	Full-time
Length of studies (semesters)	6
Degree programme (Bachelor's, follow-up Master's, Master's, Doctoral)	Bachelor's
Final state examinations held at the independent unit (YES/NO)	YES
Defences of diploma theses held at the independent unit (YES/NO)	YES
Number of permanent staff at the independent unit	8
Degree programme 2	Visual Arts (B 8206)
Classification of Basic Branches of Education	Art and cultural sciences (81, 82)
Name and seat of the TBU independent unit offering tuition in accredited degree programmes or parts thereof	Department of Visual Arts Studentské náměstí 1532 686 01 Uherské Hradiště (In compliance with Decree No. RD2012.04 issued by the Dean of FMC, classes are to be held at the Faculty of Multimedia Communications starting from 1 September 2012.)
Mode of study (full-time, part-time, distance learning)	Full-time
Length of studies (semesters)	4
Degree programme (Bachelor's, follow-up Master's, Master's, Doctoral)	follow-up Master's
Final state examinations held at the independent unit (YES/NO)	YES
Defences of diploma theses held at the independent unit (YES/NO)	YES
Number of permanent staff at the independent unit	8
Faculty of Applied Informatics	
Degree programme	Engineering Informatics (B3902)
Classification of Basic Branches of Education	Technical sciences (21 - 39)
Name and seat of the TBU independent unit offering tuition in accredited degree programmes or parts thereof	Faculty of Mechanical Engineering Czech Technical University in Prague Technická 4 167 47 Prague 6
Mode of study (full-time, part-time, distance learning)	Part-time
Length of studies (semesters)	6
Degree programme (Bachelor's, follow-up Master's, Master's, Doctoral)	Bachelor's
Final state examinations held at the independent unit (YES/NO)	NO
Defences of diploma theses held at the independent unit (YES/NO)	NO
Number of permanent staff at the independent unit	0
Faculty of Humanities	
Degree programme 1	Specialization in Pedagogy (B 7507)
Classification of Basic Branches of Education	Pedagogy and social care (74, 75)
Name and seat of the TBU independent unit offering tuition in accredited degree programmes or parts thereof	Institute of Interdisciplinary Studies Brno Londýnské náměstí 4 (BB Park, Building D, 4th floor) 639 00 Brno

Mode of study (full-time, part-time, distance learning)	Part-time
Length of studies (semesters)	6
Degree programme (Bachelor's, follow-up Master's, Master's, Doctoral)	Bachelor's
Final state examinations held at the independent unit (YES/NO)	YES
Defences of diploma theses held at the independent unit (YES/NO)	YES
Number of permanent staff at the independent unit	0
Degree programme 2	Specialization in Pedagogy (N 7507)
Classification of Basic Branches of Education	Pedagogy and social care (74, 75)
Name and seat of the TBU independent unit offering tuition in accredited degree programmes or parts thereof	Institute of Interdisciplinary Studies Brno Londýnské náměstí 4 (BB Park, Building D, 4th floor) 639 00 Brno
Mode of study (full-time, part-time, distance learning)	Part-time
Length of studies (semesters)	4
Degree programme (Bachelor's, follow-up Master's, Master's, Doctoral)	Follow-up Master's
Final state examinations held at the independent unit (YES/NO)	YES
Defences of diploma theses held at the independent unit (YES/NO)	YES
Number of permanent staff at the independent unit	0
Faculty of Logistics and Crisis Management	
Degree programme 1	Process Engineering (B 3909)
Classification of Basic Branches of Education	Technical sciences (21 - 39)
Name and seat of the TBU independent unit offering tuition in accredited degree programmes or parts thereof	Faculty of Logistics and Crisis Management Studentské nám. 1532 686 01 Uherské Hradiště
Mode of study (full-time, part-time, distance learning)	Full-time, part-time
Length of studies (semesters)	6
Degree programme (Bachelor's, follow-up Master's, Master's, Doctoral)	Bachelor's
Final state examinations held at the independent unit (YES/NO)	NO
Defences of diploma theses held at the independent unit (YES/NO)	NO
Number of permanent staff at the independent unit	31
Degree programme 2	Economics and Management (B 6208)
Classification of Basic Branches of Education	Economics (62, 65)
Name and seat of the TBU independent unit offering tuition in accredited degree programmes or parts thereof	Faculty of Logistics and Crisis Management Studentské nám. 1532 686 01 Uherské Hradiště
Mode of study (full-time, part-time, distance learning)	Full-time, part-time
Length of studies (semesters)	6
Degree programme (Bachelor's, follow-up Master's, Master's, Doctoral)	Bachelor's

Final state examinations held at the independent unit (YES/NO)	YES
Defences of diploma theses held at the independent unit (YES/NO)	YES
Number of permanent staff at the independent unit	31
Degree programme 3	Population Protection (B 2825)
Classification of Basic Branches of Education	Technical sciences (21 - 39)
Name and seat of the TBU independent unit offering tuition in accredited degree programmes or parts thereof	Faculty of Logistics and Crisis Management Studentské nám. 1532 686 01 Uherské Hradiště
Mode of study (full-time, part-time, distance learning)	Full-time
Length of studies (semesters)	6
Degree programme (Bachelor's, follow-up Master's, Master's, Doctoral)	Bachelor's
Final state examinations held at the independent unit (YES/NO)	NO, only starting from 2013
Defences of diploma theses held at the independent unit (YES/NO)	NO, only starting from 2013
Number of permanent staff at the independent unit	31
Degree programme 4	Security of Society (B 3953)
Classification of Basic Branches of Education	Technical sciences (21 - 39)
Name and seat of the TBU independent unit offering tuition in accredited degree programmes or parts thereof	Faculty of Logistics and Crisis Management Studentské nám. 1532 686 01 Uherské Hradiště
Mode of study (full-time, part-time, distance learning)	Full-time
Length of studies (semesters)	6
Degree programme (Bachelor's, follow-up Master's, Master's, Doctoral)	Bachelor's
Final state examinations held at the independent unit (YES/NO)	NO, only starting from 2014
Defences of diploma theses held at the independent unit (YES/NO)	NO, only starting from 2014
Number of permanent staff at the independent unit	31
Degree programme 5	Economics and Management (B 6208)
Classification of Basic Branches of Education	Economics (62, 65)
Name and seat of the TBU independent unit offering tuition in accredited degree programmes or parts thereof	Faculty of Logistics and Crisis Management of TBU in Zlín Independent unit - Regional Educational Centre Prostějov Husovo náměstí 91 796 04 Prostějov On 31 August 2012 classes ceased to be held at the independent unit in Prostějov in compliance with the recommendation of the Accreditation Commission (Meeting of the Accreditation Commission held from 21 to 23 November 2011, Minutes No. 05-11) and in accordance with the conclusions adopted at the meeting of the Dean's Advisory Board at FLCM held on 23 February 2012 (Minutes No. 04, Item 01/03/2012). Starting from 1 September 2012 classes will be held at the Faculty of Logistics and Crisis Management in Uherské Hradiště.

Mode of study (full-time, part-time, distance learning)	Full-time, part-time
Length of studies (semesters)	6
Degree programme (Bachelor's, follow-up Master's, Master's, Doctoral)	Bachelor's
Final state examinations held at the independent unit (YES/NO)	YES
Defences of diploma theses held at the independent unit (YES/NO)	YES
Number of permanent staff at the independent unit	5

3.G TOTAL NUMBER OF ACCREDITED DEGREE PROGRAMMES INCLUDED IN THE METHODOLOGY FOR LEARNING OUTPUTS IN ACCORDANCE WITH THE NATIONAL QUALIFICATIONS FRAMEWORK FOR TERTIARY EDUCATION

All degree programmes were accredited or re-accredited in accordance with the Bologna Declaration, i.e. as a two- or three-level study for a Bachelor's, follow-up Master's, or a Doctoral degree.

3.H CHARACTERISTICS OF THE CREDIT SYSTEM, APPLICATION OF ECTS RULES. DIPLOMA SUPPLEMENT LABEL AND ECTS LABEL

All degree programmes at TBU use a unified credit system compatible with the European ECTS standard. The main features of the unified credit system are the following:

- One credit represents 1/60th of the average annual study load for the standard length of studies.
- Each course unit is allocated a number of credits which reflects the relative degree of study load required for a successful completion of a given course unit.
- On successfully completing a course unit, a student obtains the number of credits allocated to the given course unit.
- Credits obtained within one degree programme are added up.
- The number of credits obtained serves as a tool for checking the progress in studies.

This credit system and TBU students' good language proficiency are perceived as essential conditions for the University's entry into the European programme for student mobility and into the European educational area. Since 2004, the ECTS grading scale has been used at TBU.

Furthermore, the text of the ECTS Guide and the translation thereof were completed, so that TBU could be included in the group of universities that offer programmes and courses to students in the European educational area. The ECTS Guide has been posted on the TBU website and sent to the Socrates National Agency.

In 2012 TBU was awarded the "ECTS Label" certificate.

In 2006 and, subsequently, in 2009, Tomas Bata University in Zlín was awarded the Diploma Supplement Label by the European Commission, which increases its prestige among European higher education institutions. The Certificate is valid until 2013.

3.I OTHER EDUCATIONAL ACTIVITIES CARRIED OUT IN ADDITION TO ACCREDITED DEGREE PROGRAMMES

FT: 8 lectures were carried out at the Faculty within the OPEC projects. Round-table discussions with students, a gastro-symposium as well as student excursions took place there.

FaME: 30 lessons in mathematics and foreign language (English, German) preparation courses were organized for applicants interested in Bachelor's programmes in the part-time mode of study.

44 to 60 lesson preparation courses were offered to applicants interested in follow-up Master's programmes in the full-time and part-time mode of study with specializations depending on the degree course chosen. In addition to accredited degree courses, the Faculty offered 6 educational courses and 8 lectures given by external experts in 2012.

FMC: In 2012 the Faculty of Multimedia Communications organized internal and international workshops and participated in the organization of international summer schools. The Faculty also organized lectures by experts from other higher education institutions and from practice, from the Czech Republic and from abroad. The Faculty also participated in projects implemented in cooperation with international partners, with exhibitions and other presentations of artistic outputs held within the mentioned projects. 22 courses were organized within the LLP. The Faculty enabled selected students to take part in a study period held in the USA, and that in cooperation with the Czech Center.

FAI: The Faculty of Applied Informatics organized educational trips to manufacturing enterprises, invited lectures by experts from practice and from other higher education institutions, intended in particular for students in Master's and in Doctoral programmes. Another edition of the student competition "Freescale Technology Application" intended for active students was held at the Faculty.

FHS: In 2012 the Faculty organized a series of specialized workshops, seminars, professional courses and lectures by experts from the Czech Republic and from abroad intended for secondary school teachers and other experts from practice, as well as for the academic staff and students. The Faculty also organized a Practical Training Day, during which it promoted compulsory student practical training and the relevant workplaces intended for practical training, along with opportunities for options for cooperation and future career prospects of students at the prospective workplaces. Within student projects the Faculty organized a student conference, a contest for the best presentation written in English or in German for secondary school students and students of all faculties of TBU in Zlín, as well as first aid courses for students of primary and secondary schools and for seniors. The Faculty organized a competition entitled 'Student Scientific and Expert Activities' in order to support scientific and expert activities of students.

FLCM: A number of educational activities took place at the Faculty: the 153rd engineer battalion and the independent rescue team in Olomouc included in the integrated rescue system presented their activities, the Fire Brigade – Rescue Unit Hlučín presented its activities, the integrated crisis centre of the Moravian-Silesian Region presented the scope of its activities, educational trips (Dukovany nuclear power station, Škoda Auto Mladá Boleslav, Chropyněská strojírenská, Moravian Centre for Cartography), and also workshops held within projects as well as single lectures by experts from practice.

UNI: In 2012 the University Institute organized a number of educational events intended for students and staff of TBU in Zlín: seminars, lectures, round tables, workshops, professional internships, student and educational trips. These events took place thanks to projects implemented within the Operational Programme 'Education for Competitiveness' (OPEC) (From Knowledge Development to Innovations – completed in August 2012) and within the Operational Programme 'Research and Development for Innovations' (OP R&DfI) (Development of TTC at TBU in Zlín – launched in July 2012).

4. STUDENTS

4.A STUDENTS IN ACCREDITED DEGREE PROGRAMMES

As at 31 December 2012, a total of 12,009 students were studying in full-time and part-time degree programmes at six faculties of TBU (active studies regardless of the mode of funding). The number includes also students participating in short-term study periods.

Table 4.1: Numbers of Students in Accredited Degree Programmes									
Tomas Bata University in Zlín		Bachelor		Master		Follow-up Master		Doctoral	TOTAL
		F	P/D	F	P/D	F	P/D		
Faculty of Technology									
Groups of accredited degree programmes	CBBE								
Natural sciences	11-18								
Technical sciences	21-39	814	318			335	292	156	1,915
Forestry, agriculture and veterinary sciences	41,43								
Health care, medical and pharmaceutical sciences	51-53								
Social sciences and services	61,67, 71-73								
Economics	62,65								
Law and public sector administration	68								
Pedagogy and social care	74,75								
Psychological sciences	77								
Art and cultural sciences	81,82								
Faculty of Management and Economics									
Groups of accredited degree programmes	CBBE								
Natural sciences	11-18								
Technical sciences	21-39								
Forestry, agriculture and veterinary sciences	41,43								
Health care, medical and pharmaceutical sciences	51-53								
Social sciences and services	61,67, 71-73								
Economics	62,65	1,265	387			565	467	131	2,815
Law and public sector administration	68								
Pedagogy and social care	74,75								
Psychological sciences	77								
Art and cultural sciences	81,82								

Faculty of Multimedia Communications								
Groups of accredited degree programmes	CBBE							
Natural sciences	11-18							
Technical sciences	21-39							
Forestry, agriculture and veterinary sciences	41,43							
Health care, medical and pharmaceutical sciences	51-53							
Social sciences and services	61,67, 71-73	163	150		110	96		519
Economics	62,65					19		19
Law and public sector administration	68							
Pedagogy and social care	74,75							
Psychological sciences	77							
Art and cultural sciences	81,82	417	44		144	24	32	661
Faculty of Applied Informatics								
Groups of accredited degree programmes	CBBE							
Natural sciences	11-18							
Technical sciences	21-39	630	253		302	277	113	1,575
Forestry, agriculture and veterinary sciences	41,43							
Health care, medical and pharmaceutical sciences	51-53							
Social sciences and services	61,67, 71-73							
Economics	62,65							
Law and public sector administration	68							
Pedagogy and social care	74,75							
Psychological sciences	77							
Art and cultural sciences	81,82							
Faculty of Humanities								
Groups of accredited degree programmes	CBBE							
Natural sciences	11-18							
Technical sciences	21-39							
Forestry, agriculture and veterinary sciences	41,43							
Health care, medical and pharmaceutical sciences	51-53	275	126					401
Social sciences and services	61,67, 71-73	363						363
Economics	62,65							
Law and public sector administration	68							
Pedagogy and social care	74,75	336	1,646		83	748		2,813
Psychological sciences	77							
Art and cultural sciences	81,82							

Faculty of Logistics and Crisis Management									
Groups of accredited degree programmes	CBBE								
Natural sciences	11-18								
Technical sciences	21-39	475	319						794
Forestry, agriculture and veterinary sciences	41,43								
Health care, medical and pharmaceutical sciences	51-53								
Social sciences and services	61,67, 71-73								
Economics	62,65	78	56						134
Law and public sector administration	68								
Pedagogy and social care	74,75								
Psychological sciences	77								
Art and cultural sciences	81,82								
TOTAL		4,816	3,299			1,539	1,923	432	12,009

F = Full-time

P/D = Part-time / Distance learning

4.B SELF-PAYING STUDENTS

As at 31 December 2012, a total of 49 students who pay the full amount of the tuition fee for studies in a foreign language from their own resources were studying at TBU in Zlín.

Table 4.2: Self-Paying Students									
Tomas Bata University in Zlín	CBBE	Bachelor		Master		Follow-up Master		Doctoral	TOTAL
		F	P/D	F	P/D	F	P/D		
Faculty of Technology									
Groups of accredited degree programmes	CBBE								
Natural sciences	11-18								
Technical sciences	21-39					4		9	13
Forestry, agriculture and veterinary sciences	41,43								
Health care, medical and pharmaceutical sciences	51-53								
Social sciences and services	61,67, 71-73								
Economics	62,65								
Law and public sector administration	68								
Pedagogy and social care	74,75								
Psychological sciences	77								
Art and cultural sciences	81,82								

Faculty of Management and Economics									
Groups of accredited degree programmes	CBBE								
Natural sciences	11-18								
Technical sciences	21-39								
Forestry, agriculture and veterinary sciences	41,43								
Health care, medical and pharmaceutical sciences	51-53								
Social sciences and services	61,67,71-73								
Economics	62,65					12		13	25
Law and public sector administration	68								
Pedagogy and social care	74,75								
Psychological sciences	77								
Art and cultural sciences	81,82								
Faculty of Multimedia Communications									
Groups of accredited degree programmes	CBBE								
Natural sciences	11-18								
Technical sciences	21-39								
Forestry, agriculture and veterinary sciences	41,43								
Health care, medical and pharmaceutical sciences	51-53								
Social sciences and services	61,67,71-73					2			2
Economics	62,65								
Law and public sector administration	68								
Pedagogy and social care	74,75								
Psychological sciences	77								
Art and cultural sciences	81,82							1	1
Faculty of Applied Informatics									
Groups of accredited degree programmes	CBBE								
Natural sciences	11-18								
Technical sciences	21-39					1		1	2
Forestry, agriculture and veterinary sciences	41,43								
Health care, medical and pharmaceutical sciences	51-53								
Social sciences and services	61,67,71-73								
Economics	62,65								

Law and public sector administration	68							
Pedagogy and social care	74,75							
Psychological sciences	77							
Art and cultural sciences	81,82							
Faculty of Humanities								
Groups of accredited degree programmes	CBBE							
Natural sciences	11-18							
Technical sciences	21-39							
Forestry, agriculture and veterinary sciences	41,43							
Health care, medical and pharmaceutical sciences	51-53							
Social sciences and services	61,67, 71-73	6						6
Economics	62,65							
Law and public sector administration	68							
Pedagogy and social care	74,75							
Psychological sciences	77							
Art and cultural sciences	81,82							
TOTAL		6				19	24	49

F = Full-time

P/D = Part-time / Distance learning

4.C STUDENTS AGED OVER 30 YEARS

As at 31 December 2012, a total of 3,071 students older than 30 years were studying in full-time and part-time degree programmes at six faculties of TBU. 30 students over 30 years of age studied in the full-time mode of study and 3,041 students over 30 years of age studied in the part-time mode of study. A total of 1,853 students studied in Bachelor's programmes, 1,061 students in follow-up Master's programmes and 157 students over 30 years of age studied in Doctoral programmes.

Table 4.3: Students Aged over 30 Years									
Tomas Bata University in Zlín	CBBE	Bachelor		Master		Follow-up Master		Doctoral	TOTAL
		F	P/D	F	P/D	F	P/D		
Faculty of Technology									
Groups of accredited degree programmes	CBBE								
Natural sciences	11-18								
Technical sciences	21-39		109			128	47		284
Forestry, agriculture and veterinary sciences	41,43								
Health care, medical and pharmaceutical sciences	51-53								

Social sciences and services	61,67, 71-73								
Economics	62,65								
Law and public sector administration	68								
Pedagogy and social care	74,75								
Psychological sciences	77								
Art and cultural sciences	81,82								
Faculty of Management and Economics									
Groups of accredited degree programmes	CBBE								
Natural sciences	11-18								
Technical sciences	21-39								
Forestry, agriculture and veterinary sciences	41,43								
Health care, medical and pharmaceutical sciences	51-53								
Social sciences and services	61,67, 71-73								
Economics	62,65		139			2	155	56	352
Law and public sector administration	68								
Pedagogy and social care	74,75								
Psychological sciences	77								
Art and cultural sciences	81,82								
Faculty of Multimedia Communications									
Groups of accredited degree programmes	CBBE								
Natural sciences	11-18								
Technical sciences	21-39								
Forestry, agriculture and veterinary sciences	41,43								
Health care, medical and pharmaceutical sciences	51-53								
Social sciences and services	61,67, 71-73	1	98				73		172
Economics	62,65						13		13
Law and public sector administration	68								
Pedagogy and social care	74,75								
Psychological sciences	77								
Art and cultural sciences	81,82	4	32			4	21	16	77

Faculty of Applied Informatics									
Groups of accredited degree programmes	CBBE								
Natural sciences	11-18								
Technical sciences	21-39	1	106				119	38	264
Forestry, agriculture and veterinary sciences	41,43								
Health care, medical and pharmaceutical sciences	51-53								
Social sciences and services	61,67, 71-73								
Economics	62,65								
Law and public sector administration	68								
Pedagogy and social care	74,75								
Psychological sciences	77								
Art and cultural sciences	81,82								
Faculty of Humanities									
Groups of accredited degree programmes	CBBE								
Natural sciences	11-18								
Technical sciences	21-39								
Forestry, agriculture and veterinary sciences	41,43								
Health care, medical and pharmaceutical sciences	51-53	2	74						76
Social sciences and services	61,67, 71-73	2							2
Economics	62,65								
Law and public sector administration	68								
Pedagogy and social care	74,75		1,104				546		1,650
Psychological sciences	77								
Art and cultural sciences	81,82								
Faculty of Logistics and Crisis Management									
Groups of accredited degree programmes	CBBE								
Natural sciences	11-18								
Technical sciences	21-39		151						151
Forestry, agriculture and veterinary sciences	41,43								
Health care, medical and pharmaceutical sciences	51-53								
Social sciences and services	61,67, 71-73								
Economics	62,65		30						30

Law and public sector administration	68								
Pedagogy and social care	74,75								
Psychological sciences	77								
Art and cultural sciences	81,82								
TOTAL		10	1,843			6	1,055	157	3,071

F = Full-time

P/D = Part-time / Distance learning

4.D UNSUCCESSFUL STUDENTS IN ACCREDITED DEGREE PROGRAMMES

In 2012 the numbers of unsuccessful students at TBU amounted to 1,683 in BP, to 426 in FUMP and to 44 in DP.

Tomas Bata University in Zlín	CBBE	Bachelor		Master		Follow-up Master		Doctoral	TOTAL
		F	P/D	F	P/D	F	P/D		
Groups of accredited degree programmes									
Natural sciences	11-18								
Technical sciences	21-39	554	289			56	102	33	1,034
Forestry, agriculture and veterinary sciences	41,43								
Health care, medical and pharmaceutical sciences	51-53	35	22						57
Social sciences and services	61,67, 71-73	94	13			1	8		116
Economics	62,65	268	189			64	99	11	631
Law and public sector administration	68								
Pedagogy and social care	74,75	32	152			6	78		268
Psychological sciences	77								
Art and cultural sciences	81,82	30	5			11	1		47
TOTAL		1,013	670			138	288	44	2,153

F = Full-time

P/D = Part-time / Distance learning

4.E MEASURES TO REDUCE DROP-OUT RATES

The University management paid increased attention to the numbers of unsuccessful students. In selected course units with high drop-out rates (e.g. mathematics or chemistry), remedial classes were organized, within which weaker students could broaden their knowledge. Other measures leading to reducing the drop-out rates included student evaluation of the teaching quality, communication with students and a wide range of study supports and materials on the faculties' websites. In 2012 the positive trend also continued towards a wider use of e-learning in the support of teaching activities, and that not only for part-time students but for full-time students as well. Students who had difficulties with their studies could use the services provided by the TBU Counselling Centre (CC), which provided professional psychological and pedagogical counselling free of charge.

Measures leading to reducing the drop-out rates were also aimed at specifying information on the graduate profile in the given field of study and at selecting an appropriate field of study adequate to the knowledge and abilities of the respective applicant for studies.

5. GRADUATES

5.A GRADUATES FROM ACCREDITED DEGREE PROGRAMMES

A total of 3,782 students graduated from TBU in 2012 (students are included regardless of the mode of funding). The number of graduates also includes international students participating in short-term study periods.

Table 5.1: Numbers of Graduates from Accredited Degree Programmes

Tomas Bata University in Zlín	CBBE	Bachelor		Master		Follow-up Master		Doctoral	TOTAL
		F	P/D	F	P/D	F	P/D		
Groups of accredited degree programmes									
Natural sciences	11-18								
Technical sciences	21-39	371	143			261	214	36	1,025
Forestry, agriculture and veterinary sciences	41,43								
Health care, medical and pharmaceutical sciences	51-53	56	30						86
Social sciences and services	61,67, 71-73	177	45			38	42		302
Economics	62,65	535	171			290	179	22	1,197
Law and public sector administration	68								
Pedagogy and social care	74,75	95	464			52	308		919
Psychological sciences	77								
Art and cultural sciences	81,82	162	13			67	11		253
TOTAL		1,396	866			708	754	58	3,782

F = Full-time

P/D = Part-time / Distance learning

5.B COOPERATION BETWEEN TBU AND GRADUATES

The TBU “Career” portal¹ has been running at TBU since 2011. In 2012 the portal was one of the communication tools used not only among graduates, but also among other groups of this small labour market, besides graduates and students formed also by educational institutions, research institutions, employers and commercial entities. Participating interest groups could gain a high added value with very low costs in the required spheres through direct communication with partners. These interest groups could communicate both across all groups and within specific groups. The portal uses principles of the social networks, nevertheless, Facebook as well as Twitter were used directly for these activities.

Among other key services that TBU provides to participating interest groups, the educational system supports in the LMS Moodle for all forms of education including enterprise and lifelong learning could be named.

However, portal tools are not the only way of contact between TBU and its graduates, since reunions for alumni take place regularly, that are organized by the relevant faculties every year.

¹ <http://kariera.utb.cz>

Graduates act within the cooperation as, namely:

- Practical training and internship mediators within their organization;
- Persons cooperating on projects;
- Supervisors and external examiners of Bachelor's and Master's theses;
- Members of the final state examination committees.

Selected graduates continued their cooperation with TBU as consultants during the process of reaccreditation of degree programmes of selected degree courses.

5.C ENSURING JOB OPPORTUNITIES AND GOOD EMPLOYMENT PROSPECTS FOR GRADUATES AND COOPERATION WITH EMPLOYERS

The analysis of the employment rate of graduates is based on documents obtained from the Ministry of Labour and Social Affairs. A number of measures were carried out in 2012 with the aim to improve the employability of graduates:

- Students completing their final year of BP as well as FUMP were instructed within lectures entitled 'How to Start a Career' on how to write a quality CV resume and a motivation letter, and advised on how to use it in order to improve their communication abilities, to get a Bachelor's or Master's thesis topic, an internship or a job.
- Bachelor's and Master's theses, practical trainings and internships were entered systemically by the academic staff as well as by companies – with the use of web portals². Establishing contact between students and companies during studies was an important step in the graduates' future career direction.
- Development of students' skills aiming at supporting entrepreneurship and encouraging students to start their own business was carried out within several projects, e.g. at FaME (project 'Talented Students'), in the Technology Innovation Centre (student competition for the best business plan), at FMC ('Perspective' project) and others.
- Students tend to select an optional course unit (category C) entitled Practical Training, which is worth three credits. They are thus motivated to develop their own relations with companies and perhaps even to start their own career. The list of internships offered is available on the TBU Career portal.
- TBU co-organizes a Job Fair through contractual relations, in cooperation with companies and institutions in the Zlín Region as well as outside the region and in cooperation with IAESTE. In 2012 two fairs were held on the premises of TBU: in April and November. Besides presenting companies, we also enabled students to practise job interviews at the fair, etc.
- In April 2012 TBU launched its own Job Centre intended for TBU students and graduates. Its activities are aimed mainly at finding suitable job vacancies including consultation and advice on creating a CV or a cover letter. Moreover, the Job Centre offers TBU students and graduates the following services:
 - Counselling in the sphere of career orientation
 - Counselling in the sphere of human resources
 - It arranges counselling with experts from the Employment Office in Zlín.
 - It helps students and graduates to select an appropriate job.
 - Perfect listing of resources with job offers
 - Personal help with seeking suitable employers
 - Service for companies incl. specific requirements for graduates
 - Help with contacting possible employers and headhunting companies – preparation for a preliminary interview
 - It offers its clients the opportunity to make their Curriculum Vitae available to the companies cooperating with the Centre.
 - The Job Centre specialist can also recommend diagnostic tests in adequate cases, which shall be carried out within the Counselling Centre.

² <http://kariera.utb.cz>, www.synapse.utb.cz, www.prosperita.utb.cz

In 2012 the Job Centre got actively involved in the University life by participating in workshops and in the job fair, by organizing visits to cooperating companies, or arranging visits of representatives of the companies in the classes with the principal aim to help to reconcile studies and practice. In the winter semester students in their final year of studies at FaME, FLCM, FMC and FHS were acquainted via presentations offered directly in the classes with information on how to succeed in the labour market or advised on how to write a CV, a cover letter, etc.

The Job Centre cooperated with employers from the Zlín Region and from the entire Czech Republic. Employers reported job vacancies, practical trainings, internships and placements intended precisely for TBU students and graduates to the Job Centre or via the TBU Career portal.

Out of 160 clients, who had been actively cooperating with the Job Centre since April 2012 and had been using its services, 55 clients succeeded in gaining employment.

6. INTEREST IN STUDYING AT TBU

6.A INTEREST IN STUDYING AT THE HIGHER EDUCATION INSTITUTION

In 2012 TBU received 9,474 applications for Bachelor's programmes, 4,351 applications for follow-up Master's programmes and 170 applications for Doctoral programmes.

Table 6.1: Interest in Studying at TBU

Tomas Bata University in Zlín													
		Bachelor			Master			Follow-up Master			Doctoral		
		Applications submitted	Students admitted	Students enrolled	Applications submitted	Students admitted	Students enrolled	Applications submitted	Students admitted	Students enrolled	Applications submitted	Students admitted	Students enrolled
Faculty of Technology													
Groups of accredited degree programmes	CBBE												
Natural sciences	11-18												
Technical sciences	21-39	1,031	828	644				374	320	305	64	52	42
Forestry, agriculture and veterinary sciences	41,43												
Health care, medical and pharmaceutical sciences	51-53												
Social sciences and services	61,67, 71-73												
Economics	62,65												
Law and public sector administration	68												
Pedagogy and social care	74,75												
Psychological sciences	77												
Art and cultural sciences	81,82												
Faculty of Management and Economics													
Groups of accredited degree programmes	CBBE												
Natural sciences	11-18												
Technical sciences	21-39												
Forestry, agriculture and veterinary sciences	41,43												
Health care, medical and pharmaceutical sciences	51-53												
Social sciences and services	61,67, 71-73												
Economics	62,65	2,431	883	702				2,278	824	588	42	25	24
Law and public sector administration	68												
Pedagogy and social care	74,75												
Psychological sciences	77												
Art and cultural sciences	81,82												
Faculty of Multimedia Communications													
Groups of accredited degree programmes	CBBE												
Natural sciences	11-18												

Technical sciences	21-39												
Forestry, agriculture and veterinary sciences	41,43												
Health care, medical and pharmaceutical sciences	51-53												
Social sciences and services	61,67, 71-73	653	105	104			285	91	91				
Economics	62,65												
Law and public sector administration	68												
Pedagogy and social care	74,75												
Psychological sciences	77												
Art and cultural sciences	81,82	801	147	144			215	79	79	27	15	15	
Faculty of Applied Informatics													
Groups of accredited degree programmes	CBBE												
Natural sciences	11-18												
Technical sciences	21-39	897	538	486			453	360	293	37	27	27	
Forestry, agriculture and veterinary sciences	41,43												
Health care, medical and pharmaceutical sciences	51-53												
Social sciences and services	61,67, 71-73												
Economics	62,65												
Law and public sector administration	68												
Pedagogy and social care	74,75												
Psychological sciences	77												
Art and cultural sciences	81,82												
Faculty of Humanities													
Groups of accredited degree programmes	CBBE												
Natural sciences	11-18												
Technical sciences	21-39												
Forestry, agriculture and veterinary sciences	41,43												
Health care, medical and pharmaceutical sciences	51-53	423	213	180									
Social sciences and services	61,67, 71-73	481	185	135									
Economics	62,65												
Law and public sector administration	68												
Pedagogy and social care	74,75	1,954	729	633			746	402	371				
Psychological sciences	77												
Art and cultural sciences	81,82												
Faculty of Logistics and Crisis Management													
Groups of accredited degree programmes	CBBE												
Natural sciences	11-18												
Technical sciences	21-39	803	731	479									
Forestry, agriculture and veterinary sciences	41,43												

Health care, medical and pharmaceutical sciences	51-53												
Social sciences and services	61,67, 71-73												
Economics	62,65												
Law and public sector administration	68												
Pedagogy and social care	74,75												
Psychological sciences	77												
Art and cultural sciences	81,82												
TOTAL		9,474	4,359	3,507			4,351	2,076	1,727	170	119	108	

6.B ENTRANCE EXAMINATIONS

At the Faculty of Technology applicants were exempt from the entrance examination in 2012. Applicants were admitted in accordance with the ranking drawn up according to their average grade results from the secondary school.

At the Faculty of Management and Economics, applicants are admitted to full-time BP carried out in Czech depending on the results of the National Comparative Exams administered by the Scio organization – Test of General Academic Prerequisites (Czech version) or of the National Comparative Exams administered by the Scio organization – Test of General Academic Prerequisites (Slovak version) – basic version. Students who gained 90 percentile at the entrance examination or won in the Olympiad in Economics and Management and achieved an average study result of less than 1.5 during their studies, are entitled to receive an extraordinary scholarship of CZK 5,000 per semester. The scholarship payment is conditioned upon the standard length of study. The entrance examination for part-time Bachelor's programmes was organized by the Faculty. It comprised tests in mathematics and in a foreign language (English, German) prepared by the Faculty. In order to be admitted to full-time and part-time FUMP in the Czech language applicants were required to pass a written test in fields of study differentiated according to the orientation of degree courses. The admission procedure to full-time BP and FUMP in the English language comprised a written entrance examination in the form of an essay in the English language of 2,500 – 3,000 words on a chosen topic corresponding to the relevant degree course. Admission to DP carried out in Czech took the form of an entrance examination before the admissions committee attesting the applicant's prerequisites for research and a minimum B2 level of proficiency in English. Admission to Doctoral programmes carried out in English was conditional on passing the entrance examination. The entrance examination was written. The applicant was required to write an 8 to 10 page essay in English on a topic selected and approved by the relevant prospective supervisor.

At the Faculty of Multimedia Communications the entrance examinations to all degree programmes are organized by their own staff. For the degree programmes in Theory and Practice of Audiovisual Arts and in Visual Arts the admission procedure is organized in two rounds, based on an aptitude test. For the degree programme in Media and Communication Studies, applicants have to pass a written test to prove their language, general and creative competences.

Admission procedures at the Faculty of Applied Informatics adhere to the Directive on the Publicly Announced Admission Procedure for Bachelor's and Master's programme in Engineering Informatics. Entrance examinations for the Bachelor's programme take the form of tests that are identical for applicants for both modes of study (full-time, part-time). For degree courses in Information and Control Technologies and in Security Technologies, Systems and Management it is a test in mathematics. For the degree course in Information Technologies in Administration it is the Test of General Academic Prerequisites and a test in the basics of informatics. The tests are elaborated by the FAI academic staff; an evaluation of the tests

is carried out automatically on a PC with the use of the software developed at the Faculty. No external test suppliers, or evaluation processors are used within the admission procedures at FAI. Applicants for some degree courses may be exempt from the entrance examination depending on good average results achieved at secondary schools. Applicants who have successfully passed the examination in mathematics in the National Comparative Exams organized by Scio may be exempt from the entrance examination in mathematics. However, it is not a compulsory exam, the exam is done on a voluntary basis and only a very small percentage of students tend to use the opportunity. Applicants are admitted to the follow-up Master's programmes depending on the weighted grade point average achieved during their previous Bachelor's studies.

The Faculty of Humanities did not organize entrance examinations to Bachelor's courses. Applicants for all Bachelor's courses were admitted depending on their results achieved in the National Comparative Exams organized by the Scio organization. For the degree course in English/German for Business Administration, it was allowed to replace the exam in the relevant language, and that by a state secondary school leaving certificate in the relevant language or by a certificate at a minimum level of B2 (English) or B1 (German) not older than five years. The Faculty organized its own entrance examinations to follow-up Master's courses. The Institute of Interdisciplinary Studies in Brno, with which the FHS shares a joint accredited degree programme, organized its own entrance examinations to the Bachelor's as well as follow-up Master's programmes.

The Faculty of Logistics and Crisis Management admitted applicants for all degree courses depending on their average results from secondary schools.

6.C STUDENTS IN FOLLOW-UP MASTER'S AND DOCTORAL PROGRAMMES WHO HAVE SUCCESSFULLY COMPLETED PREVIOUS STUDIES AT ANOTHER HIGHER EDUCATION INSTITUTION

A total of 535 students enrolled on the 1st year of a follow-up Master's programme at TBU have previously graduated from a Bachelor's programme at another higher education institution; the number of Doctoral students who graduated from a Master's programme at another higher education institution was 40.

Table 6.2: Students in Follow-Up Master's and Doctoral Programmes Who Completed Their Previous Studies at Another Higher Education Institution

Number of students enrolled in the first year of study in follow-up Master's and Doctoral programmes who completed their previous studies at another higher education institution

Tomas Bata University in Zlín	Follow-up Master's programmes	Doctoral programmes
Faculty of Technology	86	12
Faculty of Management and Economics	264	8
Faculty of Multimedia Communications	37	10
Faculty of Applied Informatics	79	10
Faculty of Humanities	69	0
TOTAL	535	40

6.D COOPERATION WITH SECONDARY SCHOOLS WHEN INFORMING APPLICANTS FOR STUDIES

The University pays great attention to attracting quality applicants for studies. For this reason, it actively communicates directly with prospective applicants for studies, mainly with those studying in their final year at secondary schools, as well as with education counsellors at secondary schools in the Czech Republic and in Slovakia.

In January 2012 an Open Day was organized by the University. TBU's participation in post-secondary education fairs is important for informing applicants for studies. TBU presented itself at the "Gaudeamus" European Education and Lifelong Learning Fair that was held in January 2012 in Prague and in late October and early November 2012 in Brno. TBU took part in the Fair held in Prague for the fifth time and in the Fair held in Brno for the eleventh time. In October 2012 the University participated in the "Akadémia" higher education fair in Bratislava for the sixth time.

TBU communicated with secondary schools mainly through education counsellors, to whom information materials about the University as well as about study options were sent regularly. TBU promoted itself at secondary schools also by means of a travelling exhibition and by giving presentations of all TBU faculties. Presentations given by students at their home secondary schools also proved successful.

7. ACADEMIC STAFF

TBU ranks among major employers in the Zlín Region. As at 31 December 2012, six faculties and other constituent parts of the University had 909 academic and other employees.

7.A NUMBERS OF ACADEMIC STAFF

The personnel structure at TBU is stabilized. In 2012 there were no significant changes in the personnel structure of the academic and R&D staff. Attention was above all paid to the improvement in the quality of the personnel structure with the aim of ensuring a sufficient number of Professors and Associate Professors. In 2012 employees holding the degree of Professor or Associate Professor represented 30% of the number of the academic staff and researchers.

Table 7.1: Academic and R&D Staff (Converted Numbers)**

Tomas Bata University in Zlín	Academic Staff							Researchers	TOTAL
	TOTAL	Professors	Associate Professors	Senior Lecturers	Lecturers	Assistant Lecturers	R&D and innovation staff - academic staff members (Participating in pedagogical activities)		
Faculty of Technology	127.565	11.074	34.042	61.212	6.664	3.131	11.442	11.707	139.272
Faculty of Logistics and Crisis Management	28.892	4.584	4.583	12.332	3.059	4.334			28.892
Faculty of Applied Informatics	74.832	7.4	12.9	42.131	6.385	5.831	0.185	5.784	80.616
Faculty of Multimedia Communications	58.285	5.75	14.549	22.715	14.021	1.25			58.285
Faculty of Management and Economics	81.316	6.15	19.075	36.947	15.489	2.655	1	2.392	83.708
Faculty of Humanities	69.563	5.714	8.487	24.229	13.953	17.18			69.563
TOTAL	440.453	40.672	93.636	199.566	59.571	34.381	12.627	19.883	460.336

Note: Academic staff and researchers at the University Institute are listed under the Faculty of Technology.
 Note: ** = (Ratio of the total number of hours actually worked by all employees during the monitored period to the overall annual working time fund falling on one full-time employee)

7.B AGE STRUCTURE OF ACADEMIC AND R&D STAFF

An overwhelming majority of Professors is aged over 60 years. The age structure in the category of Associate Professors is well-balanced, with a majority of them aged between 40-60 years.

The situation developed positively with regard to the age structure of R&D staff; 50% of them are under 40 years of age; the rate is almost 80% in case of researchers. All employees in this category have completed Doctoral studies in accordance with the Wage Regulations of TBU in Zlín. Those researchers who have not completed a Doctoral degree have been included in the category of salaried employees working as project researchers; these are another 48 employees, with an average converted number of 23.35.

In the personnel structure of TBU, men predominate significantly, the percentage of women is 37%. The

category of Assistant Lecturers is the only one with more than a half of employees being female; almost a half of the employees in the categories of Lecturers and Researchers are women.

Table 7.2: Age Structure of Academic and R&D Staff (Headcount)

Tomas Bata University in Zlín	Academic staff												Researchers		TOTAL
	Professors		Associate Professors		Senior Lecturers		Lecturers		Assistant Lecturers		R&D and innovation staff - academic staff members (Participating in pedagogical activities)		Total	Women	
	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women	
Under 29 years					3	2	20	13	3	3			2	1	28
30 – 39 years			13	3	108	44	41	17	11	7	8	1	19	9	200
40 – 49 years	3	2	24	8	38	21	1		11	7	1	1	5	3	83
50 – 59 years	7	3	30	10	35	13			8	4	2	2			82
60 – 69 years	20	1	26	3	22	3			2	1	1		1		72
Over 70 years	17		9	1					1		3				32
TOTAL	47	6	102	25	208	83	62	30	36	22	15	4	27	13	497

7.C NUMBER OF ACADEMIC STAFF ACCORDING TO WORKLOADS AND TO HIGHEST COMPLETED EDUCATION

Almost 90% of the total number of the academic staff are employed full-time. Only 1% of the total number of academic employees has a lower workload than 50 %. 73% of the academic staff hold a scientific degree.

The improvement of the personnel structure through the support of further education remains the main priority in the sphere of human resource development. An overwhelming majority of the academic staff not holding a scientific degree is extending their scientific qualifications via part-time mode of study in accredited Doctoral programmes carried out either directly at TBU in Zlín, or at other Czech or foreign universities.

Table 7.3: Numbers of Academic Staff According to Workloads and to Highest Completed Education (Headcount)

Tomas Bata University in Zlín	Academic staff				TOTAL
Faculty of Technology					
Workloads	Prof.	Assoc. Prof.	DrSc., CSc., Dr., Ph.D., Th.D., ArtD.	Others	
Up to 0.3		1	2		3
Up to 0.5			1	1	2
Up to 0.7	1	1	1	14	17
Up to 1.0	12	38	62		112
Faculty of Management and Economics					

Workloads	Prof.	Assoc. Prof.	DrSc., CSc., Dr., Ph.D., Th.D., ArtD.	Others	
Up to 0.3			1		1
Up to 0.5	1	1		1	3
Up to 0.7	2	1	2		5
Up to 1.0	5	18	34	20	77
Faculty of Multimedia Communications					
Workloads	Prof.	Assoc. Prof.	DrSc., CSc., Dr., Ph.D., Th.D., ArtD.	Others	
Up to 0.3					
Up to 0.5					
Up to 0.7		1	1	2	4
Up to 1.0	7	16	11	25	59
Faculty of Applied Informatics					
Workloads	Prof.	Assoc. Prof.	DrSc., CSc., Dr., Ph.D., Th.D., ArtD.	Others	
Up to 0.3					
Up to 0.5					
Up to 0.7	1	3			4
Up to 1.0	7	12	40	15	74
Faculty of Humanities					
Workloads	Prof.	Assoc. Prof.	DrSc., CSc., Dr., Ph.D., Th.D., ArtD.	Others	
Up to 0.3					
Up to 0.5			2	1	3
Up to 0.7	1	3		4	8
Up to 1.0	5	8	21	33	67
Faculty of Logistics and Crisis Management					
Workloads	Prof.	Assoc. Prof.	DrSc., CSc., Dr., Ph.D., Th.D., ArtD.	Others	
Up to 0.3				1	1
Up to 0.5					
Up to 0.7	1	2	2		5
Up to 1.0	4	4	8	9	25
TOTAL	47	109	188	126	470

Note: Academic staff of the University Institute is listed under the Faculty of Technology.

7.D FOREIGN NATIONALS IN THE ACADEMIC STAFF

48 members of the academic staff who have foreign nationality were employed at TBU.

Table 7.4: Foreign Nationals in the Academic Staff (Headcount)

Tomas Bata University in Zlín	
Faculty of Technology	7
Faculty of Management and Economics	5
Faculty of Multimedia Communications	14
Faculty of Applied Informatics	5
Faculty of Humanities	15
Faculty of Logistics and Crisis Management	2
TOTAL	48

7.E NUMBERS OF PROFESSORS AND ASSOCIATE PROFESSORS APPOINTED IN 2012

In 2012 2 Professors and 3 Associate Professors were newly appointed at TBU.

Tomas Bata University in Zlín	Number	Average age of newly appointed Professors and Associate Professors
Faculty of Technology	1	41
Professors appointed in 2012	1	41
Associate Professors appointed in 2012		
Faculty of Multimedia Communications	2	43.5
Professors appointed in 2012		
Associate Professors appointed in 2012	2	43.5
Faculty of Applied Informatics	1	36
Professors appointed in 2012		
Associate Professors appointed in 2012	1	36
Faculty of Logistics and Crisis Management	1	50
Professors appointed in 2012	1	50
Associate Professors appointed in 2012		
TOTAL	2 Professors, 3 Associate Professors	42.6

7.F OVERVIEW OF FURTHER EDUCATION COURSES OFFERED TO ACADEMIC STAFF

In the year 2012, further education was offered to the TBU staff within the TBU Institutional Development Plan by supporting the project “Improvement of Communication Skills of Qualified Staff”. The project aimed to continue to enhance communication skills of TBU employees with the emphasis on the acquisition of specific language skills necessary for teaching specialized course units in English. The project also focused on broadening professional knowledge of other employees. The success of the project and of its outputs can definitively and conclusively be evaluated as regards the quantity, based on the number of degree programmes/courses and course units offered in the English language at the University. During the project implementation, the number of such degree programmes/courses and course units offered at TBU considerably increased. At present the University offers a total of 225 course units to the international applicants, with the following participation of the Faculties: FT – 16, FaME – 36, FMC – 94, FAI – 38, FHS – 28, FLCM – 13.

Besides the number of the degree programmes/courses and course units offered, the project may also be evaluated as regards its quality. The most positive result of the project is undoubtedly an enhancement of the level of language proficiency of teachers lecturing in English both in integral programmes and in the individual course units offered to international students. In 2012 8 courses were carried out in which 82 members of the academic staff participated (some of them attended more than one course).

16 courses were carried out at FaME in 2012. The traditional event entitled “FaME Mondays” featured 6 lectures and 5 seminars. Within TBU development projects and other projects undertaken, English language courses for approx. 60 employees were organized in cooperation with FHS. Workshops organized within the INInet project entitled ‘Collaborative Platform for Innovation Engineering’ were also aimed at improving professional skills of the academic staff as well as of PhD students at the Faculty. Final conferences were organized on the occasion of the end of implementation of the relevant project in case

of projects funded by the Operational Programme ‘Education for Competitiveness’, which were attended by the academic staff as well as by project investigators. Internships and tours of companies form an important part of further education of the academic staff and PhD students.

FMC organized a total number of 8 courses, which were attended by 23 members of the academic staff. Courses focused on improving the knowledge of English were held throughout the year and offered in three levels.

An internal course “Use Options of the Software Package Mathematica” was held at FAI and focused on educating the academic staff and PhD students.

FHS organized a number of workshops, seminars, trainings and lectures for the academic staff focusing on pedagogical and creative activities and on enhancement of professional knowledge of employees, e.g. a seminar for the authors of research papers, a seminar on publishing in specialized journals, an academic writing course, an e-learning training course, a Moodle course for beginners and advanced users, a course on the creation of study supports in Moodle, training regarding the registration and processing of publication activities intended for the academic staff, a STAG training for the academic staff. Members of the academic staff of the Faculty regularly attended methodological seminars focusing on creative activities. Another course held was the First Aid Course for FHS and TBU staff.

FLCM organized 2 e-learning courses, a computing course focusing on specialized programmes and an English course.

Table 7.6: Overview of Further Education Courses Offered to Academic Staff

	Number of courses	Number of attendees
Faculty of Management and Economics		
Courses focused on pedagogical skills	6	217
Courses focused on general skills	3	83
Professional courses	9	179
TOTAL	18	479
Faculty of Multimedia Communications		
Courses focused on pedagogical skills	5	8
Courses focused on general skills	3	15
Professional courses		
TOTAL	8	23
Faculty of Applied Informatics		
Courses focused on pedagogical skills		
Courses focused on general skills		
Professional courses	1	41
TOTAL	1	41
Faculty of Humanities		
Courses focused on pedagogical skills	1	2
Courses focused on general skills	8	18
Professional courses	27	69
TOTAL	36	89
Faculty of Logistics and Crisis Management		
Courses focused on pedagogical skills		
Courses focused on general skills	3	30
Professional courses	1	6
TOTAL	4	36
Rectorate		

Courses focused on pedagogical skills		
Courses focused on general skills		
Professional courses	8	82
TOTAL	8	82
TOTAL NUMBER OF COURSES OFFERED AT TBU	75	750

7.G CAREER REGULATIONS FOR ACADEMIC STAFF

The Career Regulations for the academic staff are part of the Wage Regulations of TBU in Zlín. According to their specializations, the TBU faculties use motivation tools depending on the evaluation of pedagogical and R&D and creative activities.

8. SOCIAL MATTERS OF STUDENTS AND STAFF

8.A SCHOLARSHIPS GRANTED TO STUDENTS - NUMBERS OF STUDENTS

In the year 2012, 6,977 scholarships were granted to TBU students. The numbers of students are listed in the Table 8.1 according to the type of scholarship granted. This does not refer to monitoring of the number of scholarships granted. Scholarships are listed according to the purpose of scholarship, regardless of the source of funding. The table includes funding resources from the MEYS, the HEI Scholarship Fund, other resources (Development Programmes, internal funds, own resources, incomes, donations, contracts).

Table 8.1: Scholarships Granted to Students According to Scholarship Types (Numbers of Students)

Tomas Bata University in Zlín	
Type of scholarship	Numbers of students
For outstanding academic performance in compliance with § 91 Paragraph 2 Letter a)	286
For significant results of scientific, R&D, innovation, arts or other creative activities in compliance with § 91 Paragraph 2 Letter b)	75
For R&D and innovation activities in accordance with the relevant specific legal regulation, § 91 Paragraph 2 Letter c)	241
As financial assistance in an extremely serious financial situation in compliance with § 91 Paragraph 2 Letter d)	24
As financial assistance in an extremely serious financial situation in compliance with § 91 Paragraph 3	133
In cases deserving special consideration in compliance with § 91 Paragraph 2 Letter e)	5,585
Out of which accomodation scholarships	3,272
As a study abroad scholarship in compliance with § 91 Paragraph 4 Letter a)	314
Scholarship aimed to support students studying in the Czech Republic in compliance with § 91 Paragraph 4 Letter b)	102
Doctoral scholarships in compliance with § 91 Paragraph 4 Letter c)	217
Other scholarships	0
TOTAL	6,977

8.B CHARACTERISTICS OF TBU SCHOLARSHIP PROGRAMMES

Students can be awarded scholarships in accordance with the Scholarship Regulations of TBU in Zlín, and that merit, Doctoral, extraordinary (single payment), research, accommodation and need-based scholarships. The extraordinary scholarship can be awarded to the student for outstanding sports results, particularly related to the TBU or to the Faculty representation, for an activity of extraordinary benefit to TBU, to the Faculty or to the academic community, as a study abroad scholarship to support study in a programme promoted by TBU or to support students studying at TBU.

International students admitted to study in long-term programmes - degree programmes taught in Czech at TBU in Zlín - are eligible for all types of scholarships except for the need-based scholarship. International students admitted to study in long-term programmes - degree programmes taught in English at TBU in Zlín - are eligible for all types of scholarships except for the need-based and accommodation scholarship. International students admitted to TBU in Zlín to study in short-term Erasmus programmes are eligible for the accommodation scholarship.

8.C COUNSELLING SERVICES PROVIDED AT TBU

One of the basic priorities of the TBU Strategic Plan is to ensure the development of counselling services at TBU with the aim to increase the number of applicants for study, provide high-quality counselling services to students during their studies and facilitate the placement of graduates in the labour market.

In order to fulfil this aim, the University used resources provided by the Institutional Development Plan for 2012 – Development of Career Counselling to Support Career and Psychological Counselling. This is inseparably related to comprehensive care for students at higher education institutions in the sphere of pedagogy and education. The aims of activities carried out within the Institutional Development Plan can be summarized as follows:

- Increase the level of counselling services provided to students and teachers from the aspect of psychological, pedagogical – psychological and professional consultancy services.
- Provide psychological counselling aimed at the development of the students' personalities, with emphasis laid in particular on improving the level of counselling services provided to students in any way handicapped.
- Enable a faster adaptation of first-year students and disadvantaged groups of applicants – those having a physical, economic or social handicap – when starting university studies, and that through counselling interventions based on requirements of students and of the academic staff.

In 2012 the demand from students and staff for dealing with urgent psychological and socio-psychological problems continued to increase. The TBU Counselling Centre also provided psycho-diagnostic services, therapeutic and relaxation sessions and career counselling according to requirements of students and staff. Legal counselling services were offered to those interested among TBU employees and students usually during 4–5 hours per week.

The services provided by the CC are available free of charge, are independent, confident and impartial, and are provided by qualified experts, who participate in the activities of the Association of University Guidance Counsellors of the Czech Republic.

8.D SPECIAL NEEDS STUDENTS

All university buildings are adapted to wheelchair access and fulfil the required technical conditions for groups of applicants and students having a physical handicap. Individual approach is applied to special needs students. Conditions both during the admissions as well as during their studies at the University are modified for those students. Specific problems of disabled students are dealt with individually – according to their needs and personal requirements – within services offered by the TBU Counselling Centre. The system of provision of counselling services offered by the TBU Counselling Centre for the fourth year in a row has been included in the care for physically disabled and socially handicapped students. The target group of disabled students was offered individual consultations; their curricula were accordingly modified in cooperation with Student Affairs Offices at TBU faculties and with the relevant teachers. These students stay in contact with the consultants from the TBU Counselling Centre also when dealing with aggravated personal conditions and problems arising from their handicap.

8.E EXCEPTIONALLY GIFTED STUDENTS

The support for exceptionally talented students is carried out on several levels. Students showing outstanding academic performance are eligible for merit scholarships. Students' creative and expert activities (STOČ) and students' scientific and expert activities (SVOČ) are supported – selected students participate in national and international competitions. Every year, the University representatives win prizes for top placement in these competitions. The prizes take form of valuable things, money prizes,

as well as internships or traineeships in companies. Some of the STOČ and SVOČ competitions are organized by the University faculties themselves. Exceptionally talented students have an opportunity to study simultaneously in another degree programme and they are the first to be offered internships abroad and mobility.

The project entitled “Talented Students” is successfully implemented at the Faculty of Management and Economics for the fourth year in a row; within the project, a supplementary programme is organized for a selected group of Master’s students, involving lectures, workshops and internships and aimed at further professional development of the mentioned group of students. Students to participate in this programme are selected based on their own interest and according to the level of the academic performance achieved. Top managers and experts from a selected group of companies and institutions located in the region participate in the preparation and implementation of this selective programme based on a contractual relation.

8.F ACCOMMODATION AND CATERING

In 2012, TBU students were accommodated in the University’s own facilities maintained by the Halls of Residence and Refectory (HRR) in Zlín. The University-owned accommodation facilities maintained by the HRR include the Halls of Residence in buildings U6, U7 and U12. By 31 December 2012, the HRR satisfied completely the students’ demand for accommodation. The total number of satisfied applications for accommodation was 970; the total bed capacity is 858. Compared to the previous year, there was a decrease in the number of applications for accommodation submitted by students by 5.18 %. The reason for the number of satisfied applications being higher than the total bed capacity is the student turnover rate. Students who had applied for accommodation cancelled their reservation in HRR facilities during the academic year and the same bed was assigned to another applicant for accommodation who had not been previously included in the waiting list. The total number of days on which the accommodated persons used the accommodation service provided by the Halls of Residence and Refectory was 377,183 as at 31 December 2012.

Catering services for students were provided in the HRR catering facilities. In the year 2012 the Refectory in the U4 building served 130,223 meals (an interannual decrease by 6.01 %), the Refectory in the U5 building served 66,501 meals (an interannual increase by 1.07 %), the Cafeteria in the U2 building served 9,155 meals (an interannual increase by 8.45 %), the restaurant in the U13 building served 45,054 meals (an interannual increase by 10.42 %). Snack soups, ready-to-serve meals, meals made to order and pizzas are included in the number of meals served.

The following numbers of meals were served to students in external catering facilities established upon consent of the MEYS: 47 meals in Prostějov (an interannual decrease by 89.04 %) - due to the termination of the contract for the provision of catering services to students of TBU in Zlín as from 30 June 2012; 370 meals in Kroměříž (an interannual decrease by 66.18 % is also due to the termination of the contract for the provision of catering services to students of TBU in Zlín as from 30 June 2012); 10,646 meals in Uherské Hradiště (an interannual increase by 5.75 %).

During 2012 a total of 26,643 cold meals were sold to students in the TBU catering facilities (an interannual decrease by 14.50 %). Cold packet meals, baguettes, ¼ pizzas and breakfast meals are included in the number of meals served. Cold meals were offered to students also in external catering facilities in Kroměříž (45 meals) and in Uherské Hradiště (15 meals).

The total number of hot meals served in all catering facilities was 261,996, out of which 191,105 were served to students. In 2012 the number of student meals served decreased by 8,887 in comparison with 2011 (an interannual decrease by 4.44 %). The total decrease in the number of meals served in 2012

compared to the numbers from the year 2011 was 3,640 meals, which is an interannual decrease by 1.37%.

In addition to hot and cold meals, the TBU catering facilities also serve soups, snack soups and salads. As regards the number of soups and snack soups served, in 2012 there was an increase by 5.87 % to 8,839 soups. As regards the number of salads served, there was an increase by 5.43 % to 26,748 salads served.

Table 8.2: Accommodation, Catering

Tomas Bata University in Zlín	
Total bed capacity of TBU Halls of Residence	828
Bed capacity in rented facilities	0
Number of applications for accommodation submitted by 31/12/2012	970
Number of satisfied applications for accommodation as of 31/12/2012	970
Number of days on which the accommodated persons used the accommodation service in 2012	377,183
Number of meals served in 2012 to students	180,042
Number of meals served in 2012 to employees of the HEI	63,149
Number of meals served in 2012 to other diners	7,742

8.G CARE FOR EMPLOYEES

The employees of TBU are supported by their employer, and that in various forms. In addition to the introduction of motivation systems, the above-mentioned Counselling Centre (services provided by psychologists and lawyers) participates in these activities to a great extent. Within the counselling services – apart from dealing with problems related to working, partner and family relationships – psychological examinations of children of TBU employees are also carried out. Counselling services are provided by personal contact as well as by e-mail and by phone.

The implementation of the project of the TBU Nursery School and of the babysitting room entitled ‘Koala’ contributed to the improvement of social services provided to employees. The project was funded by the European Social Fund - the Operational Programme ‘Human Resources and Employment’. This facility for children has been run by the Faculty of Humanities since 2011 (capacity of 24 children aged 3 to 6 years in the Nursery School and 10 children under 3 years of age in the babysitting room). By establishing the facility, TBU helps its employees and students to coordinate their family and working life or studies.

The mountain cottage Portáš in the Javorníky mountains serves as a training and recreation centre for TBU staff and students.

9. INFRASTRUCTURE

9.A LIBRARY COLLECTIONS

In the year 2012, intensive work was carried out in order to improve the quality of the current services and of the information infrastructure provided by the TBU Library (hereinafter referred to as the “Library”) to its users. To sum up, a wide range of systems that serve their users are available in the Library, namely:

- Library information system (Aleph)
- SFX linking tool including the bX technology for recommendations of related literature and HotArticles services to help the users to select the most relevant material for the related scientific disciplines
- Xerxes meta search engine, which serves as an information resources portal for searching in online databases
- DSpace system designed for long-term archiving and access provision to full texts of Bachelor’s, Master’s and Doctoral theses by TBU graduates
- Portal of publication activities of TBU (institutional repository; also based on the DSpace technology)
- Portal of electronic journals
- Bibliography of Tomas Bata³
- IVA information training portal

Another step towards ensuring greater comfort for users was the launch of the Portal of Electronic Books. E-books available online are generally on the increase at present and their registration only in the Library catalogue proved insufficient. Therefore, a specialized portal was launched with the support of modern technology, which, besides electronic books bought by the Library, includes also a great number of freely available books.

Activities aimed at an increased support of research and development continued to be carried out by the Library. The most important step was the launch of the Repository of Publication Activities, which took place in 2011 already. In 2012 the Repository was significantly improved with the support of resources provided by the Institutional Development Plan. The Library took over a number of other functions indeed, such as an inclusion of the University records entered in the Web of Science and Scopus databases in the OBD system intended for keeping records of publication activities. Moreover, in the second half of 2012 the Library launched another additional service for authors, within which accounts were collectively opened in the ResearcherID system for individual TBU researchers. The main function of the entire system is a definite identification of a researcher within the Web of Science system. The Library at the same time administers and continuously updates accounts of approximately one hundred employees.

Intensive activities were pursued by the Library also in the sphere of ensuring the availability of electronic information resources. Recently, these resources have been supplied using two systems. Some resources are provided by the funds of the OP RaDfI project. Here, the Library acts as the project investigator of one of the projects and as a partner of another six projects. The second programme which provides access to scientific databases is the newly approved programme Information – Research Base (LR Code). In this case, the Library is not the investigator of any of the projects, however, acts as a partner in six of the projects. We can generally say that the access to the key scientific databases is ensured for TBU in the long run thanks to active participation in the two types of projects.

The Library was also involved in two development projects. Activities oriented towards an improvement in the information infrastructure of the Library, particularly the replacement of old computers in the Library computer rooms, were carried out within a project managed by the Information Technology Centre. The first stage, the so-called virtualization of these computer rooms, was carried out in this direction.

³ www.tomasbata.com

Moreover, a certain amount of the resources of this development project was intended for the development of functionality and services of the TBU Repository of Publication Activities. The Library implemented its own development project entitled 'Enhancement and Improvement in the Quality of Information Resources Offered in the TBU Library' from the additional resources allocated. The allocated resources of CZK 1,150,000 were entirely orientated towards supporting the top scientific information resources, and the set project indicators were adequately met. At the same time the implementation of the Single Sign-On system supported by the CESNET Development Fund continued.

The Library ensures information resources and information services for all degree programmes carried out at TBU. Apart from its premises in the U13 building, it also provides its services in an on-site study room located at FLCM in Uherské Hradiště. The Library, all its study rooms as well as the on-site study room are equipped with appropriate technologies – a fast Internet connection, WiFi network and self-service multifunctional devices that allow printing (including colour printing), copying and scanning of documents. The function of remote access to licensed information resources, thanks to which all databases and electronic journals are accessible for the users 24 hours a day, is also available. This function is now newly based on the EZProxy technology, which significantly simplified remote access to electronic resources. TBU students and employees can draw information from 58 licensed databases accessible through the University computer network (1 of these is available on CD). All databases have been included in the Xerxes search portal. Apart from traditional printed books, the Library provides access to about 50,000 electronic periodicals, especially thanks to the aforementioned consortia projects which have been established in order to share electronic information resources. The Library also provides its users with access to electronic books, the collection of which comprises several thousands of titles and has been further strengthened by the implementation of an autonomous portal. The Library offers also links to freely accessible information resources on its website. The list of these is available on the website of the Library⁴.

In 2012, the Library staff organized for its users a series of educational events (a total of 176 hours). A number of them were specialized lectures by external experts. The Library also offers literature search services to its users; in 2012 a total of 122 literature searches were done. As regards interlibrary loan services, the total number of requests fulfilled by the Library in 2012 was 917. More than two thirds of them were requests submitted by the Library's own users interested in borrowing documents from other libraries.

The expenses on the purchase of information resources were approximately CZK 7,900 thousand. Other Library specifications are summarized in Table 9.1.

Table 9.1: University Libraries	
Tomas Bata University in Zlín	Number
Book acquisitions in 2012	6,293
Library stock in total	110,975
Number of subscribed periodicals:	
• paper copies	251
• electronic periodicals (estimate)*	895

Note: * = The table includes only those periodicals that the Library itself subscribes (or receives as a present or in an exchange) in paper or electronic versions; other periodicals that are available for the Library users through consortia for full-text resources are not included.

The Library is a member of the ALIP (Association of Library and Information Professionals), and also of the ALCU (Association of Libraries of Czech Universities), where PhDr. Ondřej Fabián, Director of the TBU Library, is a member of the Executive Committee. Other employees of the Library also play an active role in the Czech librarianship. In 2012 the Library applied for participation in the German BIX project for the first time, which focuses on library benchmarking. We can say that the result was positive.

⁴ www.knihovna.utb.cz

The Library continues to actively contribute to the Union Catalogue of the National Library of the CR. The cooperation refers to the area of bibliographic records and to building of the National Authority Files. The Library collections are part of the Uniform Information Gateway. An effective cooperation is also running with the Virtual Polytechnic Library and the National Medical Library.

9.B LEVEL OF INFORMATION AND COMMUNICATION SERVICES AND AVAILABILITY OF THE INFORMATION INFRASTRUCTURE

The University computer network is connected to the national research and educational network CESNET2 by two fibre-optic lines with the speed of 10 Gbit/s (via Palacký University in Olomouc and Masaryk University in Brno).

Educational facilities and University buildings U1 to U5, U10, U11, U13, U16, 9A, the Halls of Residence U6, U7 and U12 as well as the Regional Educational Centre in Uherské Hradiště (hereinafter referred to as “REC UH”), and the building of the 1st pavilion of Tomas Bata Regional Hospital in Zlín are all interconnected through a fibre-optic backbone network with a connection speed of 1 Gbit/s. The new building of the Technology Park for Information and Communication Technologies (U56) is connected to the TBU backbone network with a connection speed of 10 Gbit/s. The independent unit in Prostějov was connected to the CESNET2 network via a line with a connection speed of 100 Mbit/s; thus, the facility was provided full connection to the university computer network via the CESNET2 network. All the mentioned premises and buildings have structured cabling installed.

In the year 2012, there were 2,785 computers connected to the University computer network in the educational facilities, out of which almost 1,280 were placed in computer laboratories, student computer rooms and studios. The University Wi-Fi network with 75 access points in selected spaces of ten mostly educational facilities of TBU enables students and employees to connect their mobile devices to the European Eduroam network. At the end of the year 2012, there were over 6,700 registered users of the WiFi network.

The University Halls of Residence have a capacity of 839 connection ports; students connected 790 of their own computers and notebooks to the network, and another 20 computers were available in the student computer rooms.

The following systems and applications were run at TBU in the field of information systems, or were provided access to:

- Information system for financial management (SAP)
- Information system for studies administration (IS/STAG)
- University website
- System for keeping records of publication activities, grants and projects, projects funded by the Internal Grant Agency (OBD^{PRO}, GaP, IGA – Verso platform)
- Chip cards system (student and employee ID cards)
- Access system (entry into buildings, offices and classrooms)
- Catering and credit system (Kredit)
- Accommodation management system (AT – Koleje)
- Legal system (Beck-online)
- Reprographic services (printing, copying, scanning)
- Document management system (Content Manager)
- Electronic Records Management System (Spisovka3)

Access to these systems is defined by the individual user access rights, so that the systems can provide information and services supporting the processes of education, science, research, development, arts and creative activities as well as of management.

9.B.1 DEVELOPMENT OF THE INFORMATION INFRASTRUCTURE

The development of the information infrastructure was supported through a project implemented within the Institutional Development Plan and entitled “Development of Information and Communication Technologies at TBU in Zlín” (CZK 15,877 thousand, after an enhancement of aims and after an increase in the amount originally planned), through a joint project carried out by public higher education institutions within centralized development programmes and entitled “Shared Housing of Information Systems for Support of Management of Financial, H&R and Salary Administration Systems and Implementation of Enhancement of Information Systems in Relation to the Implementation of the Act on Archives and Electronic Records Management” (CZK 1,320,000) and through the capital contribution by TBU funded from projects carried out within the competence of the Building Committee “Purchase of Machines and Equipment for University-Wide Purposes” (CZK 1,640,000).

Within the Institutional Development Plan, a total of 7 subsections were implemented after the list of aims had been supplemented.

During 2012 an energetic management system using the existing infrastructure for measuring and regulations at TBU was designed, developed and implemented. With regard to the fact that the system was launched only in autumn, the possibility of assessing the consumption, of making alterations in the measuring and regulating system and, consequently, the possibility of achieving savings in 2012 already were significantly restricted.

On 1 July 2012 the Electronic Records Management System was put into operation at TBU. The open-source program “Spisovka3” designed by OSS Alliance in cooperation with the Ministry of Interior of the CR was chosen as the application for the administration of the Electronic Records Management System. It is an open system intended for the fulfilment of legal duties related to the management of electronic records. For the needs of the Electronic Records Management System, a general electronic address of the mailroom was also established.

Two heavy-duty servers and a large-scale disc repository with a useful storage capacity of more than 16 TB were purchased for the operation of web applications and of the Electronic Records Management System in a virtualized environment.

A motor-generator with an output of 198 kVA was purchased as a back-up feed for supplying power to technologies in the central server room located in the U13 building, including the power necessary for the cooling system. Thanks to the new motor-generator, the availability and reliability of services provided centrally by the TBU data network significantly increased.

The monitoring system MONET and its enhanced version AddNet were upgraded to the latest version run in a virtualized environment.

In accordance with the concept of the development of the TBU data network, a WiFi Controller was purchased and installed. Such a model was chosen which is as a service module directly integrated into the central router of the TBU backbone network. The WiFi Controller, apart from making the administration of the wireless WiFi network more effective, enables an improved automated control of parameters of the access points located in the relevant University premises and buildings.

The services offered by the TBU Portal of Publication Activities (institutional repository) were enhanced in order to increase the level of support provided to research, development and creative activities. Among the key enhancements, the direct integration of bX services intended for recommendation of a similar literature and a statistic module for the traffic analysis and for the use of the portal can be named. The

necessary adjustments of the system were made, aiming to enable its connection to the international network of repositories in order to increase the use of results of science and research conducted at TBU. The users from TBU now have the opportunity to access the stored data and related information resources also via remote access through EZProxy.

Following a case study conducted, a virtualized system aimed to ensure innovation regarding the IT equipment in the computer rooms in the Library was chosen. The introduction of virtualized terminal workstations was divided into two stages. In the first stage (year 2012) the server infrastructure necessary for the connection of all 250 user seats was primarily purchased and developed; moreover, licences for 35 workstations and 5 terminal stations, the so-called zero clients, were purchased in order to test the functionality of the system. Virtualized terminal stations were installed in the computer rooms in the test mode. This extensive project received financial support, i.e. a capital contribution by TBU.

As regards the monitoring and reporting of full costs in the SAP Information system for financial management, suitable systems used at other PHEIs were discussed and presented. At the end of the year, a methodology of a system suitable for TBU and implementable in the SAP system was proposed. The methodology was included in the TBU Budget Rules for 2013, as the implementation of this proposal is expected to be carried out this year.

Within the completion of the started migration process in the telephone network, 870 new IP telephone devices were purchased, software licences amounting to the number of 1,050 and the Session Manager server were supplied. A migration of the numbering plan, setting, installation and connection of new telephone devices including the migration of the existing connections between the telephone lines were carried out. At the Avaya telephone exchange, complementary applications were put into operation, enabling video conversations and videoconferences. The entire telephone network at TBU is currently run fully using the IP technology and the SIP protocol.

Within the project of the overall redevelopment and modernization of the U2 building, a modernization and renewal of the computer network in this building was started; 20 new active elements supporting a higher transfer speed (10/100/1,000 Mbit/s) and the latest security functions were purchased and installed.

After the required alteration was approved by Section 32 of the MEYS, all financial resources obtained within the centralized development project were spent on the purchase of a hardware infrastructure for shared housing of financial management systems, in the first stage for productive systems of participating HEIs. All systems run at TBU (productive, testing and development systems) were prepared for a migration to the locality of Olomouc (data centre of Palacký University); the implementation of a continuous migration of systems of public higher education institutions will be started in the first quarter of 2013.

10. LIFELONG LEARNING

Lifelong Learning (LL) comprises such types of education that enable its participants to gain, increase, broaden, renew or extend the knowledge, skills, qualification and professional competence necessary to perform specialized activities. Lifelong Learning includes, in particular, the following programmes:

- LL programmes carried out within accredited degree programmes
- Accredited retraining programmes
- Independently accredited programmes
- Non-accredited retraining programmes
- Non-accredited programmes

The TBU Lifelong Learning Regulations include a detailed description of LL. During 2012 TBU extended the range of programmes (courses) offered through LL at the respective faculties; the relevant information about the programmes currently offered is regularly updated on the TBU website. The programmes listed in this section comprise, as regards their specialization, a wide range of topics corresponding to the specializations of the six TBU faculties. The programmes are modifiable as regards their contents and specialization according to the requirements of the relevant organizations. The implementation of the project entitled ‘Enhancement of and Innovation in the Lifelong Courses Offered at TBU in Zlín’ and implemented within the Operational Programme ‘Education for Competitiveness’ in the section ‘Supporting Offer of Further Education’ (7.3.2.) significantly contributed to the enhancement of the offer of LL at TBU; a total of 26 LL programmes were prepared or innovated within the project.

The type of education as defined above is open to applicants from different age groups, independently of their expertise and previous education. The LL programmes offered at TBU include vocational and hobby courses and comprise LL programmes implemented within accredited degree programmes and LL programmes which are not accredited.

Studies in a LL programme were carried out in the Czech and in the English language, in the full-time and distance learning modes of study, and that in particular as specialized education, retraining, education aimed at extending the expertise, complementary education; furthermore, as education offered within accredited degree programmes, and as education focusing on a particular topic, i.e. cycles, courses, specialized workshops, lectures, lecture series, seminars.

After successful completion of a LL programme offered at TBU, the graduates receive a Certificate on Completion of a Lifelong Learning Course, or, in selected programmes, a Confirmation of Attendance. The certificate template is in accordance with the specification required by the respective state administration authorities and/or by the relevant institutions.

The total increase in the number of LL attendees in comparison to 2011 is 15 % (1,847 attendees in 2011, 2,128 in 2012).

Table 10.1: Lifelong Learning Courses Offered at TBU (Numbers of Courses)

Tomas Bata University in Zlín		Vocational courses			Hobby courses			U3A	TOTAL
		Up to 15 lessons	Up to 100 lessons	More	Up to 15 lessons	Up to 100 lessons	More		
Groups of accredited degree programmes	CBBE								
Natural sciences	11-18							9	9
Technical sciences	21-39		4					4	8

Forestry, agriculture and veterinary sciences	41,43								
Health care, medical and pharmaceutical sciences	51-53	1						1	1
Social sciences and services	61,67, 71-73	2	1	2	2	21		8	28
Economics	62,65			9					9
Law and public sector administration	68							2	
Pedagogy and social care	74,75	1	2	1					
Psychological sciences	77								
Art and cultural sciences	81,82				43			12	43
TOTAL		4	7	12	45	21		36	98

Table 10.2: Lifelong Learning Courses Offered at TBU (Numbers of Attendees)

Tomas Bata University in Zlín		Vocational courses			Hobby courses			U3A	TOTAL
		Up to 15 lessons	Up to 100 lessons	More	Up to 15 lessons	Up to 100 lessons	More		
Groups of accredited degree programmes	CBBE								
Natural sciences	11-18							520	520
Technical sciences	21-39		36					181	217
Forestry, agriculture and veterinary sciences	41,43								
Health care, medical and pharmaceutical sciences	51-53	9						29	38
Social sciences and services	61,67, 71-73	18	18	36	160	159		267	658
Economics	62,65			54					54
Law and public sector administration	68							50	50
Pedagogy and social care	74,75	22	145	42					209
Psychological sciences	77								
Art and cultural sciences	81,82				104			278	382
TOTAL		49	199	132	264	159		1,325	2,128

Lifelong Learning at TBU also includes the University of the Third Age (U3A) programmes designed for persons aged 50 years and over (usually at the retirement age), and also for other persons who receive various types of pension, e.g. disability pension. This type of education is only for hobby purposes, it does not include vocational courses.

The U3A educational programme takes the form of two-year series consisting of lectures, and/or practical training in various scientific disciplines. The offer includes computer lessons, lessons in digital photography, lectures on subjects from the social sciences, culture and arts, health care, technology, as well as creative activities in art done in a visual arts studio. U3A is organized by the TBU Rectorate, classes are held in Zlín, in Uherské Hradiště and, in cooperation with partner organizations, also at the independent units in Vsetín and in Kroměříž. As at 31 May 2012, a total of 629 senior attendees were registered at the U3A, out of which 305 completed their studies and received the Certificate on the Completion of U3A during an official ceremony. As at 31 December 2012, a total of 696 attendees studied in the first and second year of the U3A lecture series at TBU. In the course of the year 2012, a total of 1,325 senior students attended the U3A lecture series, tutorials and seminars in 36 one-semester courses in 19 different specializations (the so-called U3A programme series).

11. RESEARCH, DEVELOPMENT, ART AND OTHER CREATIVE ACTIVITIES

11.A CHARACTERISTICS OF R&D AND CREATIVE ACTIVITIES CARRIED OUT AT TBU

Research, development, art and other creative activities are carried out at the relevant faculties and at the University Institute (UNI), i.e. in the individual departments and also research units - Polymer Centre (CPM), Centre for Applied Economic Research (CAER), Research Centre (RC) of the Faculty of Humanities – and in centres established during the implementation of projects carried out within the Operational Programme “R&D for Innovations” – Priority Axis 2 and funded by the structural funds of the European Union and by the state budget of the Czech Republic. This refers to the Centre of Polymer Systems (CPS) and the Centre for Security, Information and Advanced Technologies (CEBIA-Tech). In accordance with the Strategic Plan, the research units are reinforced as regards their material equipment and personnel in order to continuously improve their competitiveness in the field of research and development on the international level.

A significant research unit focusing on basic research is the Polymer Centre at the Faculty of Technology. Its main area of interest is research into the engineering aspects of technologies and materials based on polymer composite structures. The researchers focus on the rheology of polymer melts and suspensions, electrorheology, unstable polymer flows, thermodynamics of polymer systems, physical ageing, properties of highly-filled polymer systems, percolation phenomena, molecular electronics, biodegradable polymers, interphase phenomena, and smart behaviour of polymer materials.

Emphasis is laid on the support of applied research conducted in cooperation with industrial companies, with focus on medical tubes; antibacterial, antibiotic and antiseptic materials; packaging for medical applications, pharmacy and food processing; bioactive polymer systems; biodegradable polymer systems, collagen preparations, plastics for veterinary applications; PIM technology for medical products.

The Centre for Applied Economic Research (CAER) was established on 1 March 2007 as a constituent part of the Faculty of Management and Economics. CAER is one of the units focusing on the development and implementation of R&D strategy at FaME and at the entire TBU, and also contributes to the support of cooperation with business and industry. The CAER is expected to:

- Improve the position of FaME in the sphere of R&D activity and practical application of results
- Increase the prestige, internationalization and research and project cooperation between FaME and other universities, research institutions, companies and the public sector

CAER aims at supporting the competitiveness of FaME in new conditions regarding the evaluation (and funding) of universities. CAER cooperates with partners from various institutions and companies located in the Zlín Region, in the Czech Republic and abroad.

R&D activities done by CAER in general focus on managerial and economic reasons and aspects of performance and competitiveness and of their development and measuring, in the context of both individual institutions (micro – level) and of clusters and regions (mezzo - level), and that in the conditions of the developing knowledge economics and innovation activities. CAER focuses on the following research topics:

- Measuring and management of performance of organizations and of their networks
- Knowledge management
- Healthcare management
- Innovations
- Social responsibility of organizations (in relation to innovations and performance)

At the Faculty of Multimedia Communications, the strategy of research, development and creative activities is implemented in two directions. In the theoretical field, emphasis is laid on research focusing on marketing, marketing communications as well as on fields of culture and on the development of national cultural identity. In the field of creative activities done within art specializations, FMC participates in intensive preparation and in pilot testing of a system of evaluation of creative outputs in the field of art, implemented on the national level. Many international awards received and success achieved by students at exhibitions, festivals and in competitions can be considered significant accomplishments of creative activities done at the Faculty.

The RC of FHS was established as an independent unit of FHS on 1 April 2012. The activities done by the RC of FHS are based on issues dealt with within research projects and on the specialization of the research team of the RC of FHS. The Research Centre of FHS specializes above all in research into school education in a wider pedagogical and socio-pedagogical context, research in the sphere of philology, in nursing and in selected clinical disciplines on an interdisciplinary basis.

In 2012 the implementation of projects submitted within the Operational Programme “R&D for Innovations” – Priority Axis 2 was started (CPS and CEBIA-Tech). Within these activities, a considerable improvement in the quality of the technological equipment of laboratories of both Centres took place by purchasing unique laboratory equipment for use in basic research but also for cooperation with the application sphere.

The directions of scientific activities were funded by grant projects, in particular through the implementation of projects funded by the Grant Agency of the CR, Technology Agency of the CR, by the competent providers (Ministry of Education, Ministry of Industry and Trade, Ministry of Agriculture) but also by the Internal Grant Agency (IGA) within specific university research. Students in follow-up Master’s programmes also participated in projects, and that within students’ scientific and expert activities.

At TBU, the transfer of the knowledge obtained in the sphere of basic research into practice is ensured by the Technology Transfer Centre (TTC), that was established in 2008. TTC provides professional services to researchers employed by the University and to cooperating companies; its services focus in particular on the protection of industrial rights over R&D results and are aimed to ensure a fast and effective transfer of these results into practice, which includes counselling, analyses of relations related to industrial law, professional services provided by patent officers, direct representation during negotiations with the relevant authorities and other services related to technology transfer.

Apart from educational and research activities, TBU actively participates in activities and events organized in the Zlín Region. This refers to joint decision-making on development strategies adopted by the Municipal Authority in Zlín and by the Zlín Region. TBU also co-organizes important social and cultural events such as Miss Academia (beauty and intelligence contest for female students at higher education institutions and tertiary technical schools in the CR), Salvator Award (award for extraordinary acts of bravery related to the protection of life, health, property and population safety) and the Rag Day.

11.B, C INTERCONNECTION BETWEEN R&D AND CREATIVE ACTIVITIES AND EDUCATIONAL ACTIVITIES; PARTICIPATION OF STUDENTS IN R&D AND CREATIVE ACTIVITIES

The connection between educational and R&D and creative activities is strengthened by the involvement of students, and that particularly of students in Doctoral programmes, in the implementation of research projects. A crucial role is played by the IGA, the purpose of which is not only to support research activities of PhD students but also of talented students in Master's programmes. For 2012, public funding support amounting to CZK 18,159 thousand was obtained for the implementation of activities connected with specific university research. The total number of projects implemented at TBU was 106 newly accepted and 6 continuing projects.

Research activities were supported by national and international providers of financial resources through research projects. In order to support the interest of students and an active participation by Bachelor's and Master's students in research activities, student scientific conferences were held (a total number of 4) where the results of students' work were presented.

11.D PUBLIC FUNDING SUPPORT PROVIDED TO R&D AND INNOVATIONS

In 2012 TBU spent the amount of CZK 351.9 million using the resources obtained for R&D and innovations. Out of which the institutional support obtained from the MEYS amounted to CZK 54.8 million and the public funding support provided to specific university research obtained from the MEYS amounted to CZK 17.9 million. Furthermore, TBU spent the amount of CZK 279.2 million for the purposes of R&D and innovations, which were in particular financial resources provided within the Operational Programme 'R&D and Innovations' and obtained from the Technology Agency of the CR, Grant Agency of the CR, Ministry of the Interior of the CR, Ministry of Health and Ministry of Agriculture of the CR.

Project co-investigators were provided CZK 8.6 million for R&D and innovations. TBU received these financial resources from the Technology Agency of the CR and from the Grant Agency of the CR.

11.E SCIENTIFIC CONFERENCES ORGANIZED BY TBU

In 2012 the Faculty of Technology was the organizer of 1 conference with international participation. The Faculty of Management and Economics organized 9 conferences with international participation (out of which 1 student conference). At the Faculty of Multimedia Communications 1 conference with international participation took place; at the Faculty of Applied Informatics, 4 conferences took place, including 1 student conference; the Faculty was the co-organizer of another 4 conferences. The Faculty of Humanities organized 5 conferences (including 2 student conferences), out of which 4 conferences with international participation; the Faculty of Logistics and Crisis Management held 3 conferences with international participation.

Table 11.1: Scientific Conferences (Co-)Organized by TBU

Faculty	Total number	With the number of attendees higher than 60 (included in the total number)	With international participation (included in the total number)
Faculty of Technology	1	1	1
Faculty of Management and Economics	9	4	9
Faculty of Multimedia Communications	1	1	1
Faculty of Applied Informatics	8	7	5
Faculty of Humanities	5	2	4
Faculty of Logistics and Crisis Management	3	3	3
TOTAL	27	18	23

11.F SUPPORT OF STUDENTS IN DOCTORAL PROGRAMMES AND OF POSTDOCTORAL EMPLOYEES

Postdoctoral students received support within the development project “Jobs for PhD Students in Their Final Year of Study and for Postdoctoral Students”. The project was aimed at the individual development of PhD students and young academics who after completing their PhD studies continue their professional career at TBU in Zlín. Within the project, jobs were created for graduates from Doctoral programmes, and specialist seminars were held.

Within the CPS and CEBIA-Tech projects, new jobs for Ph.D. graduates have been created and are offered in particular to talented TBU graduates.

Full-time PhD students receive regular financial support – scholarships granted monthly.

The amount of the scholarship granted was calculated depending on the R&D and creative activities, pedagogical, study-related and other activities of the relevant students.

Full-time PhD students studying in programmes carried out in English may receive a higher amount of the scholarship allowance in the third and/or fourth year of study, provided that the student fulfils the requirements of the relevant Faculty regarding the increase in the scholarship allowance in question.

11.G PARTICIPATION OF THE APPLICATION SPHERE IN CREATION AND IMPLEMENTATION OF DEGREE PROGRAMMES

Students at the Faculty of Technology are offered excursions to companies and student internships.

At the Faculty of Management and Economics the degree programmes in preparation are discussed with representatives of partner institutions. The partners also actively collaborate during the implementation of degree programmes, e.g. for the Bachelor’s programme in Production and Quality Management; the Moravian-Slovak Engineering Works in Uherský Brod provide their laboratory equipment for use in the course unit “Quality and Metrology”. Partner institutions also cooperate during the organization of internships and practical training in the course units “Enterprise Management I and II” (within the Talented Students project) as well as in the course units “Bachelor’s Thesis Preparation and Work Placement” and “Master’s Thesis Preparation and Work Placement”. Reaccreditations of degree programmes are discussed with experts from practice who are members of the CAER Board and of the Scientific Board at FaME.

At the Faculty of Multimedia Communications, standard collaboration with companies takes place across all visual studios and the Department of Marketing Communications. Tasks assigned by companies can include a one-semester project, sometimes with the participation of all students studying in the same year of study. Cooperation with business also takes place through innovation vouchers.

In 2009, the FAI Industrial Board was established at the Faculty of Applied Informatics. Representatives of more than 30 firms and companies are members of the Board; the field of business of the relevant companies and the cooperation with them correspond to the profile of the Faculty. The meetings of the FAI Industrial Board are held at least once per year; the Board has its own website. The contents and composition of course units in the relevant degree courses are discussed with the members of the Industrial Board, and their opinions based on the requirements of the application sphere are taken into account in the curricula.

At the Faculty of Humanities, cooperation with the application sphere is carried out during the preparation of the contents of the relevant specialized course units, and that according to requirements and experience of practice. Furthermore, cooperation is implemented during the provision of specialized, specific and practically

oriented course units in accredited programmes, during the organization and supervision of compulsory student practical training at specialized workplaces as well as with experts from the application sphere who act as supervisors or external examiners for Bachelor's and Master's theses or are members of the boards of examiners for final state examinations.

Representatives of the application sphere are among the members of the Scientific Board and also work as lecturers in accredited degree programmes at the Faculty of Logistics and Crisis Management. Single lectures by experts from practice also take place. Contracts on mutual cooperation have been concluded with legal entities from the application sphere.

11.H COOPERATION WITH THE APPLICATION SPHERE IN CREATION AND TRANSFER OF INNOVATIONS

In particular through its research centres – CPS and CEBIA-Tech - TBU offers a wide range of collaboration opportunities to the application sphere - contract research, implementation of joint projects of applied research, development and innovations (supported by the Ministry of Industry and Trade of the CR, Technology Agency of the CR), dealing with technical and technological issues related to practice both through contract research and through use or hire of facilities owned by TBU. Furthermore, TBU offers and carries out analyses and research studies, an optimization of technological processes, etc. for its industrial partners.

A specialized department at TBU, the Technology Transfer Centre (TTC) is in charge of the provision of protection of industrial rights over results of research and development and carries out the necessary steps leading to the commercialization of such results. Moreover, TTC represents an important link between TBU and the industrial practice thanks to patent services provided by TTC not only as an internal service for TBU but also for industrial companies - external applicants. In 2012 TTC submitted 54 applications for registration of industrial rights on behalf of external applicants.

11.I CONTRACTS CONCLUDED WITH LEGAL ENTITIES FROM THE APPLICATION SPHERE FOR THE USE OF RESULTS OF R&D AND INNOVATIONS

30 valid contracts have been concluded at TBU, out of which 7 were concluded in 2012.

11.J NUMBERS OF EXPERTS FROM THE APPLICATION SPHERE WORKING AS LECTURERS IN ACCREDITED DEGREE PROGRAMMES

79 experts from the application sphere lectured at FaME. At FMC, the Heads of studios specializing in visual arts continuously collaborate with the application sphere and are required to develop their own professional specialization in arts. Experts from cooperating institutions and companies outside the Faculty are invited to attend workshops, tens of which are held at the Faculty in the course of the year. At FAI 22 experts from the application sphere participated in the classes held within accredited degree programmes. 81 experts from the application sphere lectured at FHS; 2 experts from the application sphere lectured at FLCM.

Table 11.2: Experts from the Application Sphere Working as Lecturers in Accredited Degree Programmes (Numbers)

Faculty	Numbers of persons
Faculty of Management and Economics	79
Faculty of Multimedia Communications	25
Faculty of Humanities	81
Faculty of Applied Informatics	22
Faculty of Logistics and Crisis Management	2
TOTAL	209

11.K NUMBERS OF DEGREE COURSES THAT INCLUDE COMPULSORY PRACTICAL TRAINING DURING AT LEAST 1 MONTH

The curricula of 9 degree courses carried out at the Faculty of Management and Economics include compulsory practical training; this fact applies to 1 degree course carried out at the Faculty of Multimedia Communications and to all 11 degree courses carried out at the Faculty of Humanities.

Table 11.3: Degree Courses That Include Compulsory Practical Training during at Least 1 Month (Numbers)

Faculty	Number of degree courses
Faculty of Management and Economics	9
Faculty of Multimedia Communications	1
Faculty of Humanities	11
TOTAL	21

11.L, M, N, O AMOUNT OF INCOME GENERATED FROM LICENCES, FROM CONTRACTS FOR THE IMPLEMENTATION OF CONTRACT RESEARCH AND DEVELOPMENT, FOR THE IMPLEMENTATION OF PAID COURSES AND AS PAYMENT FOR ACTIVITIES CARRIED OUT WITHIN SPECIALIZED CONSULTATIONS AND COUNSELLING

In the year 2012, TBU earned CZK 59,000 for the sale of licences, CZK 10,978,000 through contracts for the implementation of research and development, CZK 743,000 for the implementation of paid courses and CZK 252,000 for specialized consultations and counselling.

11.P SPIN-OFF/START-UP COMPANIES SUPPORTED BY TBU

TBU supported 1 spin-off company.

Table 11.4: Spin-Off/Start-Up Companies Supported by TBU in 2012 (Numbers)

Tomas Bata University in Zlín	Number of spin-off/start-up companies
TOTAL	1

11.Q STRATEGY FOR COMMERCIALIZATION

The strategy for commercialization is specified in the Rector's Directive 13/2011 "Application and Protection of Intellectual Property Rights Related to Research, Development and Creative Activities of Employees and Students of TBU in Zlín", which was updated in the Rector's Directive 1/2013, and in the Rector's Directive 14/2011 "Internal Funds for the Support of Innovation Activities".

11.R ACTIVITIES OF TBU IN THE REGION

TBU is aware of its importance for the socio-economic development of the region situated in the southeast of the Czech Republic. In addition to the offer of high-quality, attractive degree programmes intended for students from all parts of the Czech Republic and from abroad, TBU also offers degree programmes intended above all for students from the Zlín Region and the immediate surroundings. Taking into consideration the geographical position of the region near the eastern border of the Czech Republic, TBU gives special attention to the presentation

of its offer of attractive study opportunities for students from Slovakia. The experience with these students is very good; students from Slovakia are well-prepared for their studies, and, thanks to their high motivation, are successful in their studies. Many of them stay in our region and find a job here after successful completion of their studies. In this regard, TBU is also an active member of the association 'Region of the White Carpathians' and the 'Euroregion of the White Carpathians', which support cross-border cooperation focusing not only on educational activities but also on economic and cultural cooperation. TBU participates in a number of projects which receive financial support from the EU funds particularly intended for the development of cross-border cooperation. TBU also closely cooperates with Slovakian universities in Bratislava, Trenčín, Trnava and Žilina. In the economic sphere, TBU focuses on the support of cross-border business activities, either through innovation transfer or through support of networking and of research or business cluster initiatives.

In relation to the Zlín Region, i.e. to the region of Central Moravia (Zlín and Olomouc Region), TBU is an important partner for regional authorities during the preparation and implementation of steps focusing on the economic and social development of the region and on an increase in its competitiveness. In this regard, TBU represents an important source of knowledge, innovations and their transfer and application in economic activities. This task is fulfilled in practice in various forms, e.g.:

- Projects supporting the establishment of spin-off companies to be established with the support of TBU; building of a new industrial infrastructure
- Preparation and implementation of projects aimed at the development of cross-border cooperation and support of the development of the region
- Development of activities carried out and services provided in the Technology Park, in the Centre for Applied Economic Research and in the Technology Transfer Centre at TBU in Zlín in the field of applied research in accordance with the requirements set by regional partners; ensuring an effective transfer of results of these activities into practice
- Active cooperation with regional administration authorities and other partners in order to increase the competitiveness of the region through an improvement in the quality of human resources, through an increase in the quality of research and innovation activities and of effectiveness of their transfer into practice
- Active cooperation with regional administration authorities and other partners during the preparation of strategies and plans for the development of the region. TBU is a member of the Association for the Development of the Zlín Region, of the Council of the Zlín Region for Human Resources Development, participates in a significant manner in the preparation of the Development Strategy of the Town – Zlín 2020
- Active cooperation with industrial partners, particularly from the Zlín Region, e.g. involvement of experts from practice in the Scientific Boards at TBU and at its faculties, involvement of experts from practice in classes offered at the relevant faculties, specialized practical training and traineeships offered to TBU students by the respective companies, assignment of topics, consultations on Bachelor's and Master's theses, examining of the theses in the individual companies, exchange of experience and knowledge through seminars, workshops and conferences
- Support and further deepening of cooperation between TBU and non-profit and social institutions in the region
- Support of volunteer activities done by TBU students, particularly in the social sphere in the region, but also outside the region and abroad

The cooperation within the region and the development of the region is supported by the activities of the Technology Innovation Centre, which is a joint project of TBU and of the Zlín Region. The activities of the Technology Innovation Centre are primarily focused on the development of the activities of the business incubator and of cluster initiatives in the region.

An important role in the activities of the University in the region is played by the University Institute. Its activities are aimed at applied research and technology and innovation transfer. The Technology Transfer Centre at UNI provides comprehensive professional services in the sphere of intellectual property protection and its transfer. The services provided by UNI may be used by TBU employees as well as by companies and entrepreneurs from the Zlín Region.

12. INTERNATIONALIZATION

12.A STRATEGIES FOR THE DEVELOPMENT OF INTERNATIONAL RELATIONS AND INTERNATIONAL ENVIRONMENT, PRIORITIES

Internationalization in the sphere of study, R&D as well as creative activities is one of the main priorities of the TBU Strategic Plan. Internationalization has a relatively high level at TBU and it is considered to be the strong point of TBU. The University promotes bilingualism in all spheres, and thus increases its capacity to communicate internationally. This facilitates evolution towards excellence in a number of fields/segments.

The priority fields of internationalization in education, R&D and innovations at TBU in 2012 involved particularly the following:

- Increase in the number of talented international students at all levels of study at TBU;
- Increase in the number of outgoing students participating in study periods and traineeships abroad and of incoming students from abroad coming to TBU to participate in short-term study periods or traineeships;
- Increase in the number of international academic and R&D staff employed at TBU;
- Increase in the number of TBU staff participating in international mobility as a part of their qualification development;
- Support of the quality of mobility of TBU students and staff abroad;
- Development of existing joint degree programmes – joint/double/multiple degree and preparation of new programmes of this type;
- Development of international cooperation and increase in the level of internationalization at TBU through participation in international educational projects (Erasmus, Erasmus Mundus, Tempus, Leonardo da Vinci, Grundtvig, CEEPUS, Aktion, Visegrad Fund, etc.);
- Development of the offer of degree programmes (in particular follow-up Master's and Doctoral) accredited and carried out in foreign languages, and enhancement of the offer of selected specialized course units taught in English and intended for students in degree programmes accredited to be taught in Czech;
- Preparation and implementation of projects focused on the development of international cooperation in R&D and innovations with the aim to increase the involvement of academic staff and researchers in international teams.

In order to support the internationalization at TBU, an increase in the number of international students is necessary, as they represent a significant specialist and scientific potential of the University. In the academic year 2012/13 854 international students from more than 40 countries studied at TBU (data as at 31 October 2012), which was more than 7 % out of the total number of students at TBU.

TBU continued to support the growing trend in international mobility for students, academics and other staff of TBU participating in study periods and traineeships abroad within the programmes of cooperation between higher education institutions (Erasmus, CEEPUS, Leonardo da Vinci, etc.) including free-mover mobility and international R&D programmes. TBU put emphasis on the quality of the mobility abroad of both TBU students and staff. Within the support of mobility, the University organized several events in 2012, which contributed to attracting the interest of students and academics in mobility at TBU (International Week, International Day, etc.).

TBU promoted the employment of international staff in order to internationalize the TBU personnel structure. Several dozens of international experts e.g. from Mexico, Columbia, Turkey, Armenia, Great Britain, Germany, the USA, Australia, Sweden, India, the Russian Federation, Poland, China and Japan

were employed as academic staff and researchers at TBU. An increase in the ratio of R&D staff and PhD students from abroad at the individual faculties and in the centres of applied research currently in development receives goal-directed support from the TBU Management. In relation to the support of the increase in the number of international academic staff employed at TBU, the University participated in the implementation of the project entitled EURAXESS (2012 - 2015) in 2012. The project is aimed at supporting and providing assistance to incoming and outgoing researchers.

As regards joint degree programmes, 3 double degree programmes were carried out at TBU in cooperation with international partner institutions in 2012, and that Bachelor's, Master's and Doctoral programmes. Discussions on the creation of new joint degree programmes were started; the preparation thereof will be supported within an approved centralized development project submitted to the MEYS in 2013.

TBU continued to develop international cooperation and increased the level of internationalization by participating in international educational (Erasmus, Erasmus Mundus, Tempus, Leonardo da Vinci, Grundtvig, CEEPUS, Aktion, Visegrad Fund, etc.) and international R&D (7th Framework Programme, KONTAKT, etc.) projects. International projects enhance the prestige of the University abroad and develop mutual relations between institutions in various spheres (starting from student and staff mobility, knowledge and experience exchange between partners up to the support of quality or the inclusion of the institution in world rankings).

The participation of TBU in the European programme Tempus IV entitled IMPRESS (Improving the Efficiency of Student Services) can be considered a confirmation of quality. The aim of this programme to be implemented in the period from 2012 to 2015 is to establish modern student advisory centres at 4 classic Ukrainian universities in Kiev, Lvov, Donetsk and Kharkov, which will offer services corresponding to standards common in EU countries.

TBU continued to develop partnership relations with international institutions and collaborators. In 2012 TBU registered 84 partnership contracts concluded with universities and other foreign institutions in 36 countries, in particular with the Russian Federation, Vietnam, Armenia and China. Cooperation continued as regards communication with Czech embassies abroad and embassies of foreign countries in the CR, e.g. Bosnia and Herzegovina, China, Serbia, Ukraine, Turkey, India, the Republic of South Africa, Brazil, etc.

During 2012 several dozens of delegations and visitors from abroad visited TBU, both from partner and collaborating institutions from all over the world and from embassies and consulates (Hong Kong, Ireland, China, etc.).

In relation to close cooperation with the Embassy of the People's Republic of China in the Czech Republic and with Confucius Institute, TBU launched Chinese courses for its students and staff in 2012, which attracted great interest. The aim of the course was to acquaint the attendees not only with basics of the Chinese grammar and orthography but also with interesting issues from China's culture and history.

During 2012, brochures and leaflets aimed at promoting degree programmes accredited in English at TBU were published in cooperation with the TBU Marketing and Communications department. These materials were intended for prospective applicants from both partner and cooperating universities and embassies of the CR abroad, as well as for use at fairs of education held abroad, during promotional and other trips abroad, also in cooperation with international students and TBU graduates. At the same time, the Guide for International Students/Teachers was also prepared at TBU, which reduced the information barriers and lowered the administrative obstacles for international students/teachers after their arrival in the CR. In order to raise awareness about study opportunities abroad for TBU students, information banners and leaflets were also produced.

In May 2012, the Buddy System at TBU, an organization taking care of international students at TBU, became a regular member of the ESN (Erasmus Student Network Czech Republic), which is a network uniting almost 400 higher education institutions in 36 countries of the world.

Last but not least, TBU continued to enhance its international prestige, developed a multicultural environment at the University and contributed to its creating, improved the conditions for study of international students and extended the offer of specialized course units taught in the English language and intended for students in degree programmes accredited to be taught in Czech.

12.B TBU PARTICIPATION IN INTERNATIONAL EDUCATIONAL PROGRAMMES INCLUDING MOBILITY

The Erasmus programme, the largest programme of European cooperation in the sphere of higher education, is aimed at mobility and cooperation in higher education in Europe. Activities done within this programme are intended for HEI students who want to study and work abroad, for HEI teachers and supervisors from companies who want to teach abroad, and for university employees interested in receiving education abroad. Furthermore, Erasmus supports cooperation between higher education institutions in the form of intensive programmes, multilateral networks and multilateral projects. Within the Erasmus programme, TBU registered a total of 5 different projects in 2012 (1x Erasmus, 2x Erasmus IP, 1x Erasmus Networks, 1x Erasmus Multilateral).

The Grundtvig programme is organized within the Lifelong Learning Programme and focusing on learning and educational needs of persons in all forms of adult education and on institutions and organizations offering or supporting this education. In 2012 the implementation of a project focusing on project management continued at TBU. The Leonardo da Vinci programme supports participants in professional training and in other educational activities during the acquisition and use of knowledge, skills and qualifications supporting personal development, employability and participation in the European labour market. Furthermore, the programme supports an improvement of quality and innovations in systems, institutions and methods used in professional education and training, and increases the attractiveness of professional education. In 2012, TBU participated in five projects implemented within the Leonardo da Vinci programme.

In 2012, cooperation on a three-year project was started. The project is carried out within the European programme Tempus IV; thanks to the project, higher education institutions from the EU countries support the implementation of higher education reforms in Western Balkan countries, in countries of the former Soviet Union and in Mediterranean countries. Among other projects registered in 2012, the summer school coordinated by Aarhus University, Denmark, is to be named, which was focusing on collaboration with business in the field of conceptual design and development of innovative products. The summer school received financial support from the Oticon Funds. Furthermore, 1 project funded by the Visegrad Funds and 1 'TVET Reform' project were registered.

CEEPUS (Central European Exchange Programme for University Studies) is a Central European exchange university programme focused on regional cooperation within university networks. The programme is intended for undergraduate students who have completed their second semester, for postgraduate students and higher education teachers. Within the CEEPUS programme, 4 projects were registered at TBU in 2012.

AKTION Czech Republic – Austria is a programme aimed at supporting bilateral cooperation in education and science in the tertiary sector. In 2012, 1 project aimed at the development of an effective technology for production of biodegradable polymer nanocomposite films was implemented at TBU. In 2012, 37 students travelled abroad with the support provided within the TBU Institutional Development Plan and its relevant section aimed at the support of student mobility. Within this project, which gives particular

support to mobility in countries outside EU, TBU students travelled e.g. to Israel and Taiwan. Within the section focusing on the improvement of language skills of TBU staff, financial support was provided for the mobility of 5 academics abroad.

In 2012, a total number of 46 international students arrived at TBU within mobility of the so-called “free-movers”, namely from the Russian Federation, Kazakhstan, Taiwan, Indonesia and South Korea.

Table 12.1: TBU Participation in International Educational Programmes

Tomas Bata University in Zlín	EU Programmes for Education and Job Preparation												TOTAL	
	Erasmus	Comenius	Grundtwig	Leonardo	Jean Monnet	Erasmus Mundus	Tempus	Others	Ceepus	Aktion	MEYS Development programmes	Others		
Number of projects	5		1	5			1	3	4	1	2		17	
Number of outgoing students*	290			9				6	9	2	37		353	mobility programme of 42 students was shorter than 28 days
Number of incoming students**	147								13	2		47	209	mobility programme of 6 students was shorter than 28 days
Number of outgoing academics ***	109			24			1		17	2	5		158	mobility programme of 19 academics was shorter than 5 days
Number of incoming academics ****	38							4	24			2	68	mobility programme of 6 academics was shorter than 5 days
Number of other outgoing employees	16												16	
Number of other incoming employees	2												2	
Grants (thousand CZK)	12,427		0	874			30	195	757	79	1,568	0	15,930	

Note: * = Outgoing students – students who participated in international mobility programmes in 2012; included are also those students whose mobility programmes started in 2011. Only those students are included whose mobility programmes took more than 4 weeks (28 days). If the HEI has included mobility programmes of a different duration, it shall be mentioned in the footnote to the table.

Note: ** = Incoming students – students who arrived in 2012; included are also those students whose mobility programmes started in 2011. Only those students are included whose mobility programmes took more than 4 weeks (28 days). If the HEI has included mobility programmes of a different duration, it shall be mentioned in the footnote to the table.

Note: *** = Outgoing academic staff – employees who participated in international mobility programmes in 2012; included are also those employees whose mobility programmes started in 2011. Only those employees are included whose mobility programmes took more than 5 working days. If the HEI has included mobility programmes of a different duration, it shall be mentioned in the footnote to the table.

Note: **** = Incoming academic staff – employees who arrived in 2012; included are also those employees whose mobility programmes started in 2011. Only those employees are included whose mobility programmes took more than 5 working days. If the HEI has included mobility programmes of a different duration, it shall be mentioned in the footnote to the table.

12.C TBU PARTICIPATION IN INTERNATIONAL R&D PROGRAMMES INCLUDING MOBILITY

TBU involvement in the implementation of international projects and in networks of excellence in development are some of the significant priorities defined in the TBU Strategic Plan.

In order to promote the University and to interconnect its activities within the European Union, TBU participated in the joint project of European universities entitled “Researchers’ Night” and supported by the 7th Framework Programme. This event aims at acquainting the general public with the research activities carried out at TBU and with the scientists themselves. Selected research units are open to the inhabitants of university towns; popular science lectures are held, off-work and leisure activities of the researchers are presented. The event meets with a good response from the inhabitants of Zlín, whose interest in participation grows every year.

Furthermore, the implementation of 2 projects was started at FT, and that within Mobility projects (7A – 6th Framework Programme) in the field of polymers. In 2012, the Faculty of Technology implemented 2 projects within the programme “Kontakt” focusing on Austria and China (field of polymers). In 2012, the implementation of the project Eureka-Eurostars – “Lipidiesel” focused on renewable sources of energy with the use of waste produced during the processing of natural polymers continued at the Faculty of Applied Informatics.

Table 12.2: TBU Participation in International R&D Programmes

Tomas Bata University in Zlín	7th Framework Programme of the EC		Others	TOTAL
	TOTAL	Out of which Marie-Curie Actions		
Number of projects	3		4	7
Number of outgoing students*				0
Number of incoming students**				0
Number of outgoing academic and research staff***	10		8	18
Number of incoming academic and research staff****	10		2	12
Grants (thousand CZK)	214		1,258	1,472

Note: * = Outgoing students – students who participated in international mobility programmes in 2012; included are also those students whose mobility programmes started in 2011. Only those students are included whose mobility programmes took more than 4 weeks (28 days). If the HEI has included mobility programmes of a different duration, it shall be mentioned in the footnote to the table.

Note: ** = Incoming students – students who arrived in 2012; included are also those students whose mobility programmes started in 2011. Only those students are included whose mobility programmes took more than 4 weeks (28 days). If the HEI has included mobility programmes of a different duration, it shall be mentioned in the footnote to the table.

Note: *** = Outgoing academic and research staff – employees who participated in international mobility programmes in 2012; included are also those employees whose mobility programmes started in 2011. Only those employees are included whose mobility programmes took more than 5 working days. If the HEI has included mobility programmes of a different duration, it shall be mentioned in the footnote to the table.

Note: **** = Incoming academic and research staff – employees who arrived in 2012; included are also those employees whose mobility programmes started in 2011. Only those employees are included whose mobility programmes took more than 5 working days. If the HEI has included mobility programmes of a different duration, it shall be mentioned in the footnote to the table.

12.D MOBILITY OF STUDENTS AND ACADEMIC STAFF ACCORDING TO COUNTRIES

In the year 2012, it was Portugal, Slovakia and Austria that attracted greatest interest among outgoing students at TBU. The majority of students coming to TBU were from France, Slovakia and Russia. Outgoing and incoming academics preferred mainly Slovakia, Austria and Poland.

Table 12.3: Student and Academic Staff Mobility According to Countries

Tomas Bata University in Zlín				
Country	Number of outgoing students*	Number of incoming students**	Number of outgoing academics***	Number of incoming academics****
Belgium	8	5	2	2
Bulgaria	4	4	2	1
China		1		
Denmark	19	4		2
Estonia	17	3	6	
Finland	12	1	4	
France	19	29	9	3
Croatia	2	5	5	1
Indonesia		4		
Ireland	6	1		
Italy	8	12	1	2
Israel	6			
South Korea		4		
Kazakhstan		9		
Cyprus	3	1	1	
Lithuania	1	6		1
Latvia	6			3
Luxembourg			3	
Hungary	1	4	4	5
Malta	2		4	
Moldova		1	1	1
Germany	22	2	4	1
Netherlands	12	1	1	4
Norway	18	5	1	2
Poland	9	5	14	13
Portugal	52	13	13	
Austria	20	3	19	2
Romania			1	5
Russia	1	22		
Greece	7	5	13	
Slovakia	34	28	42	24
Slovenia	14	3	5	
United Kingdom	18		7	4
USA				2
Serbia				2
Spain	11	12	2	
Sweden	3			
Switzerland	2			
Taiwan	2	3		
Turkey	14	13	12	
TOTAL	353	209	176	80

Note: * = Outgoing students – students who participated in international mobility programmes in 2012; included are also those students whose mobility programmes started in 2011. Only those students are included whose mobility programmes took more than 4 weeks (28 days).

Note: ** = Incoming students – students who arrived in 2012; included are also those students whose mobility programmes started in 2011. Only those students are included whose mobility programmes took more than 4 weeks (28 days).

Note: *** = Outgoing academic staff – employees who participated in international mobility programmes in 2012; included are also those employees whose mobility programmes started in 2011.

Note: **** = Incoming academic staff – employees who arrived in 2012; included are also those employees whose mobility programmes started in 2011.

13. ENSURING QUALITY OF ACTIVITIES CARRIED OUT AT TBU AND THE EVALUATION THEREOF

13.A INTERNAL EVALUATION OF THE QUALITY OF EDUCATION

13.A.1 FORMAL DESCRIPTION

Several processes dealing with internal evaluation are implemented independently of each other at TBU. These include mainly the evaluation of pedagogical and R&D and creative activities of the academic staff, which is carried out on a yearly basis. The graduate employability in the labour market is continuously monitored by the TBU Management, and that in particular based on the data concerning graduates registered at the Employment Office. These data are obtained from the portal of the Ministry of Labour and Social Affairs. Other quantitative indicators were monitored in the course of the year by the Rector's Advisory Council – e.g. those based on the Science-Quality-Mobility indicator, which includes indicators concerning the scientific performance of the higher education institution, the level of qualification acquired by the teachers, level of Doctoral programmes and internationalization of the University incl. international mobility. During 2012, a team composed of TBU employees prepared the “Report on Internal Evaluation of Quality at TBU in Zlín in 2012” within a project implemented within National Individual Projects “Quality Assurance and Evaluation in the Tertiary Education System”, which was subsequently assessed and corrected by external evaluators, who informed the Rector and other invited members of the University Management about their conclusions and the improvement opportunities identified. The mentioned project, coordinated by the MEYS, was aimed at pilot testing of the methodology for a comprehensive evaluation of quality based on the manner how the institution adopts the principles of excellence of institutions and also based on a modified methodology of the EFQM 2010 Excellence Model.

13.A.2 EVALUATION PROCESS

Within the evaluation process focused on the academic staff, their pedagogical activities (the number of lectures, seminars and practical laboratory training held, etc.) and e.g. such R&D activities as industrial rights authorship, publications in indexed journals are evaluated using points. All TBU faculties adopted the procedure of making the amount of personal performance components of salaries paid to academics, which are valid for one year, dependent on the extent of the pedagogical and R&D and creative activities done and registered by the given employee. In the process of internal evaluation, efforts were and are made in order to make this system of evaluation of academic staff more interlinked with results assessed by world-renowned databases in future, e.g. with the Web of Science and Scopus, and with other measurable indicators in R&D, international mobility and in the quality of degree programmes. At the same time the indicators evaluated by the QS World Universities Rankings are considered and monitored within the internal evaluation, as TBU was included in this international university database in 2011.

13.A.3 RESULTS OF THE EVALUATION AND THEIR USE

The process of internal evaluation leads to strengthening the competitiveness of TBU and to an improvement in the level of education provided, which is obviously very important, and that particularly with regard to the fact that applicants born in years with low birth rates are admitted to Bachelor's programmes. Moreover, in case of evaluation carried out by students and graduates, the results of such surveys serve as a feedback leading to an improvement in pedagogical activities and to remedy the detected deficiencies.

Thus, the evaluation becomes a motivation tool suitable for setting the aims of further activities of TBU, and is aimed at creating such a system of internal evaluation which would be interconnected with the external evaluation of results achieved by the entire University. Strengths and weaknesses of the University activities are identified on the basis of the evaluations and analyses carried out, particularly in the field of academic activities.

The low number of publication records, citations and cited references related to TBU pedagogical staff and included in world-renowned databases, a low number of students in Doctoral programmes as well as of PhD graduates, the structure of employees qualified as university lecturers at some of the TBU faculties which is not quite optimal, the success rate of graduates from certain degree programmes in the labour market, all the mentioned values can still be considered as insufficient. A number of TBU research and development divisions still do not reach the European or world level; therefore, the University Management decided that the relevant faculties are not expected to achieve excellent results in all fields of science, research or other creative activities, but only in the selected fields. On the basis of the analyses carried out and of the aims set, the Strategic Plan of TBU for 2011 – 2015 was formulated. The aims thereof are specified in annual Updates of the Strategic Plan. The Strategic Plan, among other items, included the aim to put the internal and external quality evaluation systems applied at TBU in accordance with international standards.

13.A.4 QUALITY OF TEACHING EVALUATED BY STUDENTS

In 2012, the evaluation of quality of pedagogical activities was also based on cooperation with students as defined in Article 31 Paragraph 2 of the TBU Statute. Students were enabled to express their opinion on the quality of the pedagogical performance of individual teachers in an anonymous survey which was usually carried twice per year at TBU faculties. The results of the survey were submitted to the Management of the respective Faculty and also presented in the TBU information system. However, it is necessary to mention that the representation by students who participated in this evaluation was different at each Faculty. This process was organized and evaluated in a different manner at each Faculty. The conclusions thus drawn have different informative value. According to the survey conducted, students at some of the faculties expressed their opinion on the quality of the learning environment. The module of the STAG information system for studies administration was mostly used for this purpose, but some of the faculties chose the questionnaire (a documentary survey) method and the survey was carried out by the students themselves within a specialized project, or anonymously by teachers during the classes. After the assessment of responses received within this survey, appropriate measures were adopted by the relevant senior executives concerning the detected problems and weak points. The conclusions were submitted to the Heads of the relevant Departments (conclusions concerning the teaching) or to the Directors of the TBU Library and of HRR (conclusions concerning the activities of the relevant constituent parts), who are expected to deal with the issues.

13.A.5 MECHANISM FOR DETECTION OF PLAGIARISM IN THESES AND IN OTHER DOCUMENTS

TBU has concluded a contract with Masaryk University, which in accordance with the conditions specified in the centralized development project “National Registry of Theses and Plagiarism-Tracing System” runs the system Theses.cz and enables TBU to use its services particularly for the following main purposes:

- Data processing and registration concerning theses by students (National Registry of Theses)
- Processing and registration of full texts of theses by students (Plagiarism-Tracing System)

The system Theses.cz was created in 2008 in order to check similarities (plagiarism) in theses by students within the mentioned project. TBU, similarly as the other participating public higher education institutions, created a methodology and provided technical equipment for uploading theses by students into the Theses.cz system and for detecting of plagiarism. TBU has ensured an automatic export of the data from the STAG information system for studies administration to the mentioned system and a re-import of the results.

13.B EXTERNAL EVALUATION OF QUALITY

Degree programmes at the entire TBU are subject to an external evaluation of the quality of education made by the Accreditation Commission (AC) in charge of the assessment of applications for accreditations and for the extension of the validity period of accreditations. The AC also decided about two extraordinary reviews to take place at TBU and to focus on the evaluation of the implementation of Doctoral programmes in 2012. The evaluation reports on both reviews were submitted to the TBU Management and posted in the AC information system.

The subject of the first review, which took place in the summer months, were Doctoral programmes carried out at FaME. In the final report, several recommendations were included, and, finally, the AC gave its consent to the extension of the validity of the accreditation until 1 September 2020 for all Doctoral programmes carried out at FaME.

Another review carried out by the AC in the last quarter of 2012 concerned the evaluation of Doctoral programmes carried out at the Faculty of Technology. In the evaluation report prepared by the AC in February 2013, the strengths and weaknesses of the implementation of these studies were evaluated. One of the conclusions was the consent given by the AC to the extension of the validity of the accreditation of Doctoral programmes carried out at FT.

TBU also participates in the European University Association activities related to the evaluation of universities. In 2011 the University Management took the decision that TBU would apply for an inclusion in the QS World Universities Rankings. The required materials are continuously submitted to the QS Core System.

As already mentioned above in the chapter “Formal Description”, a project team composed of TBU employees prepared the “Report on Internal Evaluation of Quality at TBU in Zlín in 2012” within a project implemented within National Individual Projects “Quality Assurance and Evaluation in the Tertiary Education System”, and, subsequently, the external evaluation of quality of the higher education institution was carried out in accordance with the EFQM 2010 Excellence Model. Conclusions and recommendations made by external evaluators were submitted to the Rector and to other invited members of the University Management.

13.C DATA ON FINANCIAL AUDIT

The department of Internal Audit (the former Internal Audit Office), which forms, together with the management control, the cornerstone of the internal control system as defined in the Act No. 320/2001 Coll. on Financial Audit, has been operating at TBU for nine years. Five audits were carried out and duly completed by the department of Internal Audit at TBU in 2012. All final audit reports were submitted to the Rector of the University.

The audits carried out focused mainly on the following issues:

1. Lifelong Learning
2. Evaluation system of pedagogical and R&D and creative activities of academic staff
3. Projects funded by the Operational Programme “R&D for Innovations”
4. System audit of organization of public tenders
5. Use of lecture halls and rooms designed for scheduled lessons in the buildings of TBU in Zlín

The activity of the department of Internal Audit is done in accordance with annual audit schedules. The department of Internal Audit prepares reports based on the audits carried out. Each audit report is, in accordance with good practice, submitted for comments to the audited persons in advance, who thus have an opportunity to give their opinion regarding the mentioned findings and recommendations. After incorporating the comments given by the audited departments into the report, the internal auditor submits

the report to the Rector and, if required, also to other concerned senior executives at TBU including recommendations as to the measures to be taken. The most important findings from the audits are submitted to the Rector of the University in an annual report at the end of the relevant year.

13.D CERTIFICATION OF PROCESSES

At present TBU is in a transition period from the extensive to the intensive growth of the University, which is evidenced by the fact that during the last two years there was a decrease in the total number of students when compared to the previous year. Thus, it is a period when changes occur and new principles are being established in the field of funding of public higher education institutions during recent years, and, therefore, both the University Management and the MEYS lay a considerably greater emphasis on qualitative and performance indicators. Measurable indicators in science, international mobility and in the quality of degree programmes are being introduced. In connection with these facts, efforts have been made towards the certification of selected processes and towards the introduction of new evaluation elements for different spheres.

TBU was awarded the Diploma Supplement Label (originally valid for the period from 2006 to 2009, renewed for the period from 2009 to 2013).

TBU succeeded with its application for the international certificate in the field of education 'ECTS (European Credit Transfer System) Label'. TBU obtained the relevant information in a letter received at the end of 2012. Thus, TBU fulfilled the conditions for inclusion in the group of universities which offer degree programmes in the European educational area.

13.E COMPARISON WITH OTHER PUBLIC HIGHER EDUCATION INSTITUTIONS IN THE CR

In accordance with Article 30, Paragraph 2 of the TBU Statute, the quality, level and effectiveness of TBU shall be assessed in comparison to other higher education institutions. Such comparison between TBU and other public higher education institutions in the Czech Republic was carried out during the last two years and included in the report "Evaluation of Activities of Tomas Bata University in Zlín in the Period from 2001 to 2010". The preparation of the report was based in particular on the material issued by the MEYS – supporting data for the calculation of the K indicator (Principles and Rules for Funding of Public HEIs in the Year 2012), which includes a number of quantitative indicators – e.g. numbers of students and graduates, measurable indicators in the field of R&D, international mobility and quality of degree programmes. The conclusions arising from the analysis carried out have led to increased effort aimed at achieving better results in next year's evaluation.

13.F EVALUATION OF EDUCATIONAL ACTIVITIES IMPLEMENTED OUTSIDE THE UNIVERSITY SEAT

In 2012, TBU implemented educational activities in accredited degree programmes outside the University seat in the following locations: Brno, Kroměříž, Prague, Prostějov, Uherské Hradiště. A detailed overview of the relevant accredited degree programmes and courses implemented by TBU outside Zlín is given in the Table 3.6 of this Report. The quality evaluation of these educational activities is based on the conditions laid down in the accreditation application and is particularly focused on the fulfilment of personnel, material, technical and organizational requirements set for the implementation of these programmes. The quality evaluation system is identical to the system used at the entire University. Deans of the respective Faculties are responsible for the quality control of educational activities implemented outside the University seat depending on the degree programmes in question.

14. NATIONAL AND INTERNATIONAL EXCELLENCE OF THE HIGHER EDUCATION INSTITUTION

14.A MEMBERSHIP OF TBU AND OF ITS STAFF IN INTERNATIONAL ASSOCIATIONS, ORGANIZATIONS AND SOCIETIES

FT:

- o American Chemical Society
- o American Institute of Physics
- o Deutsche Landwirtschafts-Gesellschaft Frankfurt
- o European Polymer Journal
- o European University Association Council
- o eXPRESS Polymer Letters
- o International Brain Research Organization
- o International Journal of ChemTech Research
- o International Journal of Polymer Analysis and Characterization
- o International Journal of Management in Education (IJMIE)
- o IUPAC Subcommittee “Structure and Properties of Commercial Polymers”
- o Mechanics of Time-Dependent Materials (MTDM)
- o Polish Academy of Sciences, Olsztyn, Prof. R. Amarowicz
- o Polymer Processing Society
- o Research Journal of Chemistry and Environment
- o Slovak University of Agriculture in Nitra
- o Slovak University of Technology in Bratislava
- o Society of Plastics Engineers
- o The Nordic Rheology Society
- o The Polymer Processing Society
- o The Society of Rheology

FaME:

- o Central and Eastern European International Research Team
- o Central European Journal of International and Security Studies
- o Cranfield University Network for International Human Resource Management
- o European Association for Security
- o European Business Ethics Network
- o European Network for Business Studies and Languages
- o European Network of Academic Sport Services
- o European Regional Science Association
- o European Society for Paediatric Infectious Diseases
- o International Association for Technology Management
- o International Institute of Acoustics and Vibration
- o International Network for Economy Research
- o International Society of Paediatric Oncology
- o Multinational Association of Supportive Care in Cancer
- o New Initiatives and Challenges in Europe
- o Organisation for Economic Co-operation and Development

- Society for Competitive Intelligence Professionals
- Society for Global Business and Economic Development
- Society of Plastic Engineers
- Strategic Management Society
- The Competitiveness Institute
- The European Society for History of Law

FMC:

- European Language Industry Association
- European Network of Cultural Administration Training Centres
- European Society for Opinion and Marketing Research
- POPAI CENTRAL EUROPE
- Society for Intercultural Education, Training and Research, United Kingdom
- Tuesday Business Network, Prague
- ELIA – European League of Institutes of the Arts

FAI:

- American Leather Chemists Association
- American Chemists Society
- Association IULTTC International Union of Environmental Commission
- Editorial Board of the international Internet specialist journal *Security Revue*
- European Association for Security
- European Society of Physics, Working Group on Physics
- International Council on Materials Education
- Union of Slovak Mathematicians and Physicists
- Journal of Materials Education
- Club VIP International Police Association
- Subject-Area Board of the Ph.D. programme at the Faculty of Natural Sciences of Matej Bel University in Banská Bystrica
- Subject-Area Board of the Ph.D. programme at the Faculty of Mathematics, Physics and Informatics of Comenius University in Bratislava
- Board of the Agency for R&D Development
- Editorial Board of the international scientific journal *International Journal of Safety Engineering*
- Slovak Association of Physics (SFS)
- Technical Commission, IFAC Adaptive and Learning Systems

FHS:

- Breast Surgery International
- Central European Association for Canadian Studies
- Central European Teachers of English as a Foreign Language Forum
- Diabetes Education Study Group
- European Association for Gynaecological Oncology
- European Association for Phraseology
- European Association for Security
- European Association of American Studies
- Florence Network for Nursing and Midwifery
- Foundation of European Nurses in Diabetes
- Gesellschaft Collegium Bohemicum Prague/Munich
- International Society of Surgery
- International Study Association for Teachers and Teaching
- International Urogynecological Association
- Moravian and Silesian Association of Teachers of English

- Organization of American Historians
- Polymer Processing Society
- Editorial Board of the international scientific journal *Discourse and Interaction*
- Editorial Board of the international scientific journal *Lodz Papers in Pragmatics*
- Editorial Board of the international scientific journal *Slowakische Zeitschrift für Germanistik*
- Editorial Board of the international scientific journal *The Journal of Linguistic and Intercultural Education*
- Seminole Wars Foundation
- Sigma Theta Tau
- Slovak Linguistics Society of the Slovak Academy of Sciences, Bratislava
- Slovak Association of Disabled Persons
- Society of Plastics Engineers
- The Poetics and Linguistic Association
- WAA Apheresis Registry
- Wiener Linguistengesellschaft

FLCM:

- Asociación Venezolano-Checa/Czech-Venezuelan Association (Caracas, Venezuela)
- Czechoslovak Foreign Institute Prague
- Society of Arts and Sciences (New York, USA)

14.B MEMBERSHIP OF TBU AND OF ITS STAFF IN PROFESSIONAL ASSOCIATIONS, ORGANIZATIONS AND SOCIETIES

FT:

- Czech Biotechnology Society
- Czech Physiological Society
- Czech Medical Society of Jan Evangelista Purkyně
- Czech Chemical Society
- Czech Society for Biochemistry and Molecular Biology
- Czechoslovak Society for Microbiology
- Czech Accreditation Institute for the systems HACCP, FSMS, FSSC 22000, QMS specialization EA3
- Institute of Physics, AS CR, Prague
- Commission for Plant Product Quality, Czech Academy of Agricultural Sciences
- Masaryk University, Brno
- Mensa CR
- Milcom a.s. Prague, Dairy Research Institute Prague
- Czech Platform for Food “Food for Life”
- National Reference Laboratory for Cosmetics, Dermatotoxicology and Immunotoxicology, National Institute of Public Health, Prague
- Subject-Area Board for advanced Master’s state examinations in the degree course in General Biology, specialization in Microbiology, Faculty of Science, Masaryk University in Brno
- Subject-Area Board for Microbiology, Doctoral programme in Biology, Faculty of Science, Masaryk University in Brno
- Subject-Area Board for Environmental Protection, Faculty of Chemical Technology, University of Pardubice
- Editorial Board of the journal *Plastics and Rubber*
- Editorial Board of the journal *Waste Forum*
- Czech Neuroscience Society
- Society of Psychosomatic Integration
- Czech Accreditation Institute, member of technical committee for sensory analysis
- Institute of Macromolecular Chemistry, AS CR, Prague

- Institute of Hydrodynamics, AS CR, Prague
- Institute of Scientific Instruments, AS CR, Brno
- Scientific Board of the Faculty of Textile, Technical University of Liberec
- Scientific Board of the Technical University of Liberec
- Scientific Board of Palacký University, Olomouc
- Scientific Board of the University of Pardubice
- Scientific Board of VŠB – Technical University of Ostrava
- Scientific Board of Brno University of Technology
- Agricultural Research Institute, accredited laboratory
- Agricultural Research Institute Kroměříž, s.r.o.
- Zlín Region – organizer of the Chemical Olympiad 2011, Biological Olympiad 2011

FaME:

- Association of Clinical Psychologists of the CR
- Association of Area Studies and Public Sector Administration
- Association of Management Trainers and Consultants
- Association of Public Economics
- Czech Bar Association
- Czech Association of Distance Teaching Universities
- Czech Association for Financial Management
- Czech Association of Work and Organizational Psychologists
- Czech Association of University Sport
- Czech Demographic Society
- Czech Geographical Society
- Czech Gymnastics Federation
- Czech Medical Society of Jan Evangelista Purkyně
- Czech Marketing Association
- Czech Paediatric Society CMS J.E.P.
- Czech branch of the International Association for Legal and Social Philosophy
- Czech Society for Quality
- Czech Society for Environmental Law
- Czech Society for Systems Integration
- Czech Statistical Society
- Czechoslovak TeX Users Group
- Czech Athletics Federation
- Czech Orienteering Association
- Czech Tennis Association
- Czech Volleyball Association
- Expert Activities – Council of Europe
- Expert Team for Financial Audit in Public Sector Administration
- Higher Education Development Fund
- Golf Club Kostelec Spa
- Grant Agency of the CR
- Czech Pro-Life Movement in the field of Medical Law
- South Moravian Tennis Association
- Club of Personnel Officers of the Czech Republic
- Strategic Planning Committee of the Municipality of the Town of Zlín
- Regional Volleyball Association (Czech Sports Association)
- Masaryk Czech Sociological Society
- National Cluster Association
- Civic Association “Ethics of Enterprise and Public Sector Administration”
- Organization for the Disabled (Hvězda and Horizont)

- Swimming Club Zlín
- Quality Council of the Czech Republic, specialized section “Quality in Education”
- R&D Council of the Theatre Institute of the Arts Institute
- Council of Zlín Region, Sports Commission
- Editorial Board of the *E+M Economics and Management* journal
- Editorial Board of the *Management of Enterprise and Public Sector* journal
- Editorial Board of the *Notitiae ex Academia Bratislavensi Jurisprudentiae* journal
- Editorial Board of the *Journal of Jurisprudence and Legal Practice*
- Editorial Board of the *Practical Psychology* journal
- Editorial Board of the *Regional Direct* journal
- Editorial Board of the *Regional Studies* journal
- Editorial Board of the *Transaction of The Universities of Košice* journal
- Editorial Board of the *Trends in Management and Economics* journal
- Regional Studies Association
- Appellate Committee of the Ministry of Agriculture
- Man in Motion Association
- Consumer Protection Association of the Czech Republic
- Slovak Academy of Management
- Slovak Society of Prenatal and Perinatal Psychology, Medicine and Social Sciences
- Czech Ski Association
- The Federation of Accountants
- Association of Processing Industry
- Tennis Club SK
- Tex Users Group
- Zlín Astronomical Society

FMC:

- Association of Czech Cinematographers
- Market Psychologists Association
- Czech Marketing Society
- Masaryk Czech Sociological Association
- Czech-Moravian Psychological Society
- Strategic Planning Committee of the Municipality of the Town of Zlín
- Syndicate of Journalists of the Czech Republic
- Union of Visual Artists of the Czech Republic
- Scientific Board of the Academy of Performing Arts Bratislava

FAI:

- Academic Board, College of Logistics, Přerov
- Association of Universities of the Third Age of the CR
- Association of Private Security Services of the CR
- Gremium Alarm Association
- Attestation Commission of the Institute of Information Theory and Automation of the AS CR
- Safety Technology Cluster Ostrava
- Czech Association of Security Managers
- Czech Society of Chemical Engineering CSCHE – CR
- Czech Commission for Cybernetics and Automation in Prague
- Czech Committee for Automation
- Member of the Subject-Area Board for a Doctoral programme at the Faculty of Mechanical Engineering and the Faculty of Electrical Engineering and Computer Science of VŠB-TU Ostrava
- Experts Group for Assessment and Reviews of Proposed Security Research Projects of the Ministry of Interior of the Czech Republic

- IT Cluster of VŠB TU Ostrava
- National Committee of the Donau-Adria Association for Automation, Manufacturing and Metrology
- Specialist Committee A for selection procedures for HEDF projects – CR
- Subject-Area Board for the Doctoral programme in “Electrical Engineering and Informatics” at the Faculty of Electrical Engineering and Informatics of the University of Pardubice
- Subject-Area Board for a Doctoral programme at the Faculty of Mechanical Engineering and the Faculty of Electrical Engineering and Computer Science of VŠB-TU Ostrava
- Subject-Area Board for a Doctoral programme at VŠB TU Ostrava, Faculty of Metallurgy and Materials Engineering – CR
- Subject-Area Board for a Doctoral programme at the Faculty of Mechanical Engineering of VŠB – TU Ostrava
- Expert groups for diagnostics and reliability of electronic circuits in the CR and SR
- Editorial Board of the journal Horizons of Mathematics, Physics and Informatics
- Editorial Board of the specialist journal Security Magazine
- Section C4 R&D of the Council of the Ministry of Industry and Trade of the CR
- Technical Standard Commission TNK 124 EPS and Alarm Systems of the Czech Office for Standards, Metrology and Testing
- Association for the District Heating of the Czech Republic
- Scientific Board of the Faculty of Safety Engineering of VŠB-TU Ostrava
- Scientific Board of the Faculty of Electrical Engineering and Informatics of the University of Pardubice
- Scientific Board of the Faculty of Chemistry at Brno University of Technology
- Scientific Board of FLCM at TBU in Zlín
- Scientific Board of the Faculty of Mechanical Engineering, VŠB-TU Ostrava

FHS:

- Accreditation Commission, working team for the specialization in social sciences
- School Psychology Association
- Association of University Guidance Counsellors of the CR
- Czech Association for the Study of English
- Czech and Slovak Association for American Studies
- Czech and Slovak Association of Language Centre Teachers at Universities
- Czech Association of Pedagogical Research
- Czech Nurses Association
- Czech Diabetes Society CMS J.E.P.
- Czech Gastroenterological Society CMS J.E.P.
- Czech Gynecological and Obstetrical Society
- Czech Medical Chamber
- Czech Perinatal Association
- Czech Society of Haematology
- Czech Surgery Society, mammology section
- Czech Confederation of Midwives
- Czech Society for Oncology CMS J.E.P.
- Czech Pedagogical Society
- Czech Anthropological Society
- Czech Society of Palliative Medicine
- Czech Wound Management Society
- Czechoslovak TeX Users Group
- Ethics Forum of the CR – Civic association
- Movement of Cooperating Schools
- Committee for Ethnolinguistics, International Committee of Slavists
- Chamber of Court Appointed Interpreters and Translators of the Czech Republic
- Circle of Modern Philologists

- Medical Society of Jan Evangelista Purkyně
- Masaryk Czech Sociological Society
- International Association of Professors of Slavic Languages
- Mitteleuropäischer germanistischer Verband
- Moravian and Silesian Association of Teachers of English
- Association of Hospital Gynaecologists and Obstetricians
- Screening Committee at the Ministry of Health of the CR
- Slovak Chamber of Nurses and Midwives
- Slovak Medical Association (Section of nurses employed in social services facilities and section of nurses employed in anaesthesia and intensive care units)
- Slovak Wound Care Association
- Society for Transfusion Medicine
- Association of German Scholars and Teachers, Prague
- Medical Association Zlín – Uherské Hradiště – Kroměříž – Vsetín
- Association of German Scholars / Germanistischer Verband of the CR, Prague
- The Czech Myeloma Group
- UPIGO (International Professional Union of Gynaecologists and Obstetricians; advisory body to the EU)
- Urogynaecological Association
- Scientific Board JoLIE - Journal of Linguistic and Intercultural Education

FLCM:

- Association of Adult Education Institutions in the Czech Republic
- Czech Association of Distance Teaching Universities
- Czech Flood Protection Association
- Subject-Area Board for the Ph.D. programme in Economics and Management at the Faculty of Economics and Management of the University of Defence in Brno
- Subject-Area Board for the Ph.D. programme in Military Toxicology at the Faculty of Military Health Sciences of the University of Defence in Brno
- Subject-Area Board for the Ph.D. programme in Army and Population Protection of the University of Defence in Brno
- Subject-Area Board for the Ph.D. programme in Ibero-American Studies at the Faculty of Arts of Charles University in Prague
- Subject-Area Board for the Ph.D. programme in History – General History at the Faculty of Arts of Charles University in Prague
- Subject-Area Board for the Ph.D. programme in German Literature at the Philosophical Faculty of Palacký University in Olomouc
- Subject-Area Board for the Ph.D. programme in General History at the Philosophical Faculty of Palacký University in Olomouc
- Editorial Board of the journal *Andragogy*
- Editorial Board of the *Matice moravská* journal
- Editorial Board of the journal *DOCTRINES*
- Editorial Board of the journal *EWITA*
- Editorial Board of the journal *Folia Historica Bohemica*
- Editorial Board of the journal *Historical Horizon*
- Editorial Board of the journal *Studia Trebicencia*
- Editorial Board of the journal *The Science for Population Protection*
- Scientific Board of the NBC Defence Institute of the University of Defence in Brno
- Scientific Board of the General Directorate of Fire Rescue Service of the Czech Republic
- Scientific Board of Palacký University in Olomouc

15. DEVELOPMENT OF TBU

15.A TBU PARTICIPATION IN CENTRALIZED DEVELOPMENT PROJECTS OF THE MEYS

The development programmes fulfil the main priorities of the Strategic Plan of TBU and of its Update. In the year 2012, TBU coordinated no project implemented within centralized development programmes but participated in the implementation of five joint projects.

Three projects implemented within the “Programme to Support Mutual Cooperation between Higher Education Institutions” significantly contributed to sharing of capacities and results with participating institutions. The participation of TBU in the project “Programme to Support International Cooperation between Czech and Foreign Higher Education Institutions” supported mobility organized within internationalization of art-oriented faculties and, last but not least, a project implemented within the “Programme to Support the Openness at Higher Education Institutions”, among other things, contributed to an improvement in the quality of support provided to special-needs students, in particular in fields of use of rich media technologies.

Table 15.1: TBU Participation in Centralized Development Projects of the MEYS in 2012

Tomas Bata University in Zlín	Number of projects accepted	Financial resources provided (thousand CZK)	
		Capital	Current
Programme to Support Mutual Cooperation between Higher Education Institutions in the Areas Which Cannot Be Funded by Operational Programmes	3	1,320	1,101
Programme to Support International Cooperation between Czech and Foreign Higher Education Institutions	1		70
Programme to Support the Openness at Higher Education Institutions	1	300	251
TOTAL	5	1,620	1,422

15.B INSTITUTIONAL DEVELOPMENT PLAN OF TBU, ASSESSMENT THEREOF, FULFILMENT OF THE SET AIMS IN COMPLIANCE WITH THE CALL FOR DEVELOPMENT PROGRAMMES FOR HIGHER EDUCATION INSTITUTIONS FOR 2012

The 2012 Institutional Development Plan of Tomas Bata University in Zlín had been outlined in compliance with the priorities explicitly determined by the Strategic Plan for Education, Science, Research, Development, Innovation, Art and Other Creative Activities of TBU in Zlín for the period of 2011-2015 and its Update for 2012.

Within the 2012 Institutional Development Plan of TBU the following seven aims were formulated and supported within the given plan:

- 1) Development of internationalization and support of student mobility
- 2) Improvement of language skills of employees
- 3) Programme for the support of Ph.D. students in their final year of study and of postdoctoral students
- 4) Development of information and communication technologies
- 5) Programme for the support of marketing activities
- 6) Development of career counselling

7) Enhancement and improvement in the quality of information resources offered in the TBU Library

A total grant of CZK 28,659,000 was provided for the aforementioned activities by the MEYS, out of which investment resources amounted to CZK 12,497,000 and non-investment resources amounted to CZK 16,162,000. The allocated non-investment resources were spent in compliance with the Plan. The amount of investment resources spent was CZK 12,493,694. The remaining investment resources of CZK 3,306 were returned to the provider.

Table 15.2: TBU Institutional Development Plan in 2012

Tomas Bata University in Zlín	Financial resources provided (thousand CZK)		Fulfilment of the aims/indicators set	
	Capital	Current	Initial situation	Result
Institutional Development Plan				
Development of internationalization and support of student mobility				
1. Number of international students at TBU		1,000	839 (as at 31/10/2011)	854 (as at 31/10/2012)
2. Number of international students - self-paying students at TBU		1,000	41 (as at 31/10/2011)	46 (as at 31/10/2012)
3. Number of international students eligible for a project grant - long-term studies at TBU		2,028	75	77
4. Number of international students eligible for a project grant – exchange students at TBU (mobility)		100	0	5
5. Number of partnership contracts		250	77 (as at 31/10/2011)	84
6. Number of outgoing TBU students		260	283 (as at 31/10/2011)	353
7. Number of outgoing TBU students eligible for project grants		1,062	38 mobility grants (as at 31/10/2011)	37 mobility grants
Improvement of language skills of employees				
8. Number of course units offered in English		200	214	225
9. Number of degree courses offered in English		150	32	22
10. Improvement of the language level in course units currently taught in English - qualitative indicator		156	Introduction of compulsory completion of specialized course units in English at all levels of full-time programmes at FaME. A slight to significant improvement in language skills noticed (questionnaire survey among students and teachers).	
11. Improvement of communication skills of qualified staff - qualitative indicator		744	TBU has 2 official languages: Czech and English. The language skills of the relevant employees improved in the absolute majority of units where communication with international students and staff is required.	
Programme for the support of Ph.D. students in their final year of study and of postdoctoral students				
12. Number of Ph.D. students in their final year of study and of Ph.D. graduates who received support (from Development Programmes)		2,107	3.7	5
Development of information and communication technology				
13. Completed and implemented system of energetic management connected with measuring and regulation systems Indicators: - Power consumption - Operating costs related to premises and buildings - Duration of the process of cost accounting	3,192	0	No energetic management system	Decrease by 5% Decrease by 5% Decrease by 30%

14. Implemented Electronic Records Management System in the areas included in the analysis: Indicators: - Process setting and management - Processing duration - Number of documents in electronic form	1,232	57	Analysis and a proposed solution	a) Fully implemented at the TBU Rectorate b) Significant reduction c) Major increase
15. a) Installed and working motor-generator for backup feed for the central server room in the U13 building Indicator: - Extent of protection of investment in ICT b) Latest version of upgraded systems for monitoring of the availability of equipment, services, MAC addresses, IP addresses and enhancement of DHCP services Indicator: - Functionality of the system c) Development concept of the data network for the period from 2012 to 2014 Indicator: - Investments planned in the sphere of ICT	3,113	175	a) No motor-generator b) The system incl. an upgrade in the version from 2008 was implemented c) No material with a detailed mid-term concept	a) Increase by 60% b) Enhancement by 25% c) Effectiveness increased by 35%
16. a) Portal of publication activities incl. functions according to the needs of TBU Indicator: - Information support to research, development and creative activities b) Innovated computer technology in computer rooms Indicator: - Number of innovated workstations	2,868	584	a) Basic functions of the portal b) Comparative study of possible implementation options	a) Increase by 40% b) 20%
17. Modified/set modules of the IS SAP system for monitoring of full costs in the test version Indicator: - Extent of record-keeping and reporting of full costs	0	0	Proposal of methodology in preparation	Postponed to 2013, no financial resources spent
18. Completed migration of the telephone network in accordance with the prepared strategy for the development of the telecommunication infrastructure Indicator: - Extent of the migration carried out	289	2,959	Migration was started, project was prepared, the main telephone exchange was implemented	Increase by 80%
19. Modernized active elements of the computer network located in the U2 building (seat of the Faculty of Management and Economics, Faculty of Humanities) Indicator: - Number of modernized active network elements	1,408	0	Project of modernization and renewal of the computer network located in the U2 building was in preparation	100%
Programme for the support of marketing activities of TBU				
20. Meeting of TBU students and secondary school students		275	0	Held at 61 secondary schools
21. To organize an all-year-round touring exhibition on activities of TBU, thus raising the awareness about the University among secondary school students and the general public		201	In 2011 held at approx. 25 locations	Held at 8 secondary schools and in 7 hypermarkets

22. Advertising spot in multiplex cinemas		440	Professional estimate of the hit rate: 80 - 100 thousand spectators	Estimated hit rate: (agency-provided) 70 thousand spectators
23. To offer comprehensive information about the activities of the University to prospective applicants for study at TBU, and that by publishing a brochure on TBU in Czech and in English		376	In 2011 more than 60 thousand brochures were distributed.	No less than 25 thousand applicants for study at TBU received the brochure.
24. Information packages will be sent to secondary schools in order to inform career counsellors and secondary school students about the interesting degree programmes offered at TBU		208	Packages planned to be sent to approx. 800 secondary schools.	Packages were sent to 850 secondary schools.
Development of career counselling				
25. Relative percentage of unemployed graduates from the relevant higher education institution (Percentage not only summarized for TBU as a whole, but specified according to the respective degree programmes)	391.694	680	8.5% (percentage as at 30/09/2011)	7.7%. (as at 30/04/2012)
Enhancement and improvement in the quality of information resources offered in the TBU Library				
26. Increase in the number of loans (printed books)		223	60,146	63,201
27. Increase in the offer of electronic information resources		704	55	58
28. Increase in the number of technical books offered		223	105,741	110,975
TOTAL	12,493.694	16,162		

15.C TBU PARTICIPATION IN THE HIGHER EDUCATION DEVELOPMENT FUND

In 2012 TBU participated in projects implemented within the Higher Education Development Fund programmes. It succeeded in a total of 6 projects.

The focus was on projects included in the thematic group A: “Innovation and Development of Laboratories, Studios and Other Units for Practical Teaching of Information Technologies in Tertiary Education”. The project “Modernization and Enhancement of Laboratories Intended for Information Systems and Computer Networks” implemented at the Faculty of Applied Informatics, and the projects “Innovation and Development of Laboratory for the Course Unit Entitled Food Analysis and Evaluation” and “Innovation of Laboratory of Electromagnetic Properties of Materials” implemented at the Faculty of Technology significantly contributed to the development of the material and technical background of TBU.

Table 15.3: TBU Participation in the Higher Education Development Fund

Tomas Bata University in Zlín		Financial resources provided (thousand CZK)		
Thematic group	Number of accepted projects	Capital	Current	TOTAL
A	3	5,178		5,178
B				
C				
E				
F	3		551	551
G				
TOTAL	6	5,178	551	5,729

16. CONCLUSION

Activities of TBU in the year 2012 were carried out in agreement with the Update of the Strategic Plan for 2012. In 2012 the University extended the range of degree programmes and courses offered. A total number of 174 degree courses within 100 degree programmes were accredited at TBU in the full-time and part-time mode of study. 12,009 students studied at the University as at 31 December 2012. The percentage of international students increased – TBU registered 854 international students from more than 40 countries, which exceeds 7 % out of the total number of TBU students.

The number of courses offered within the Lifelong Learning (LL) increased as well, a number of short-term courses were offered for companies and experts among the public. During 2012 a total number of 2,128 students attended the LL courses, out of which there were 1,325 students of the University of the Third Age. In the sphere of human resources, emphasis was put on increasing the qualification level of the academic staff, particularly on an increase in the numbers of Professors and Associate Professors. Supporting further education of academic staff with the aim to enhance their career development remains the main priority in the sphere of human resource care at TBU in Zlín.

TBU participated in projects implemented within the Higher Education Development Fund and in Development Programmes for Public Higher Education Institutions. In 2012 the implementation of the CEBIA Tech project (Operational Programme “R&D for Innovations”) and of the project of the Laboratory Centre of the Faculty of Technology (Operational Programme “R&D for Innovations”) continued. The construction of the Laboratory Centre was started in March. In June, the construction of the Technology Park focused on information and communication technologies (Operational Programme “Enterprise and Innovations”) was completed and the Technology Park was launched. In the course of 2012, preparations were made for the start of the construction of the Centre of Polymer Systems (Operational Programme “R&D for Innovations”) in 2013. TBU also participated in a number of projects funded by the Operational Programme “Education for Competitiveness”.

In 2012, TBU employees submitted 69 applications for industrial rights. Compared to 2011, when 51 applications were submitted, there is an increase by more than 35%. In 2012 the TBU Nursery School and the babysitting room ‘Koala’, both of them intended for children of employees and students of the University, continued to carry out their activities. The existence of these facilities significantly contributes to reconciling family and working life of employees and students at the University.

The tasks of the University set for the year 2012 were fulfilled. The following tasks arise for the year 2013 from the achieved results:

- Focus on further improvement in the quality of the educational and R&D process
- Increase the number of accredited degree programmes taught in the English language
- Increase the percentage of PhD students in comparison to the number of other students
- Develop the activities of the TBU Technology Park; to create personnel and technical conditions for the work of international research teams; to support applied research
- Further develop the activities of the Technology Transfer Centre and to support research activities of the University staff
- Complete the construction of the Laboratory Centre of the Faculty of Technology
- Start the construction of the Centre of Polymer Systems
- Ensure financial resources for the construction of the TBU Educational Complex in Štefánikova Street and to start the aforementioned construction
- Carry out preparatory analytical and project work on selected projects to be submitted to the Operational Programme “R&D for Innovations” in accordance with the document entitled “Potential of TBU in Zlín in the Operational Programme R&D for Innovations”
- Professionalize the relations between TBU and its graduates; to study and analyse the graduate employability

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LIST OF THE MAIN ACRONYMS USED

AC	Accreditation Commission
CC	Counselling Centre
AS	Academic Senate
BP	Bachelor's programme
CAER	Centre for Applied Economic Research
CBBE	Classification of Basic Branches of Education
CEBIA-Tech	Centre for Security, Information and Advanced Technologies
CPM	Polymer Centre
CPS	Centre of Polymer Systems
TTC	Technology Transfer Centre
CV	Research Centre
LL	Lifelong Learning
DP	Doctoral programme
EUA	European University Association
FAI	Faculty of Applied Informatics
FaME	Faculty of Management and Economics
FHS	Faculty of Humanities
FLCM	Faculty of Logistics and Crisis Management
FMC	Faculty of Multimedia Communications
FT	Faculty of Technology
HEDF	Higher Education Development Fund
GA CR	Grant Agency of the Czech Republic
HUBS	Huddersfield University Business School
IGA	Internal Grant Agency
IS	information system
HRR	Halls of Residence and Refectory
SS	summer semester
MF	Ministry of Finance
MIT	Ministry of Industry and Trade
MEYS	Ministry of Education, Youth and Sports
FUMP	follow-up Master's programme
OP RDfI	Operational Programme "Research and Development for Innovations"
OP EC	Operational Programme "Education for Competitiveness"
REC	Regional Educational Centre
DP	degree programme
SS	secondary school
STOČ	Students' creative and expert activities
SVOČ	Students' scientific and expert activities
SNS	Secondary Nursing School
NS	TBU Nursery School
UNI	University Institute
TBU	Tomas Bata University in Zlín
U1 – U13	University buildings
U3A	University of the Third Age
TTS	tertiary technical school
HEI	higher education institution
TP	Technology Park
PHEI	public higher education institution
WS	winter semester

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