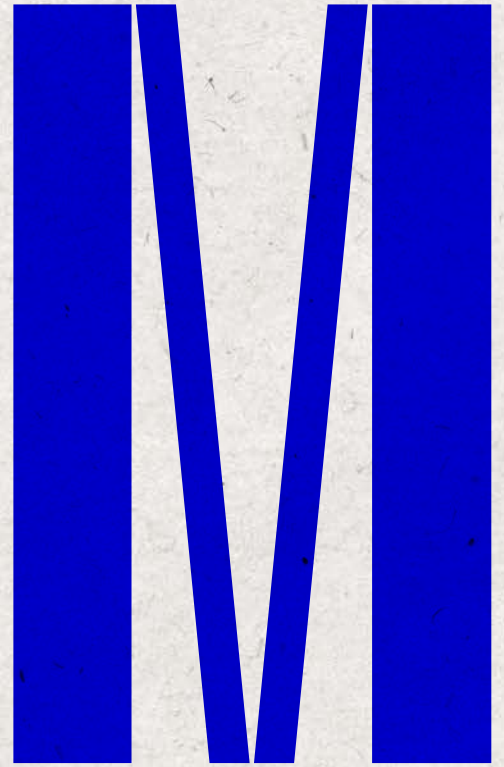


**Masaryk
University
Annual
Sustainability
Report**



20



23

**MASARYK
UNIVERSITY**

**Annual Sustainability
Report 2023**



This document summarizes last year's key events whereby Masaryk University contributes to the fulfilment of UN Sustainable Development Goals. A complete overview of information about sustainability at MU including activities and opportunities to join in is available at [**www.sustain.muni.cz/en**](http://www.sustain.muni.cz/en).

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Mission

The mission of Masaryk University is to contribute through its scientific activities, student education and social activities to the high quality and healthy life of all generations, and to a free, cohesive and secure society.

Values

Since its founding following the establishment of the Czechoslovak Republic, Masaryk University has always respected and professed values reflecting the republican and democratic ethos of that initial period. To this day, such values form the basis of its internal culture and are widely embraced by the academic community. These values are:

R E S P E C T

- Respect, as the basis of internal culture, solidarity and partnership in all negotiations. Respect for the principles establishing equal opportunities and transparency, as well as respect for the principles of academic ethics.

F R E E D O M

- Freedom, respected and defended as a social imperative. Also, freedom as a principle of internal organisation of the university in the form of academic freedom of teaching and research or freedom of choice of students' own curriculum profile, but also as a principle of institutional autonomy of the university vis-à-vis the state.

R E S P O N S I B I L I T Y

- Responsibility, emphasising the role of the university as a co-creator of public opinion, a solver of local and society-wide issues and a provider of a public service open to all. Also, the individual responsibility of students and staff reflected in respect for university rules and belonging to the university.

Vision

IN 2028, MASARYK UNIVERSITY WILL BE

- An internationally-recognised research university and an excellent Czech higher education institution, setting trends in fulfilling all the roles of a university
- A university that is an inspiring community which, in its principles and daily activities, fully respects and fulfils the principles of social responsibility and contributes to meeting the Sustainable Development Goals, in accordance with which it leads its students and employees
- A university where education and science transcend the boundaries of individual disciplines, as it supports interdisciplinarity and the personalisation of studies, the creation of interdisciplinary research teams and synergies between workplaces
- A university where students are perceived as respected colleagues, with established processes and practices for cooperation with staff in solving important issues of the direction and functioning of individual agendas and the institution as a whole
- A university where teaching, research and social activities are an integral part of the professional portfolios of academic staff
- A university that is a responsible and demanding employer, acting according to the principles of transparency, equality and non-discrimination, supporting the achievement of professional goals and at the same time providing employees with a work-life balance
- A university that is demanding in its study requirements, whose graduates are successful personalities, with promising careers and an active approach to life, where they have diligently taken up the opportunities for development offered
- A university that is a model in its internal culture, in its ability to reach consensus, in the harmonisation of its components to the benefit of the university as a whole and in the integrity of a work and study environment characterised by high ethical and professional standards

UN Sustainable Development Goals

- The 17 Sustainable Development Goals (SDGs), the global programme for the sustainable development of our society for 2015–2030, is a result of the efforts of all UN Member States. Masaryk University is firmly committed to achieving these goals in line with its mission, values, and vision. It actively contributes to addressing global and local challenges through its diverse roles and areas of expertise. Regular reporting on the institution's contribution to the SDGs has become standard at Masaryk University in recent years, both through its website www.sustain.muni.cz/en and its Annual Sustainability Report.
- In accordance with the statutory obligation, Masaryk University publishes the Annual Activity Report each year, the structure of which is based on the MU Strategic Plan for 2021–2028, thereby reporting on the ongoing achievement of its strategic goals. The present **Masaryk University Annual Sustainability Report** also builds on the Strategic Plan of the institution. It intends to inform the public about the **university's main activities in the field of sustainable development** over the past year in a concise, clear and comprehensible way.



No poverty

End poverty in all its forms everywhere



Zero hunger

End hunger, achieve food security and improved nutrition and promote sustainable agriculture



Good health and wellbeing

Ensure healthy lives and promote well-being for all at all ages



Quality education

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all



Gender equality

Achieve gender equality and empower all women and girls



Clean water and sanitation

Ensure availability and sustainable management of water and sanitation for all



Affordable and clean energy

Ensure access to affordable, reliable, sustainable and modern energy for all



Decent work and economic growth

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all



Industry, innovation and infrastructure

Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation



Reduced inequalities

Reduce inequality within and among countries



Sustainable cities and communities

Make cities and human settlements inclusive, safe, resilient and sustainable



Responsible consumption and production

Ensure sustainable consumption and production patterns



Climate action

Take urgent action to combat climate change and its impacts



Life below water

Conserve and sustainably use the oceans, seas and marine resources for sustainable development



Life on land

Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss



Peace, justice and strong institutions

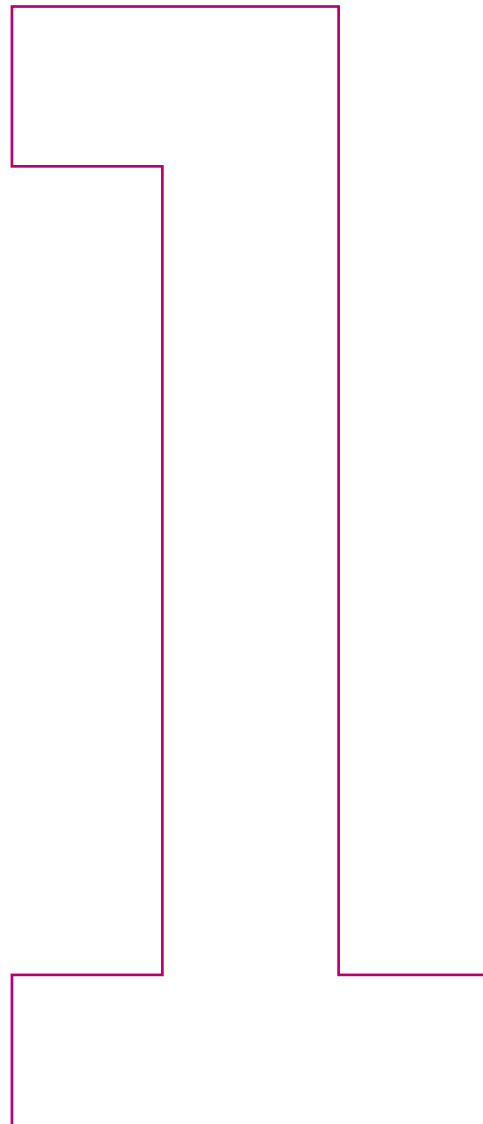
Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels



Partnership for the goals

Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development

Teaching and Education





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The Support Centre for Students with Special Needs (also known as Teiresiás) provided the **technical adaptation of the written entrance examination** (LPT, National Comparative Exam and subject tests) for Braille with tactile graphics and 3D objects, an electronic version, an official translation into Czech sign language etc. Teiresiás guaranteed the adaptation of entrance exams for applicants with specific learning disabilities, mental problems, autism spectrum disorder and chronic illness. Before an oral exam, Teiresiás informed the admissions committee of the issues and proposed suitable solution. Applicants with special needs can make use of an LPT preparation course. In 2023, admissions procedure was joined by 474 applicants with special needs, of whom 328 took the adapted LPTs. → [SDG 4](#), [SDG 10](#)

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In 2023, Masaryk University registered a total of **942 students with disabilities or specific needs**, which represents a 19% year-on-year increase. Altogether 29 students with a disability went to a study period abroad, where the necessary conditions were provided to them. Thanks to exchange programmes, 12 foreign students with a disability came to MU in 2023 and received the same services that are provided to MU students. Lifelong learning programmes welcomed 58 persons with a disability. → [SDG 4](#), [SDG 10](#)

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In the context of the ongoing **war in Ukraine**, the activities initiated in 2022 continued, in particular the admission of a significant number of Ukrainian students to pursue their studies at this institution, or the employment of female academics from Ukraine. The Faculty of Arts organized Czech language courses for Ukrainian citizens, which were open to the public and staff. Particular consideration was given to the **integration of Ukrainian students**. The MU Student Advisory Centre prepared an adaptation course for them and they could benefit from a scholarship of 6,000 CZK per month in accordance with MU Measure No. 3/2023 *Drawdown of Funds to Support Studies of Ukrainian Students*. → [SDG 4](#), [SDG 10](#)

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Students from abroad also apply for studies at Masaryk University every year. In 2023, **Slovak students** accounted for almost **18%** of newly enrolled bachelor's and master's students, while **5%** came from **67 other countries**, including 1% of new entrants from Ukraine. The majority of new students were **women** with **61%** representation, which has been a long-term trend. → [SDG 5](#), [SDG 10](#)

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As in past years, a survey among first-year students was conducted at MU in 2023. The results show that **41%** of the students surveyed are the **first generation of university students** in the family, which means that neither of their parents has a higher education degree. → [SDG 4](#)

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Environmental degree programmes were taught at the Faculty of Science. These include *Applied and Environmental Geology*, *Ecological and Evolutionary Biology*, **Environment and Health**, *Geoenvironmental Risks and Remediations* and *Nature Conservation*. **Geography of Global Environmental Change** is studied in English, as are the doctoral programmes *Environmental Health Sciences* and *Ecological and Evolutionary Biology*. → [SDG 15](#)

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The Faculty of Social Studies addressed sustainability aspects in cultural, social, economic and political contexts in the degree programmes of *Environmental Studies*, *International Relations and Energy Security* and in the English degree programmes **Global Challenges: Society, Politics, Environment** and **Energy Policy Studies**. The newly accredited **Environmental and Sustainability Education** programme was implemented in cooperation with the University of Vechta (Germany), Alpen Adria University Klagenfurt (Austria) and the University of Karlstad (Sweden). The Faculty of Education accredited a career-oriented bachelor's programme called **Education for Diversity and Inclusion**, which emphasizes inclusive and intercultural aspects, social justice and global learning in education. → [SDG 17](#)

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Shared university courses (CORE courses) offer students the opportunity to engage in **interdisciplinary studies**, providing an extension of the curriculum. They last one semester and are completed with a colloquium. Students are recommended to enrol in at least three courses outside of their degree programme. The university offered 86 CORE courses in 2023. Another course that attracted interest was **Sustainable Development** taught in the autumn semester, which introduced students to sustainable development as a desirable global development concept. → [SDG 4](#), [SDG 8](#)

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In 2023, Masaryk University taught **2,180 courses** with a significant **sustainable development element** across the faculties. → [SDG 4](#)

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The courses of **Student Volunteering** (FEA), **Volunteering** (FEdu, FA), **Sports Volunteering** (FSpS) and others continued in 2023 to encourage the students to pursue volunteer activities. Elective courses focused on volunteering, which are offered by individual faculties, include practical volunteer activities, some also provide theoretical teaching and are open to students of any field of study. The required number of volunteering hours for credits to be recognized is 40; some courses require 60 hours. → [SDG 17](#)

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The Faculty of Education teaches its students **Gender Sensitive Educational Policy and Practice**, where the students learn to understand the gender perspective, analyse pedagogical processes from the perspective of equality and non-discrimination based on gender and sexuality, evaluate educational tools, strategies and content from the perspective of gender sensitivity and create an appropriate environment and curriculum. → [SDG 4](#)

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The Faculty of Law continued its activities under the joint **memoranda of cooperation** with **the Supreme Court**, **the Supreme Administrative Court** and **the Police of the Czech Republic – Regional Directorate of the South Moravian Region**. The goal is the development of high-quality legal education and legal theory, cultivation of the legal environment and the expertise for good decision-making practice of courts. The faculty engaged in collaboration under the agreements concluded with the Ministry of Finance and the **Centre for Human Rights and Democracy**. In 2023, the faculty also taught five pilot courses focused on training authorized experts in legal

skills. The FMed, FSS, FSci, FSpS and FEdu will participate in its implementation together with the FLaw. Through this programme, the university is going to participate in the education of experts responsible for the functioning of national critical infrastructures. → SDG 16

The Faculty of Social Studies in cooperation with the *Oživení* association and in connection with the course called **Municipality Communication with Citizens** worked on the project of assessing transparency in the communication of local governments. The project title is **Transparent Czechia** and the faculty's task was mainly to test the evaluation indicators and organizing a public debate. → SDG 16

The Faculty of Informatics continued to actively interconnect its students and professionals from businesses. More than half of the companies with which the faculty collaborates through the **FIMU Association of Industrial Partners** were regularly involved in teaching in 2023. A total of 81 bachelor's and master's theses were produced and successfully defended, eight of which won the *Dean's Award for a Final Thesis*. Companies were involved in the supervision of 12 doctoral students. In 2023, 67% of bachelor's theses and 77% of master's theses were written in English. → SDG 8

The Technology Transfer Office actively worked in the **University for Entrepreneurship** nation-wide body. The portal www.podnikavost.muni.cz/en, bringing together university-wide courses that promote innovative thinking and entrepreneurship and opportunities outside of MU, was updated. A new service for students 2023 was launched in the autumn. The **Entrepreneurial Counselling Centre** provides free consultations on intellectual property issues, legal aspects of a business or putting new ideas into practice. → SDG 8

The 3rd year of **Start Your Business**, a student competition, was held in 2023. 39 projects representing all ten faculties of the university entered the competition. The finals saw 12 teams, of which eight received funding. In addition to the financial reward (the jury distributed a total of 560 thousand CZK), the winners also received valuable mentoring from the South Moravian Innovation Centre and other members of the jury from among MU employees and the competition partners. → SDG 8

About three dozen students enrolled in the traditional course **From Ideas to Business** in 2023; **Introduction to Entrepreneurship** was also popular. → SDG 8

The first pilot activities implementing the system of **micro-credentials**, created within the framework of a joint national project, were conducted in 2023. These are small-scale specialized courses which expand the scope of studies, are evaluated with ECTS credits and their participants obtain an electronic certificate upon completion. → SDG 4

Masaryk Junior University (MjUNI) continued its activities for the eighth consecutive year. 250 pupils and students aged 9–18 were given the unique opportunity to try out the role of a university student for real. MjUNI students could attend all MU faculties and several other workplaces on eight Saturdays when a diverse programme was prepared for them. 18 places were offered to children from economically disadvantaged backgrounds. → SDG 4

The FMed provided its **Junior Academy** to secondary school students, who were offered 51 courses and the **Day with Medicine**, focused on Cardiology and Brain. → SDG 3

The educational platform for children and youth **MjUNION** provided an online course called **Climate Change and its Impacts on our Society**. Its six interactive chapters dealt with the Earth's climate throughout history and with current changes caused by human activities, including possible solutions to slow climate change and adapt to it. The University of the Third Age started a unique cycle of extraordinary lectures, field trips and informal get-togethers with the title **Gentle on the Planet**. → SDG 4, SDG 17

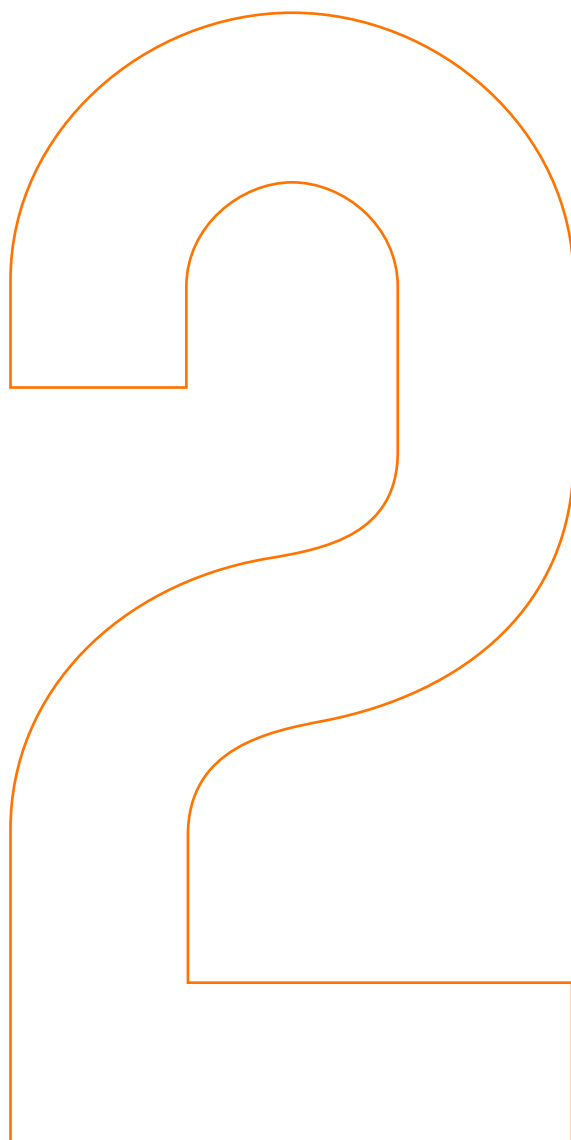
Support for student parents is provided in cooperation with the Faculty of Social Studies, where the **Child Care Centre's** operation was renewed. The Faculty of Education has its own Child Care Centre, where children of students are cared for by *Pre-school Teacher Training* students. The curriculum is based on the Framework Education Programme for Preschool Education and is also inspired by Montessori pedagogy. → SDG 5

Parents on parental leave are allowed to study under special conditions in accordance with the Higher Education Act, which introduced the concept of **recognized parental leave**. Based on the Act, public HE institutions make appropriate arrangements for the period of parental leave. → SDG 5

University students whose family does not reach the defined minimum income are entitled to a **bursary** in accordance with the Higher Education Act. Masaryk University supports its students beyond the mentioned statutory obligation, among others by means of a **scholarship programme to support students in a difficult life situation**. Its purpose is to help students who find themselves in a particularly difficult situation through no fault of their own. This bursary is defined by the Rector's Measure and is always awarded for the period of one semester. Individual faculties have their own aid schemes. For example, the Faculty of Science lends computers to socially disadvantaged students, and the Faculty of Arts has a scholarship programme to avert a difficult life situation. → SDG 4

The **MU Student Advisory Centre** provides free psychological counselling to Masaryk University students in the form of individual consultations in Czech, English and Ukrainian. The centre provided a **record 3,894 psychological consultations** in 2023. The web directory called **We're All Ears** was updated for easier navigation by students. → SDG 3

Research and Doctoral Studies





The main goal of the international **CREATIC** (Central European Advanced Therapy and Immunology Centre) project, launched in 2023, is **to research, develop and manufacture medicines for patients for whom there is currently no medical solution**. The Faculty of Medicine won the prestigious European grant of 15 million EUR from the research and innovation programme Teaming Horizon Europe. The CREATIC project is led by the head of the Department of Pharmacology FMed MU Regina Demlová. Her team has focused on developing drugs for butterfly skin disease and rare cancers affecting mainly children. → [SDG 3](#)

The Faculty of Medicine MU established a spin-off MilkyWay be well s.r.o., which developed the online software **MyWay analytix®**. It is a **self-diagnostic tool for prevention and management in the area of mental health**. One of the co-founders of the company is Miroslav Světlák, Head of the Department of Medical Psychology and Psychosomatics FMed MU. → [SDG 3](#), [SDG 9](#)

Marek Mráz's team was granted a **US patent** for the use of GAB1 inhibitors in the **treatment of haematological malignancies**. This achievement follows more than a decade of study of the GAB1 protein and its role in the biology of B-cell malignancies, in particular **chronic lymphocytic leukemia**. The collaboration of the research team with Kamil Paruch, an experienced medicinal chemist at MU, and with clinicians at the Department of Internal Medicine, Hematology and Oncology of the Brno University Hospital is crucial. → [SDG 3](#)

One of the significant achievements of the multidisciplinary team of scientists from MU was a shift in solving the **prevention and treatment of Alzheimer's disease**, which is the most common cause of dementia and gradually leads to the patient's daily dependence on the help of another person. The team of 23 scientists from the Faculty of Science and Faculty of Medicine of MU, the International Clinical Research Centre and Masaryk Memorial Cancer Institute discovered the molecular basis of the undesirable accumulation of apolipoprotein E, which plays a key role in the development of the disease, and at the same time showed how ApoE accumulation can be suppressed by a potential drug. → [SDG 3](#)

The first ERC Proof-of-Concept Grant for the Faculty of Medicine was won by Adam Williamson, who is developing a revolutionary device for the treatment of **obstructive sleep apnoea** at the International Clinical Research Centre. → [SDG 3](#)

The **Health Economics, Policy and Innovation Institute** (HEPII) was established at the Faculty of Economics and Administration MU to coordinate cutting-edge research and teaching in health economics, health policy and innovation from basic research to clinical practice in collaboration with key health institutions. The institute's priority topics include the ageing population and the associated increasing demands on the healthcare and social security system, the adoption of new technologies in healthcare, and the quality and accessibility of healthcare in the Czech Republic. Due to the shortage of experts in this field, a new engineer's degree **programme in applied health economics** is in development at the FEA to fill this gap in the public, non-profit, and private sectors. → [SDG 3](#), [SDG 9](#)

The RECETOX team joined the international research project called **BENCHMARKS**, which aims to develop **tools to assess soil health** and find ways to address poor soil condition in the EU. The survey of soil in Brno gardens will be another contribution of RECETOX to **Brno Living Lab**. → [SDG 15](#)

Researchers Martin Marek and Martin Toul of Loschmidt Laboratories and RECETOX described an innovative and sustainable way to design public lighting in the future. Using a model organism, the sea coral *Renilla reniformis*, they clarified how **luciferase**, a luminous enzyme, can be used for **lighting the streets**. → [SDG 7](#)

The project of **Air quality monitoring in small settlements of South Moravia with local heating systems using sensors (AIRSENS)** focused on air quality and its impacts on human health is of major societal importance. The measurements are taken in six villages of South Moravia and two neighbourhoods in Brno. Obtained samples are analysed in the RECETOX accredited laboratories. → [SDG 3](#), [SDG 11](#)

Dominika Tóthová and Vilém Pařil from the Faculty of Economics and Administration MU prepared an **update of the Action Plan for Brno Air Quality Improvement** in 2023. Children from several primary schools helped them measuring air quality by means of personal samplers. The research and updating of the Action Plan is part of the project entitled **Monitoring and Measures to Improve Air Quality in the City of Brno** funded by the Norway Grants and the State Environmental Fund of the Czech Republic. In spring 2023, roundtables were held with representatives of Brno districts, where mayors and councillors had the opportunity to comment on the proposed updates to the Action Plan. → [SDG 11](#), [SDG 17](#)

In early 2023, the **16th Masaryk University scientific expedition to Antarctica** took place, with the aim of studying glaciers, snow cover, permafrost, streams and microorganisms in one of the largest remote areas of the Antarctic Peninsula. At the same time, MU scientists operated the instruments that are permanently stationed at the site. They use the instruments to investigate **changes in environmental conditions** and the requirements of the plants and animals living in this part of Antarctica. The data also allow them to assess **climate change** and its effects on glacier retreat, permafrost thawing and its impact on the continent's coastal ecosystems. All the scientific objectives set by the 23 members of this year's expedition have been achieved. The first part of the expedition worked at the Johann Gregor Mendel Czech Antarctic Station on James Ross Island, while the second group carried out tasks at the technical and logistics base on Nelson Island. → [SDG 13](#)

Brno researchers from the group for Environmental Electron Microscopy of the Institute of Scientific Instruments of the Czech Academy of Sciences in collaboration with Dominik Heger's group from the Department of Chemistry, Faculty of Science MU, and Xin Yang from British Antarctic Survey (Cambridge, UK) elucidated the **mechanism of the formation of salty aerosols from polar ice** that deplete the ozone layer of the Earth's atmosphere. → [SDG 13](#)

The European Space Agency along with the MEYS selected and supported the project of the **first Czech space telescope QUVIK** (Quick Ultra-Violet Kilonovae Surveyor) optimized for the ultraviolet spectrum. Its aim will be to observe neutron star collisions, neutron stars and black holes. The QUVIK operations centre and the research part of the project are managed by a team of astrophysicists led by Norbert Werner from the Department of Theoretical Physics and Astrophysics, Faculty of Science MU. → [SDG 9](#)

In 2023, the **DYSLEX applied research project** was completed, the aim of which was to improve the **diagnosis of dyslexia using eye-tracking measurements** and to modify it into an electronic form using machine learning. The research was carried out by an interdisciplinary research team from Masaryk University, consisting of researchers in the fields of pedagogy, psychology, eye-tracking, machine learning and artificial intelligence, as well as teaching and psychology professionals. The principal investigator is Roman Švaříček from the Department of Educational Sciences, Faculty of Arts MU. → [SDG 10](#)

Students at hundreds of schools in the Czech Republic were screened in 2023 for **cognitive abilities** using the **Invenio** diagnostic system, which provides feedback to schools and parents and **identifies exceptionally gifted students**. The online gaming application created by Šárka Portešová's team from the Faculty of Social Studies MU became the absolute winner of the 2023 Czech Technology Agency (TACR) awards, which is significant recognition in the field of research and innovation. Cooperation in the diagnostics of exceptional talent was developed with educational psychology counselling centres across the country, CERGE-EI research centre, RSJ Foundation and JCMM, z. s. p. o. → [SDG 10](#)

The Department of Social Policy and Social Work FSS MU organized in 2023 several workshops and community meetings as part of two TACR projects: **Parenting behind bars** and **Inclusion support in leisure activities for people with intellectual disability**. → [SDG 10](#)

In 2023, the Centre for Early Medieval Studies at the Department of Art History FA MU successfully completed a four-year project entitled **Migration potential. The contribution of (not only) Russian emigrants to inter-war Europe**, supported by the TACR. The project aimed to study the positive contribution to the construction of Czechoslovakia and Europe brought by Russian emigrants in the inter-war period and to present a balanced view of emigration as a source of cultural, scientific and social enrichment. The outputs of the project, including a documentary film, an animated movie and a panel exhibition, were officially presented to the public at a meeting in the University Cinema Scala. → [SDG 10](#)

In the domain of **Open Science**, the Institute of Computer Science MU as the principal investigator started works on the **EOSC (European Open Science Cloud)** project and helped with the preparation of follow-up projects. This in particular concerns the National Repository Platform project, to be launched in 2024. The goal of this initiative is to promote best practices in

research data management and to ensure the establishment of a common platform for sharing, managing and accessing data and computing resources for research purposes. → [SDG 9](#)

Developers from the Institute of Computer Science MU developed a new **software tool** called **LikPik**, which facilitates the daily work of police investigators in **detecting and proving crime**. The LikPik tool can process and search huge amounts of digital data very quickly and then clearly sort the information. In addition, LikPik automatically corrects and cleans the data and actively helps investigators to describe them, thus streamlining their work. In addition to sorting and analysing data in a reasonable time, the Police of the Czech Republic also appreciates the modularity and openness of the developed tool, which was released under a free license. As an invaluable tool, LikPik will become part of the **police IT infrastructure**. → [SDG 16](#)

Czech Television presented a new series of **five natural history films entitled Behind Nature's Curtain**. The series aimed at the popularization of science, which presented research on bogs, parasites, Carpathian meadows, bats and the secrets of insect mimicry, was created in close cooperation with the Department of Botany and Zoology, Faculty of Science MU. → [SDG 15](#)

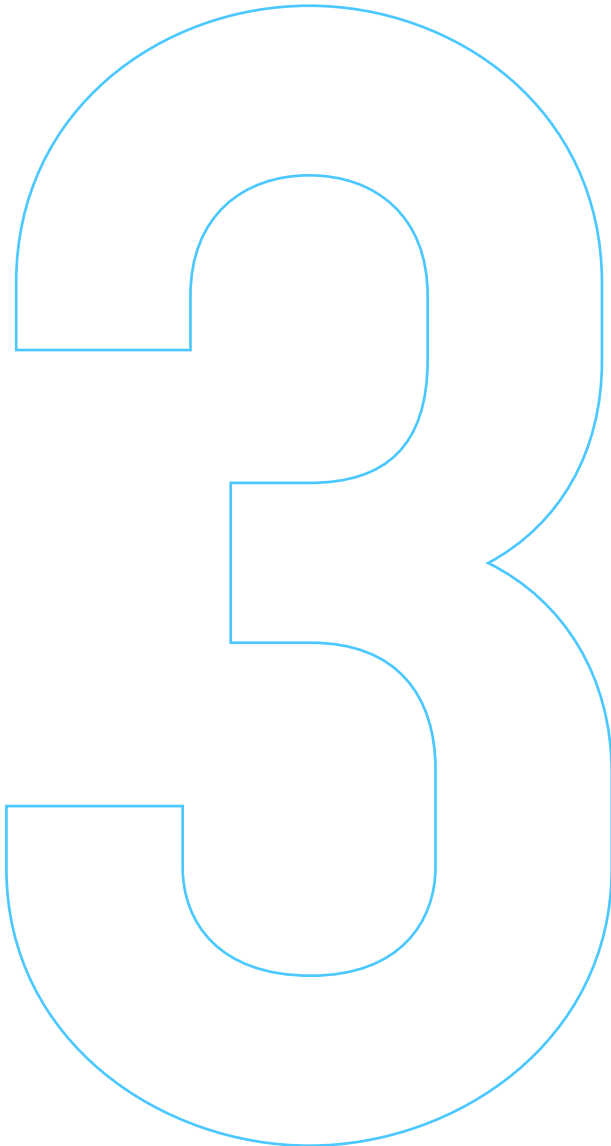
In 2023, the Faculty of Economics and Administration successfully continued in the **DiCiM** project, which works to develop digital solutions supporting circular **economy in businesses**. The project is funded by Horizon Europe and involves, among others, several key partners from the application sector. → [SDG 9](#), [SDG 12](#)

The Faculty of Science MU in 2023 cooperated with Brno Public Transport Authority on the **identification of obstacles in public transport** faced by people with sensory disabilities. → [SDG 10](#)

At the end of June 2023, the Faculty of Economics and Administration MU hosted a conference entitled **Green Future: Science and the City**, which presented findings of research on the quality of air and the behaviour of people with regard to the use of transport. Representatives of the Environmental Department of Brno Municipal Authority, Czech Hydrometeorological Institute and Transport Research Centre were also present. → [SDG 11](#), [SDG 17](#)

The Public Administration Institute of the Faculty of Economics and Administration co-organized the **Inter-municipal Cooperation Conference 2023**, which brought together representatives of municipalities and the professional public, central government institutions and experts from academia and business. The first year of the conference on **Effective Management of Public Assets** was held under the auspices of the institute in early September 2023. The topic was the (mal)functioning of internal control systems in public administration bodies, their specifics, related research and analyses as well as good and bad practice in this area. → [SDG 16](#)

Internal Culture and Social Contribution Activities





Thanks to the Teiresiás Centre, MU collections have **1,805 Braille books**; the total number of adapted titles accessible electronically including hybrid books is 8,174. The volume of materials accessible in this way increased by 20 thousand standard pages in 2023. These library holdings are also accessible to students with special needs enrolled in other HE institutions thanks to the Daleth catalogue, developed by the Teiresiás Centre. The centre also has its own **publishing house for tactile literature**, including tactile graphics and maps, and a video studio for recording documents in Czech sign language. → SDG 4

The University Centre Telč hosted the **International Camp on Communication and Computers (ICC)** for partially sighted and blind students, attended by more than 50 participants from 13 countries. Here, they were able to learn about the latest information technology and special equipment that can facilitate their studies. → SDG 10

The Teiresiás Centre for Students with Special Needs helped with the **development of inclusive university education in Nepal, Sri Lanka and West Balkans** as part of project collaboration. University employees from these and other countries participated in the *MU Staff Training Week*. → SDG 4

The Faculty of Education MU is an investigator of a project called **Capacity Enhancement of Pedagogical Universities in Ukraine**. The project aims to assist ten Ukrainian universities in internationalizing and effectively preparing future educators to support their efforts in Ukraine's post-war reconstruction. → SDG 4

The Department of Geography FSci MU hosted the traditional **Mapathon**, where volunteers mapped various locations lacking more detailed maps, based on available satellite imagery. Such mapping is important for the purposes of humanitarian aid. A total of 42 mappers and organizers took part in the mapping of the town of Magaria in Niger for **Doctors Without Borders** in order to intervene against malaria-spreading mosquitoes. → SDG 3

The student non-profit organization **Mise naděje** (*Mission of Hope*), which has been working at MU since 2013, in cooperation with the Faculty of Medicine organized the **recruitment of bone marrow donors** among MU students and staff. About 900 young people have registered as donors over the years. *Mise naděje* also helps in **children's homes and hospitals**, supports people with autism, the seriously ill and the elderly. The association, whose members are mostly students, offers meaningful leisure time with like-minded people, as well as the opportunity to get practical education, for example in a course focused on volunteering. → SDG 3

The Faculty of Sports Studies MU organized the **Regional Games of the Czech Special Olympics Movement for Persons with Mental Disabilities**. About 200 athletes competed in a wide spectrum of disciplines. The faculty fosters long-term cooperation with Emilova sportovní, z.s. association: in June, FSpS teachers co-organized **Emil Open** – the European Youth Games for the Disabled. On the occasion of the International Volunteer Day, which is held on 5 December, the FUKS student association in cooperation with Liga vozíčkářů (Wheelchair League) organized the **Christmas charity café**. → SDG 3, SDG 10

In 2023, the Faculty of Medicine MU expanded its portfolio of events and projects with a societal impact where the Brno Municipal Authority and patient organizations participated. In addition to traditional events such as the **Brno Prevention Days, Brno Days for Health** or **Etika on Run**, it was also involved for the first time in the **Day of the Blind** or of the **Safe RUN** fundraising event. Other events, such as the **Nursing Conference** and the **Hospice Run**, were organized in cooperation with Masaryk Memorial Cancer Institute and university hospitals. → SDG 3

Dentistry students under the auspices of Czech Dental Students Association organized the 16th year of an event called **Healthy Brno has healthy teeth**, aimed at oral hygiene education. FMed psychologists published an online series focused on **effective communication between the patient and the doctor**. An information leaflet **Before I Go to the Doctor** was created and copies were distributed to doctors' waiting rooms. The campaign was covered by the public media. → SDG 3

As part of the UNIS project, which helps promising athletes combine their studies with preparation for and participation in competitions, the **University Sports Day** was held in September for students of secondary schools and universities. The Faculty of Sports Studies prepared the demonstrations of various sports disciplines, workshops, **lectures on healthy lifestyle** and the possibility to have the body composition measured. The event was joined by top Czech athletes. → SDG 3, SDG 4

The Department of Special and Inclusive Education of the FEdu launched a unique project, the **Evening School** as a lifelong learning for **people with intellectual disabilities**. This form of education is offered to the clients of Společnost pro podporu lidí s mentálním postižením v ČR, z. s. and is a unique opportunity for FEdu students to pass practical training. → SDG 4

The tutoring project for children aged 10 to 14 called **Klubík** focused on children from socially disadvantaged backgrounds as well as foreigners' kids continued into 2023. It was joined by nearly 50 pupils. The faculty organized two runs of the **summer tutoring school for children from socially disadvantaged backgrounds**. → SDG 4

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The Academic Senate's Student Chamber in cooperation with the Faculty of Economics and Administration MU held the **Christmas Kindness Day**, a fundraising event for the support of Vesna, an association providing aid to Czech and Ukrainian **families in need**. The event included a bake sale and a collection of clothes, shoes and personal care products. → [SDG 1](#)

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The Faculty of Informatics MU held two webinars in 2023 on the topic of the growing role of **diversity in IT**. In addition, a gallery of "**IT women**" working at FI MU was compiled and published, available at <https://www.fi.muni.cz/staff/gender-equality/women-in-it/>. Selected students and teachers periodically engage in the popularization of IT among girls in cooperation with Czechitas, an NGO. In 2023, this included two one-week cycles of the **IT Summer School for high school girls** in Brno and Prague. → [SDG 5](#)

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A university-wide competition called the **ComMUNity Fund** supported **11 student projects addressing sustainability** topics at the beginning of 2023. The projects obtained nearly 2 million CZK in total. All the projects had to contain an element of cooperation between students and employees on the given project and transferability of the solutions within and outside the university. → [SDG 17](#)

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In 2023, Masaryk University joined for the first time the **European Sustainable Development Week**, a pan-European festival of events promoting sustainable development. Accompanying events were held from 18 September to 8 October and were joined by the faculties and individual units of MU. University canteens offered a wider range of vegetarian and vegan meals and launched an information campaign called *Five commandments for sustainable consumption*. Several swaps of clothing and books were held. Other interesting events included the presentation of the revitalized sports ground at Veslařská street, an exhibition commemorating 40 years of RECETOX, lectures by Jiří Marek and Martin Dvořák from the Institute of Computer Science entitled: *How can sustainability in digitization save time and money?* and *How to use data for excellent university work?* → [SDG 12](#), [SDG 17](#)

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Staff of the Faculty of Economics and Administration MU could make use of discounts on shared cars or rental of sports equipment as part of employee benefits in 2023; the faculty also pays the entry fee for its employees in the **Bike to Work** initiative. → [SDG 11](#), [SDG 12](#)

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The **Inclusive Culture Festival** was held thanks to the efforts of the FEdu Department of Special and Inclusive Education at the beginning of September 2023. The project gets funding from the ComMUNity Fund. The festival, aimed at the general as well as the academic public, included workshops called ArtDílňy, exhibitions and a debate. → [SDG 10](#)

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Students of the Department of Art FEdu under the guidance of teachers and lecturers organized the annual **Brno Art Week** festival and prepared various programmes for adults, children and school classes at several institutions. → [SDG 11](#)

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The Faculty of Arts in cooperation with ADRA organized an exhibition of documentary photographs and comic art addressing volunteering, entitled **1,140: Hours Between Closeness and Indifference**. The event also presented the results of a comic art competition with the topic of Sustainable Development Goals. → [SDG 17](#)

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In October, the annual **EKOFILM environmental world film festival** was held, with Water as this year's theme. The films were screened at the Art Cinema, CinemaCity and the Faculty of Social Studies MU, which traditionally contributes to the organization of the festival. → [SDG 14](#)

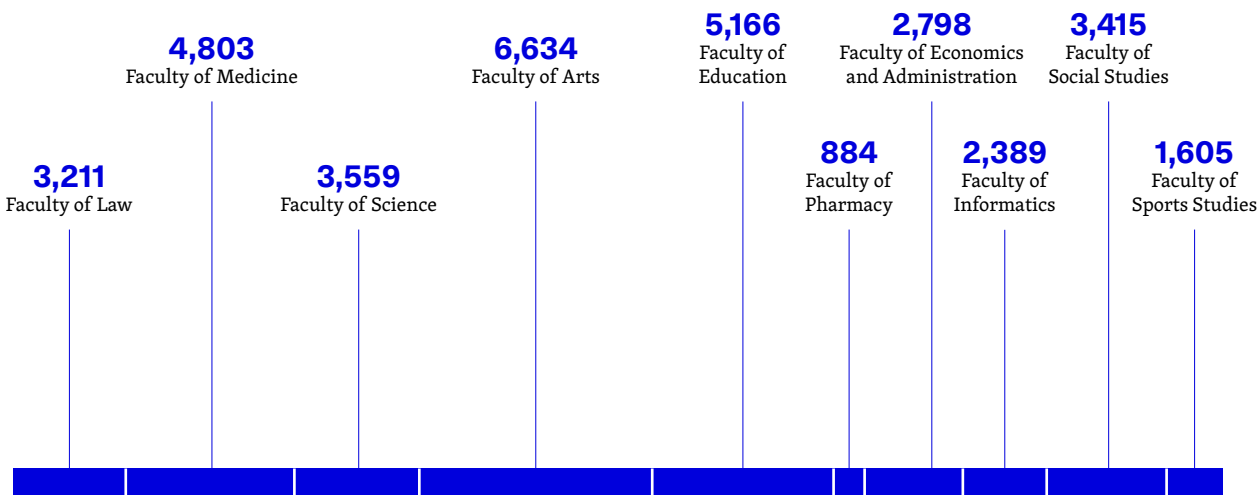
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The academic staff of the Department of Social Policy and Social Work FSS are members of coordinating and working groups where they **work with political representation** at local, regional and national levels on **social policy** issues. These include, for example, the Coordination Group for Social Service Planning of Brno Municipal Authority, the Working Group for Community Planning of Social Services in the South Moravian Region or the Social Work Working Group of Czech Ministry of Labour and Social Affairs. → [SDG 1](#)

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The **MUNISS** inter-university student competition, whose participants had been involved in the **development of Brno** for over ten years, continued in 2023. The main organizer is the Faculty of Economics and Administration MU, the competition is financially supported by the City of Brno. The 2023 winning project aims at the improvement of the Technology Park. → [SDG 11](#)

Number of students at MU faculties in 2023



Catering at MU

A total of **305,420** meals were served in MU canteens, **81%** of which to students

Lifelong Learning at MU

767 lifelong learning courses delivered, including **60** U3A courses and **2** microcredentials courses

17,336 participants enrolled in LLL courses in 2023, including **3,524** U3A participants

Scholarships of selected types granted to MU students

21,058 students receiving accommodation scholarships in 2023

174 students receiving a scholarship on the grounds of a difficult life situation

231 foreign students with financial support to study in the Czech Republic of which **28** students from developing countries and countries undergoing social and economic transition

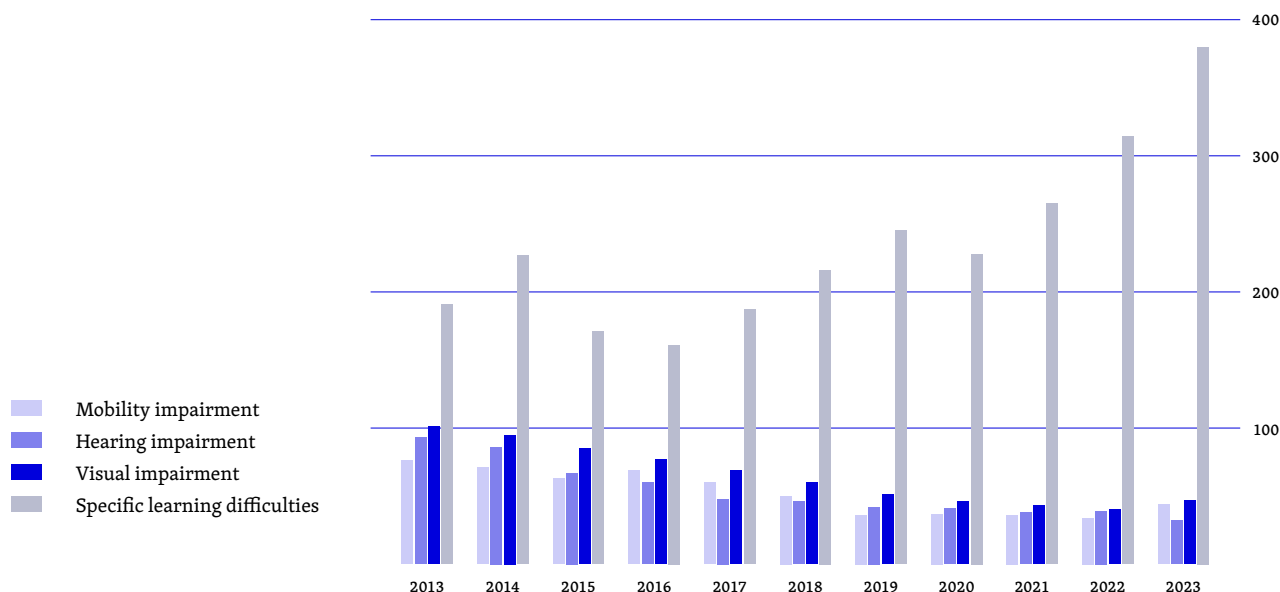
Associations and clubs at MU

52 associations and **15** clubs registered at MU in 2023

32 university-wide associations/clubs

35 faculty associations/clubs

Number of students with special needs in the years 2013–2023



Selected activities to promote sustainability

2,180 courses offered with a significant link to sustainable development

11 student-employee sustainability projects supported by the **ComMUNity Fund** with a total amount of **CZK 1.9 million**

MU coordinated a **joint project of 25 public HEIs** addressing the path towards the sustainability standard for universities

University is a member of the **Association of Social Responsibility** and the **CSR Stakeholder Platform**

Volunteering through MUNI HELPS centre

8 cooperating organizations

195 requests for assistance granted

Klubík – tutoring of socially disadvantaged children

48 children, **37** volunteers, **3,700** lessons taught

Tutoring Summer School

53 children, **40** volunteers, **3,200** lessons taught

The position of MU in international sustainability rankings in 2023

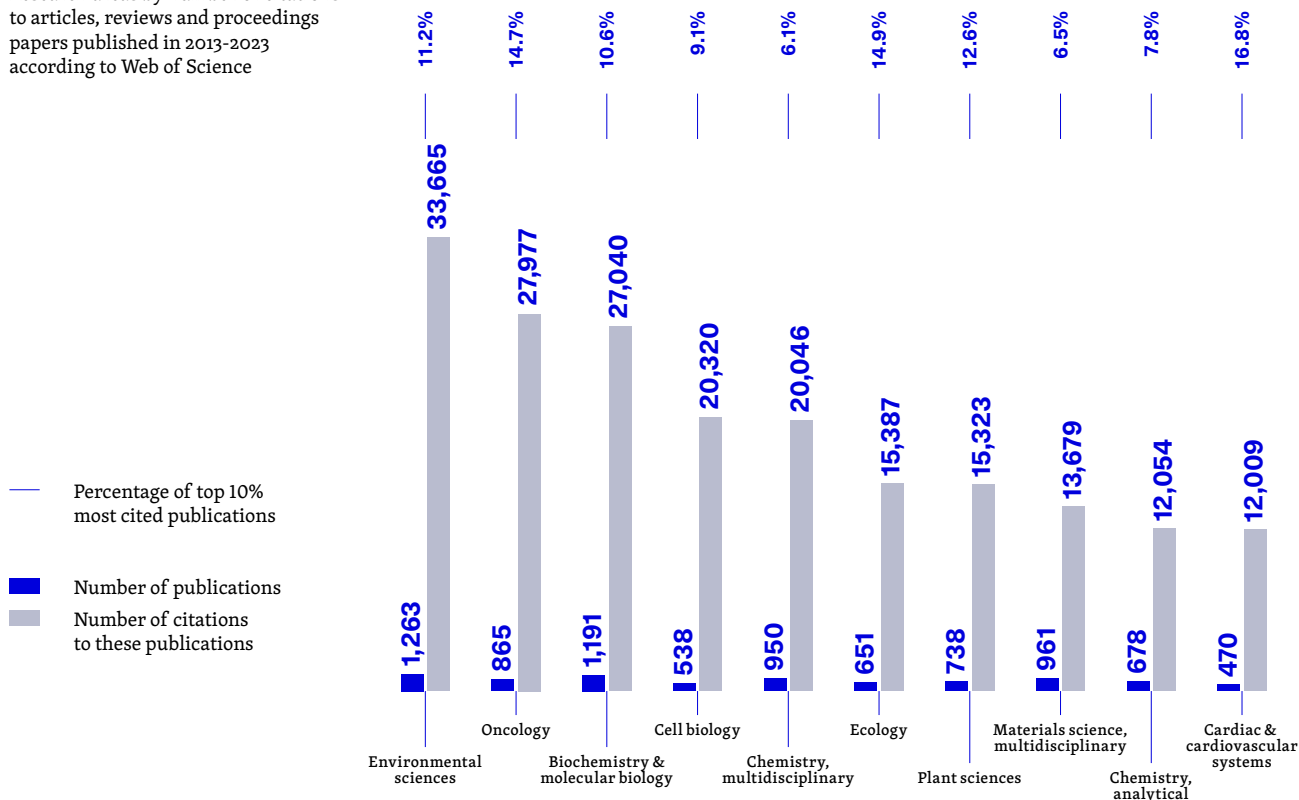
119th
place in **UI GreenMetric**

161st
place in **QS Sustainability Rankings**

401st–600th
in **THE Impact**

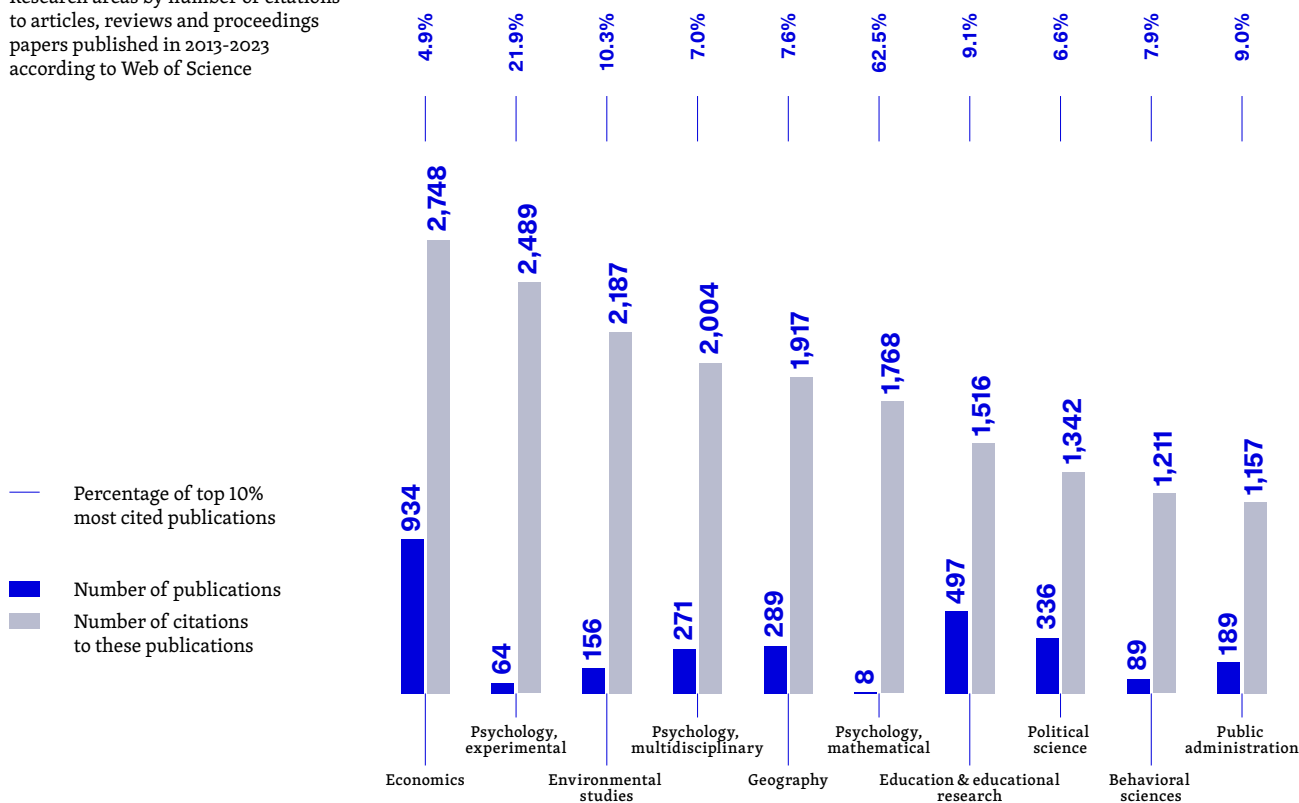
Top 10 STEM research areas at MU

Research areas by number of citations to articles, reviews and proceedings papers published in 2013-2023 according to Web of Science



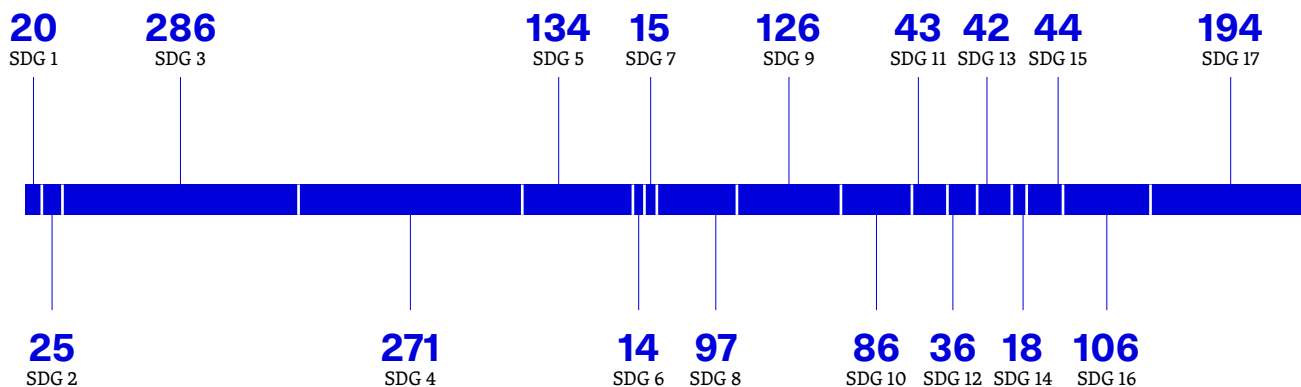
Top 10 SSH research areas at MU

Research areas by number of citations to articles, reviews and proceedings papers published in 2013-2023 according to Web of Science



Links of ongoing research projects to the UN Sustainable Development Goals

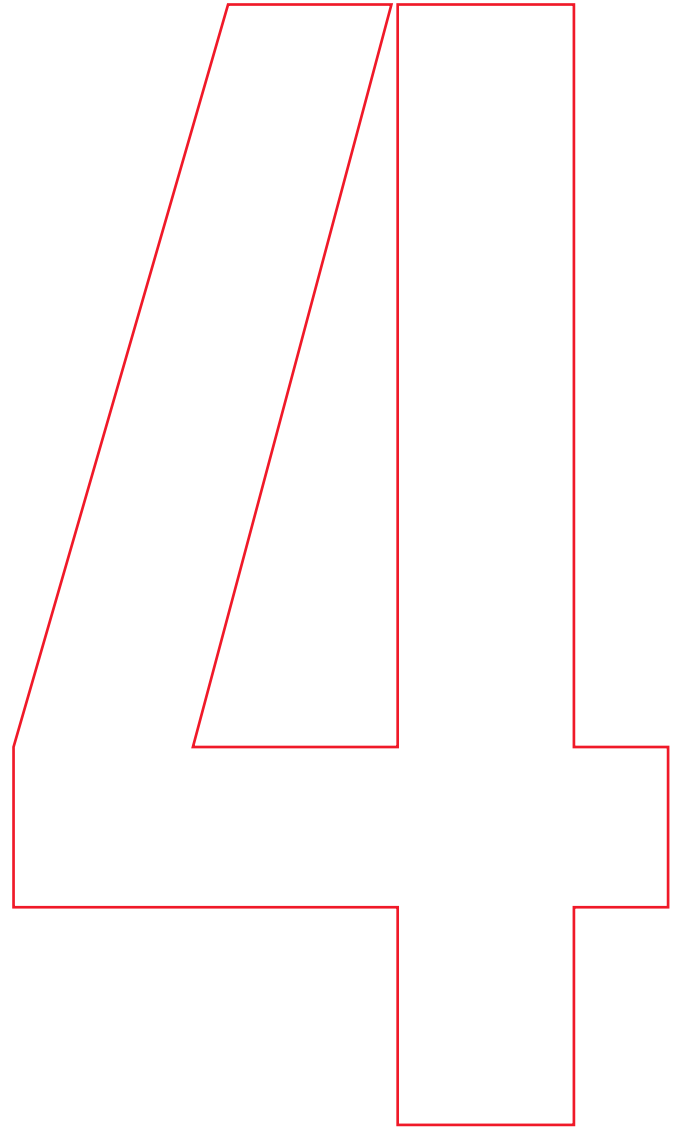
Research projects carried out at MU
since 2020 as of 31st December 2023



International research cooperation of MU by citations to joint publications

	Joint publications indexed in WoS	Citations to joint publications
University of California System	340	32,506
Centre National de la Recherche Scientifique (CNRS)	560	28,366
Helmholtz Association	392	27,182
Swiss Federal Institutes of Technology Domain	471	26,560
University of London	419	25,237
Ruprecht Karls University Heidelberg	214	24,781
Université Paris Cité	359	23,995
Harvard University	287	23,348
University of Toronto	182	23,135
KU Leuven	279	22,895

Personnel Management and Employee Development





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Since April 2023, the protection of students' and employees' rights and the adoption of measures against harassment, inappropriate behaviour and gender-based violence has been the responsibility of the first-ever **Masaryk University ombuds**. Eva Janovičová, a lawyer who had been working at the Bar for 14 years, was appointed to this role. Her responsibilities include the receipt, registration and processing of submissions concerning the protection of rights at the university. She also leads mediation and gives assistance and advice to both parties of the conflict. In addition to resolving crisis situations, she takes care of the prevention and awareness-raising in this area. → [SDG 5](#), [SDG 8](#), [SDG 16](#)

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The university approved and published a new **Code of Ethics** for employees and students. The code is a declaration of moral values and general ethical principles relevant to the academic environment to which Masaryk University and its community adhere. In addition to freedom, responsibility and moral integrity, it calls for mutual respect, including support and inclusion of minority groups (based on ethnicity, religion, age, sex, gender identity, sexual orientation, political beliefs or disability). → [SDG 16](#)

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In 2023, the Faculty of Law academics expanded the ranks of **constitutional judges**. On 4 August 2023, Kateřina Ronovská, Head of the Department of Civil Law, was appointed by President Petr Pavel as a new judge and Vice President of the Constitutional Court. Jan Svatoň, who works at the Department of Constitutional Law and Political Science, was appointed a new Constitutional Court judge on 15 February 2023. → [SDG 16](#)

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The cooperation between the MU Rights Protection Office and Charles University's ombuds led to the design of a **course on social safety for university employees**. This course is one of the preventive tool examples. The office established a review committee for sexual harassment cases at MU and incorporated the outcomes into the investigation procedures. → [SDG 5](#), [SDG 8](#), [SDG 16](#)

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2023 was the second year of implementation of the **Gender Equality Plan** for 2022–2024 (GEP MU) in all of its eight areas. The gender dimension and equal opportunities have been embedded in new and updated internal regulations. MU has its own methodology of collecting gender-disaggregated data. A GEP working group was formed of representatives of the university constituent parts, RMU offices and other MU units. → [SDG 5](#)

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In 2023, the university implemented the latest substantial amendment to the Labour Code and focused on employee **work-life balance**. The possibilities of **flexible workloads** were expanded and a contribution towards **nursery and kindergarten fees** was enacted. The employees can now choose whether to make use of a contribution from the social fund toward supplementary pension insurance or complementary pension savings, or the nursery and kindergarten fees, which aims to support parents returning to work. The possibilities of childcare in playgroups, nurseries and kindergartens were also expanded. → [SDG 8](#)

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Masaryk University financially supports the return of scientists to research after parental leave. The internal competition called **Career Restart** of the Grant Agency of MU promotes research projects where a key role in the project team is played by a specialist on parental leave or those currently returning from parental leave. The aid was awarded to 12 such projects in 2023. → [SDG 5](#)

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Masaryk University continued in providing an equal and correct approach during recruitment and selection of staff through the implementation methodologies for the **MU Selection Procedure Regulations** and training of gender-balanced selection committees via e-learning. The theme of ethics was included into the onboarding process for new employees at all constituent parts. → [SDG 5](#), [SDG 8](#)

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After two years of obtaining the **HR Award** and based on the results of action plan fulfilment, eight faculties and the Institute of Computer Science went through interim evaluation and achieved the extension of the award for another three years. Revised action plan activities will be carried out during this time. The Faculty of Science MU and CEITEC MU, which completed the process in 2021, continued to implement their revised action plans and prepared for the evaluation to renew the award in 2024. The FPharm continued to implement its revised action plan in the second year after the award was granted. → [SDG 8](#)

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The anonymous university-wide **course opinion poll**, which focused on individual courses and their teachers, was supplemented with an important question on whether the **teacher always communicated and acted with respect to students**. The respondents express the degree in which they agree or disagree with the statement. The results of the survey are available to the head of the unit, faculty/university management and the ombuds, among others. → [SDG 4](#), [SDG 8](#)

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A question from the course opinion poll regarding disrespectful behaviour of the teacher was integrated into the **evaluation of academics** in 2023. Discussions were held on strengthening qualitative indicators in the area of teaching competencies and research. The **Programme for HR Policy Support** continued to be implemented including support for employing Ukrainian colleagues. → [SDG 8](#), [SDG 10](#)

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Masaryk University started to provide **psychological counselling to its employees** in Czech, English and Ukrainian in 2023. People who have found themselves in a difficult situation can use up to three sessions free of charge. The most frequently addressed issues are persistent negative feelings, for example stress, panic, feeling of exhaustion, difficulty concentrating or problems with relationships. There is no restriction to the topics that employees can discuss with the counsellors. All the consultations are individual, in person or online and are provided by psychologists and therapists from the MU Student Advisory Centre. → [SDG 3](#), [SDG 8](#)

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All members of the academic community can take a new e-course available via the Information System of MU, entitled **Preventive care for mental health and psychological hygiene**. The aim of this course is to provide basic knowledge and practical skills for mental health care, building mental resilience and preventing psychological stress and burnout. A wide range of courses in the area of mental health was also offered by the Competence Development Centre in 2023. → [SDG 3](#)
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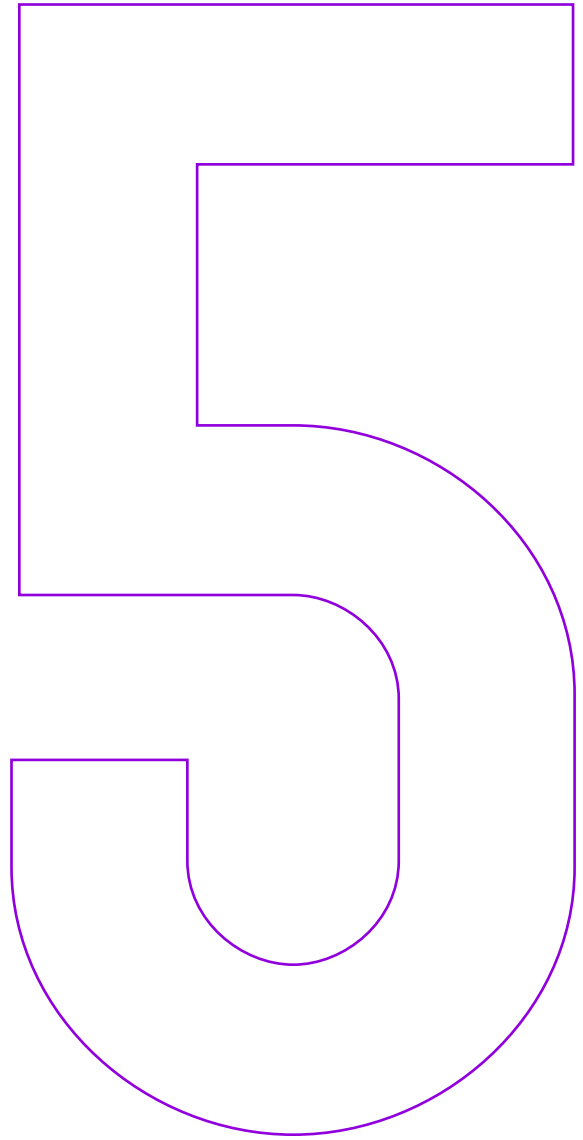
The Competence Development Centre (CERPEK) in cooperation with the MU Student Advisory Centre and the ombuds prepared a series of workshops on sexual harassment prevention called **Respect at Universities**, two of which were delivered in English. A seminar **Gender in education interactively** focused on the creation of an inclusive and gender-sensitive learning environment. Another initiative was **Prevention of gender-based violence**, training designed and pilot-tested by the Faculty of Education MU. → [SDG 5](#)
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Masaryk University created a **network of contact persons** who provide counselling to victims, witnesses and those accused of sexual harassment. All the contact persons received tailor-made training from the Konsent association and are also familiar with the process of dealing with such cases at MU. Those who wish to serve as a new contact are trained by the MU Student Advisory Centre. These persons provide information about the ways of resolution and assistance both within and outside the university. → [SDG 5](#)

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International employees at MU are taken care of by the **Welcome Office** (WO), working under the MU Centre for International Cooperation. The WO staff provided relocation and integration services to more than 500 employees from abroad. The office started to design a communication strategy towards international staff members as well as to streamline the cooperation with the faculties' HR departments and other units of the university. A community of more than 50 HR professionals was established, involved in two successful seminars. An information page dedicated to international employees, which has become one of the main sources of information, was created on the MU Employee Portal. → [SDG 8](#), [SDG 10](#)
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The university employed 96 people with **disabilities** in 2023, including five people who are blind or have a severe visual impairment, nine who are deaf or have a severe hearing impairment, and four wheelchair users. These employees could use the **Teiresiás Centre** to the same extent as students (advising, library collections and services, transcription, interpretation from/into sign language, monitoring of physical accessibility, special sports equipment rental). → [SDG 8](#), [SDG 10](#)

Information Systems and IT Support





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The **KYPO Cyber Range Platform**, which offers an environment for training students and professionals, celebrated ten years since its establishment in 2023. Thanks to the platform, the critical shortage of cybersecurity experts is mitigated. KYPO Cyber Range Platform is also used as a training platform by a whole range of organizations, forming a community that shares knowledge in the field of cybersecurity. In addition to the expansion of this community, further development of the CERIT-operated platform is directed toward other EU countries. → [SDG 16](#)

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Since January 2023, Masaryk University has been a coordinator of a project entitled **Cyber-security Excellence Hub in Estonia and South Moravia (CHES)**, which gained funding from Excellence Hubs, a new scheme under Horizon Europe. Thanks to the cooperation of cybersecurity expert teams from the South Moravian Region and Estonia, this project will create a top-notch cybersecurity scientific centre. The project should support the European Union's secure transition to a digital society. Special attention will be paid to security certification, software trustworthiness verification, the "Internet of Things", blockchain, post-quantum cryptography and the human factor in cybersecurity. → [SDG 16](#)

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In 2023, Masaryk University started cooperation with international institutions as part of the **ResilMesh** project, supported by Horizon Europe and coordinated by the Software Research Institute at the Technological University of the Shannon. The ResilMesh consortium consists of 11 leaders in cybersecurity and artificial intelligence (7 academic institutions and 4 industry partners) and 3 critical infrastructure operators. The goal of the project is to develop a toolkit for increasing the resilience of digital infrastructure. → [SDG 9](#)

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The Institute of Computer Science started to implement the **SOCCER** project, co-funded by the Digital Europe Programme of the EU. The project will interconnect nine partners from five CEE countries and will be coordinated by the AGH University in Poland. It will focus on Security Operations Centres (SOC). The aim is to improve the cybersecurity capacity of European universities and contribute to stronger protection of sensitive data and research results. → [SDG 16](#), [SDG 17](#)

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MU is a founding member of the **CyberSecurity Hub, z. ú.**, which continued to develop its activities as a professional and innovation partner in the field of cybersecurity for the private and public sectors. It implemented the activities of one of the **European Digital Innovation Hubs** thanks to the Digital Europe programme and the National Recovery Plan (NRP). The primary focus of the Brno hub is cyber and information security. In cooperation with the National Cyber and Information Security Agency, the CyberSecurity Hub obtained funding for the National Coordination Centre within the newly established **European Cybersecurity Competence Centre** network with headquarters in Bucharest. → [SDG 9](#), [SDG 16](#)

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Masaryk University is a coordinator of the MEYS project called **CRPKyber**. The project has been running since 2021 and all the 26 public HE institutions in the Czech Republic have been involved. One of the project objectives is effectively preventing and resisting cyber attacks. Another important objective of the project is the implementation of conditions set by the new legal regulation at the European and national level. → [SDG 16](#)

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As part of the CERIT infrastructure of the Faculty of Informatics MU, new capacities were added to the **CYBER CAMPUS CZ**, which is gradually gaining ground as an important national geographic space for addressing the challenges of a resilient digital society. New premises for **CERIT SCIENCE PARK II** were finished and opened in broader cooperation with MU. These are more than 20,000 m² of state-of-the-art facilities enabling the integration of private business, scientific research and innovation. → [SDG 9](#)

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During the year, the Institute of Computer Science worked to strengthen its activities in cybersecurity. It significantly shifted from reactive incident handling to proactive user education, setting and enforcing rules to improve the security of IT infrastructure services. New **phishing tests** were prepared and implemented at seven constituent parts of the university. Based on the results obtained, preparations were then initiated for new education as well as tools to help users not to succumb to such attacks. A new **online cybersecurity training course** was also prepared, which will be made available to users in 2024 and will be mandatory with regard to the requirements of the Cybersecurity Act. → [SDG 16](#)

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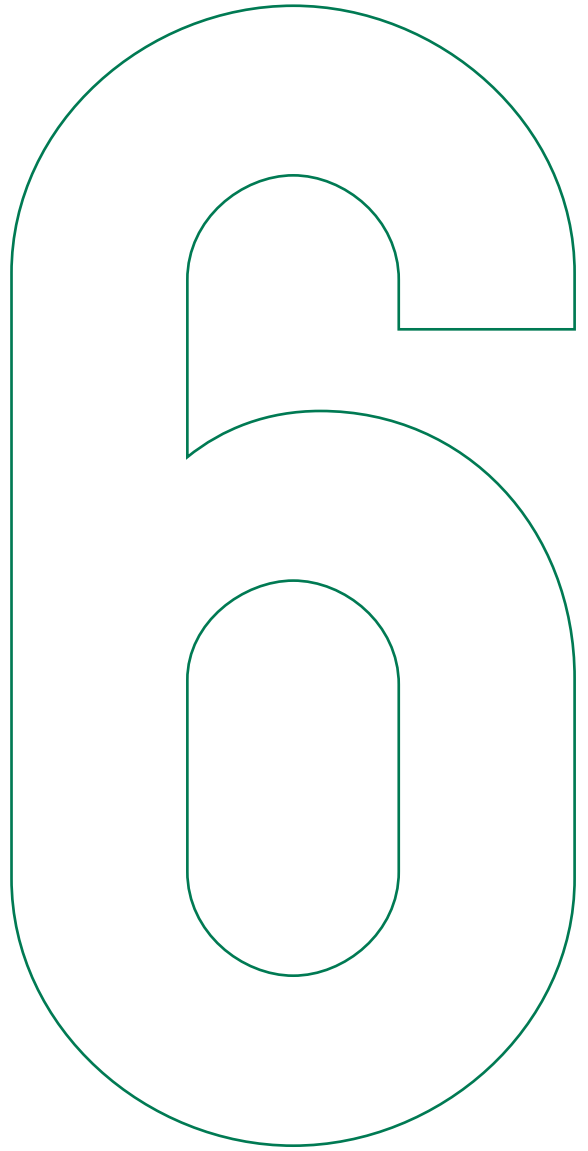
In 2023, the development of the **Information System of MU** focused on the **digitization of study, teaching and other tasks**. In the admissions procedure, modifications were made to the evaluation of, application to and registration for the Learning Potential Tests. In the teaching-related agenda, new functions were added to the applications of Attendance, Letters of excuse, Examination dates, Group email or Recording lectures. In studies administration, the automated process of enrolment in courses, seminar groups and final state examinations has been innovated. → [SDG 12](#)

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In 2023, developments in the records management processes in the **IS MU Document Office** included their connection to a new interface for the authorized conversion of electronic documents into documentary form, the implementation of a register of names, or connection to the Citizen Register of the Czech Republic. In this context, **connection via the Citizen's Identity** brought new advantages for the authentication of an applicant outside MU or the authorization of a digital act. Support for the scanning of student files continued. The Document Office now also enables **USB smart card** signing. In 2023, 190,371 electronic documents in 2,948 agendas were signed in the IS and 3,895 contracts were inserted in the Internal Register of Contracts. → [SDG 12](#)



Institutional Management and Infrastructure





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In 2023, MU made **sustainability an explicit item on its management agenda** for the first time in history. It falls within the responsibility of Vice-rector for Personnel Policy, Lifelong Learning and Sustainability, held by Monika Jandová from the Faculty of Economics and Administration MU, where she had been the Vice-dean for Internationalization until 2020. She set the vision of sustainable development as an active contribution of the university to the resolution of global challenges, where students and research teams will play a crucial role. → SDG 16

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At the start of 2023, the **MU Responsible Public Procurement Strategy for 2023–2028** was approved, and related workshops and training sessions for public procurement managers have taken place. The earlier activities reflecting responsible purchasing at MU continued. This included strict demand for fair working conditions for suppliers' employees and timely payments to subcontractors. → SDG 12

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MU Strategy for sustainable waste management and prevention of waste production 2023–2028 was approved last year. A documentation for a uniform visual style for sorting specific types of waste was prepared, and a dedicated *Waste and Recycling* section on the *sustain.muni.cz* sustainability website was added. MU generated 1,014 t of waste in 2023, including 39 t of plastics, 64 t of paper and cardboard and 159 t of biodegradable matter and oil. Compared to 2019, MU reduced the amount of mixed municipal waste by 39 t, and 19 t year-on-year. → SDG 12

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During 2023, the promotion of the **Ten principles for responsible energy management** continued to motivate staff and students to save electricity, water and gas. In the first half of the year, an evaluation of the related **#MUNISAVES initiative** for the 2022/2023 heating season was performed. The comparison of data for the relevant heating seasons showed a reduction in the consumption of drinking water, heat, gas and electricity at MU by up to tens of percent. Therefore, the successful campaign continues into the heating season of 2023/2024. → SDG 12

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In 2023, MU launched comprehensive **monitoring of the carbon footprint** of its activities as one of the first HE institutions in the Czech Republic. The calculation of MU's carbon footprint was carried out in accordance with the GHG Protocol international standard. In 2023, MU's carbon footprint was approx. 41 thousand tonnes of CO₂ equivalent. The largest share of Masaryk University's carbon footprint (almost 80%) is accounted for by energy consumption, mainly electricity (66%), natural gas and heat. Employee travels (business and commuting) also make up a significant share. One of the direct inputs for quantifying MU's carbon footprint was the results of the employee mobility survey and travel authorization assessment. The outputs obtained from the carbon footprint monitoring will serve as a basis for the preparation of the **Sustainable Mobility Strategy** and the implementation of the **Mobility Code**. → SDG 13

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Following UNILEAD I, the **UNILEAD II** project was implemented in 2023 to further develop MU's sustainability engagement. The cooperation between Czech HE institutions in sustainable development was successfully coordinated during the two-year period. The project addressed the issues of institutional management, divided into five main areas (catering; waste; water and biodiversity; mobility; construction, energy management and sustainable IT) with three horizontal themes (marketing, responsible purchasing, and strategy). The output of the project is a set of rules, procedures and checklists to be respected when developing sustainability sub-strategies. → SDG 17

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The **photovoltaic power station** located on the FEdu's roof has the total annual capacity of 40 MWh, and generated 28,796 kWh of low-carbon electricity in 2023. New PV power stations are planned to be installed at the FA, FEA and other economic units. All new buildings and selected renovations have been designed to be energy efficient, including the use of PV, heat pumps, waste heat recovery, green roofs, rainwater retention and grey water management. → SDG 7, SDG 9

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A study on the use of rainwater and the installation of retention tanks was prepared for the Faculty of Education MU. A pilot **underground rainwater retention tank** was built on the University Campus Bohunice in 2023. The first phase of the renovation focused on repairing the wastewater and water distribution systems took place at the FSS MU, which will lead to cost reduction and more economical water management. → SDG 6

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As part of the efforts to optimize energy management, **energy-efficient lighting** was installed in the corridors of the University Campus Bohunice, Faculty of Arts' library and other buildings. The façade of the Faculty of Economics and Administration's building was thermal insulated and the windows of the auditorium were replaced. In 2023, the replacement of the heating and cooling sources at the UCB with the use of heat pumps was completed. A study on the expansion of green areas of the campus was prepared. The installation of measurement, control and regulation technology, as well as the Computer Aided Facility Management (**CAFM**), continued in MU buildings for **efficient operation**. The percentage of **smart buildings** at MU has increased to **58%**. → SDG 7, SDG 9, SDG 11

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At the Faculty of Education MU, complete replanting and **recultivation of greenery** in public areas of the buildings (corridors, classrooms, study rooms, lobbies, central library) was carried out. Furthermore, the flower beds in the courtyard of Poříčí 7 were reclaimed. On the lawn in front of the canteen, a **relaxation area** with loungers for students and staff was created. → SDG 11

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The operation of **catering services** continued in line with the changes adopted in previous years. All canteens were introducing the unified menu of meals with an emphasis on the quality of the foods from local suppliers, the nutritional values and the sustainability of cooking. In addition to meat and low-energy meals, diners could also choose gluten-free, vegetarian and vegan diet. Canteen operation has streamlined and food waste has decreased thanks to the Mobilkredit and Webkredit meal ordering applications. The canteens use the **FirstBuySale / f-regiony** system to purchase primary commodities from local producers. → SDG 12, SDG 2

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The implementation of five strategic research projects under the EXCELES Programme for the Support of Excellent Research in Priority Areas of Public Interest in the Health Sector within the National Recovery Plan continued. MU directly coordinates the project of the **National Institute for Socioeconomic Impact of Disease and Systemic Risk Research (SYRI)** and is a partner to national research institutes in oncology, virology, cardiology, and neurology. → SDG 3

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Under the National Recovery Plan, the construction of the **MUNI BioPharma Hub**, a major MU project at the University Campus Bohunice, was launched in 2023. This will be a unique combination of modern teaching premises for the Faculty of Pharmacy MU and **top-notch research infrastructure of the Preclinical Centre** and the **Centre for Molecular Medicine** for the Faculties of Medicine and Science MU. In addition to teaching and research facilities, the building will provide infrastructure for scientific education in the field of biomedical research and will contribute to increasing the resilience of Czech society to expected and unexpected threats (prevention, diagnosis and treatment of chronic diseases). Moreover, the building has been designed with a strong emphasis on sustainability. The primary source of heat for the building will be 53 geothermal boreholes, while another source will be waste heat recovered from the data centre. Electricity will be generated by photovoltaic panels on the roof of the building. Rainwater is planned to be stored and reused for flushing and irrigation. The building will have a green roof, and a smart façade will ensure a pleasant microclimate inside the building. → SDG 3, SDG 6, SDG 7, SDG 9, SDG 11

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The Department of Pharmacology FMed MU started project work on the planned renovation of its building on the University Campus Bohunice. It is going to house new **laboratories for applied research of pharmaceuticals** in line with **Good Manufacturing Practice (GMP)**, including technologies. The project will be financed from the NRP and OP JAC grants as well as from FMed's own funds. An amount of more than 100 million CZK is planned for the construction part and the built-in equipment. → SDG 3, SDG 9

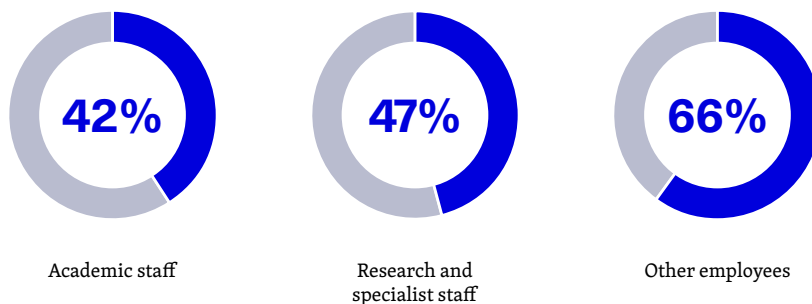
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The multi-purpose sports ground at Veslařská street went through extensive renovation in the past two years, resulting in the creation of a **modern facility for teaching and university sports as well as cultural events**. With facilities for 70 athletes, the site offers space for indoor and outdoor sports. Students will find a gym for physical training and dance classes, an outdoor multi-purpose field with artificial grass, a workout field, a jetty on the river bank, and also a boarding jetty for boats and river sports. The Veslařská complex also includes a listed building of the former boathouse. → SDG 3, SDG 11

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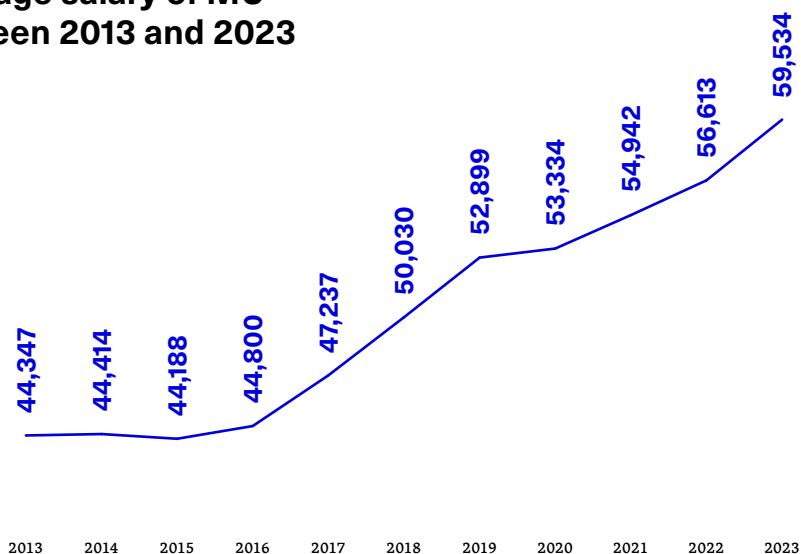
The building permit was obtained for the construction of the multi-purpose sports ground on the UCB in 2023. A project for the building of a **multi-purpose arena and outdoor sports ground** is intended for teaching, sports clubs' activities and the general sporting public. The complex will encompass facilities for research directed at the mitigation of long-term risks of civilization diseases and support for overall health of the population. This is a pilot project where Building Information Management (BIM) will be implemented. The costs of construction are estimated at 335 million CZK. → SDG 3, SDG 11

Representation of women among MU employees



Trend in the average salary of MU employees between 2013 and 2023

in CZK



Roger Scruton Medals granted in 2023

Miroslav Pospíšil

a co-organizer of underground university seminars in the 1980s, member of the strike committee at MU FA in Nov 1989, member of the Civic Forum, co-founder of the Czechoslovak Jan Hus Educational Foundation. Recognized for his contribution to the protection of human dignity and human rights

Jiří Müller

a signatory of Charter 77, co-organizer of a samizdat publishing house and underground university, founder of Prameny, a samizdat series; member of the Civic Forum after the Velvet Revolution. Recognized for his contribution to the protection of human dignity and human rights

Rector's Volunteering Awards granted in 2023

Karolína Černošková

for active involvement in humanitarian aid and support of hospitals in Ukraine during the war conflict, including teaching Ukrainian soldiers basic techniques of much needed combat medicine

Marie Hladká

for organizing the faculty-wide social and charity event Giving Day for Ukraine, which became a major FEA event in the area of Corporate Social Responsibility and raised almost 72 thousand crowns for educational and humanitarian purposes

Adam Hohl a Martina Poláková

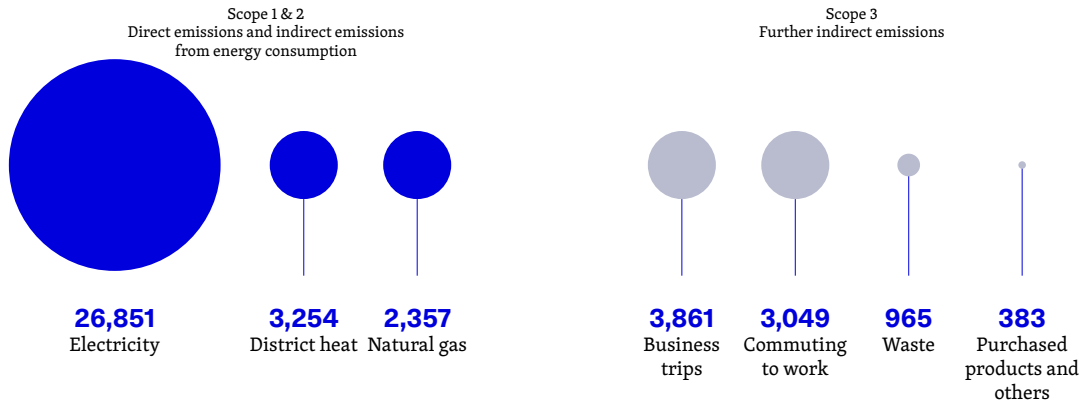
for active involvement in the FMed branch of the IFMSA association as coordinators of the reproductive health section and especially for activities in the area of health education towards the general public

Rector's Award for Active Development of Civil Society awarded in 2023

Lenka Svobodová

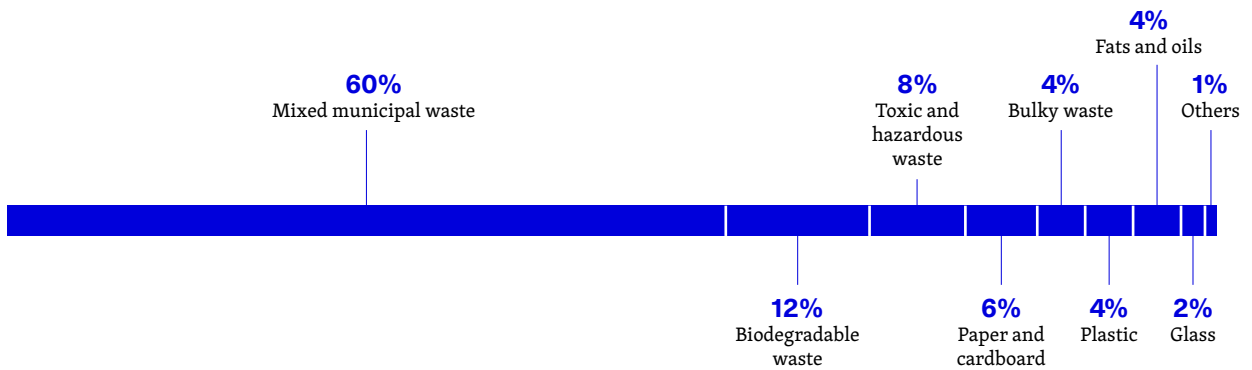
for the establishment of the JsemSen platform for social, sporting and educational activities aimed at the elderly and at improving the quality of ageing; the association also cooperates with the FSpS on research projects concerning the elderly

MU carbon footprint in tonnes eCO₂



MU's carbon footprint in 2023 was accounted for 80% by energy, 17% by transport

Waste sorted at MU in 2023

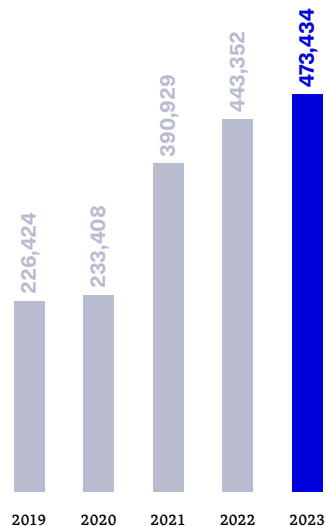


Number of cyber security attacks averted at MU

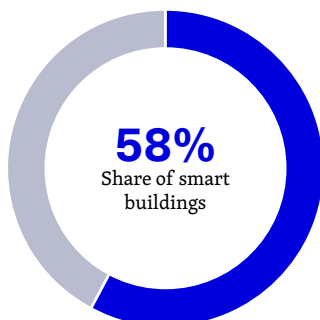
176,379

Development of electronic application processing using the records service application

Number of digital-only documents



Smart buildings at MU



List of Abbreviations

CEITEC	Central European Institute of Technology
CERPEK	Competence Development Centre
CR	Czech Republic
ECTS	European Credit Transfer and Accumulation System
ERC	European Research Council
EU	European Union
FA	Faculty of Arts MU
FEA	Faculty of Economics and Administration MU
FEdu	Faculty of Education MU
FI	Faculty of Informatics MU
FLaw	Faculty of Law MU
FMed	Faculty of Medicine MU
FPharm	Faculty of Pharmacy MU
FSci	Faculty of Science MU
FSpS	Faculty of Sports Studies MU
FSS	Faculty of Social Studies MU
GMP	Good Manufacture Practice
HE	higher education
ICS	Institute of Computer Science
ICT / IT	information and communication technologies / information technologies
IFMSA	International Federation of Medical Students Associations
IS MU	Information System of Masaryk University
LL	lifelong learning
LPT	Learning Potential Test
MASH	MUNI Award in Science and Humanities
MEYS	Ministry of Education, Youth and Sports of the Czech Republic
MMCI	Masaryk Memorial Cancer Institute
MU	Masaryk University
MUNI	Masaryk University
NCE	National Comparative Exams
NRP	National Recovery Plan
OP JAC	Operational Programme Johannes Amos Comenius
PV	photovoltaic
RECETOX	Research Centre for Toxic Compounds in the Environment
RMU	Rector's Office of Masaryk University
SDG	Sustainable Development Goal
SMR	South Moravian Region
TACR	Technology Agency of the Czech Republic
TTO	Technology Transfer Office
U ₃ A	University of the Third Age
UCB	University Campus Bohunice
UIN	university identification number
UK	United Kingdom
UNILEAD	University leaders in SDGs
USA	United States of America



**Annual Sustainability Report
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