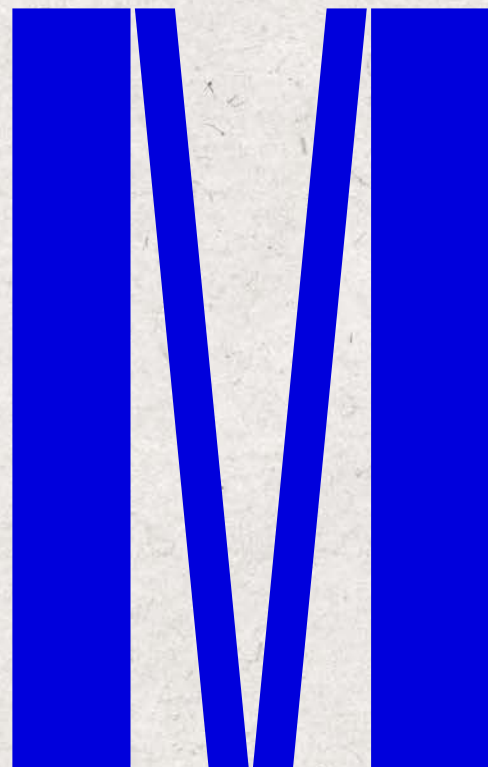


**Masaryk
University
Annual
Sustainability
Report**



20



24



Annual Sustainability Report 2024



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**.

Contents

Mission / Values / Vision		4
UN Sustainable Development Goals		6
University in Numbers		8
1	Teaching and Education	14
2	Research and Doctoral Studies	18
3	Internal Culture and Social Contribution Activities	22
4	Personnel Management and Employee Development	26
5	Information Systems and IT Support	30
6	Institutional Management and Infrastructure	34

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 well-being

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



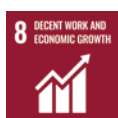
Clean water and sanitation

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

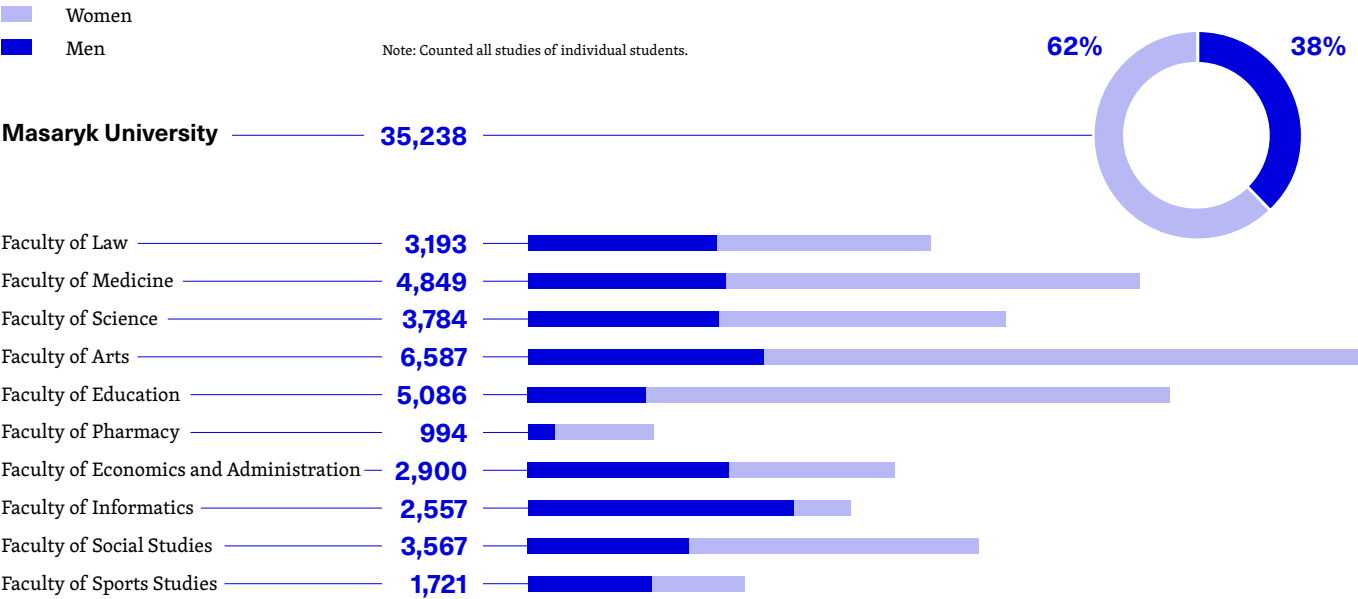
Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels



Partnership for the goals

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

Number of students at MU faculties in 2024

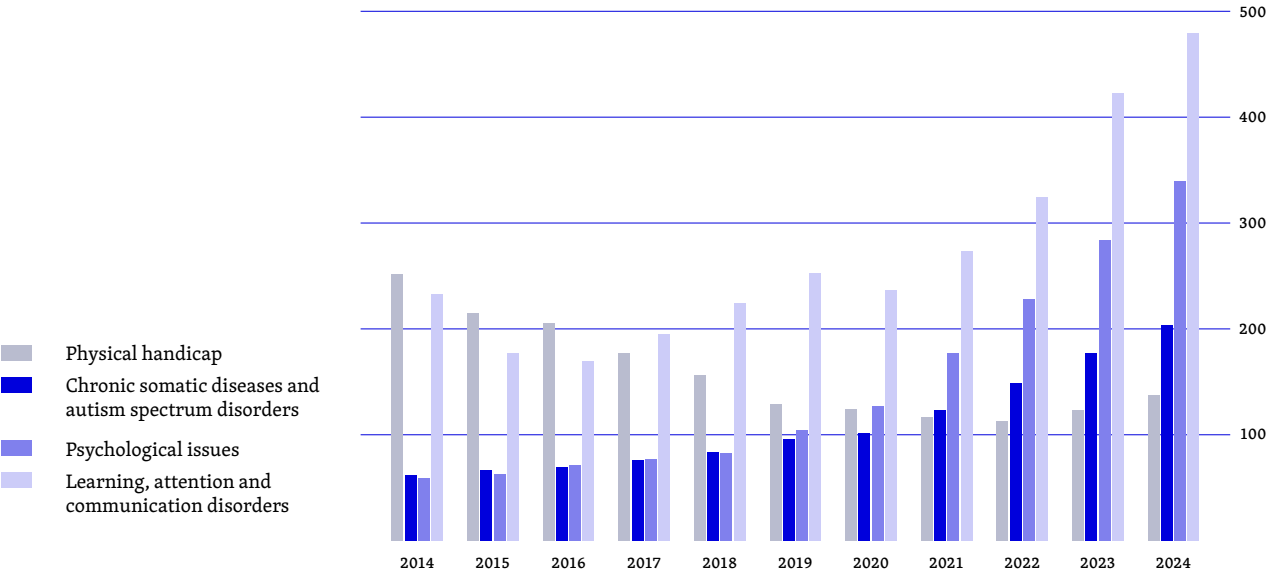


Lifelong Learning at MU

785 lifelong learning courses delivered, including 61 University of Third Age courses and 27 microcredentials courses

18,599 participants enrolled in LLL courses in 2024, including 3,576 participants of University of Third Age

Number of students with special needs



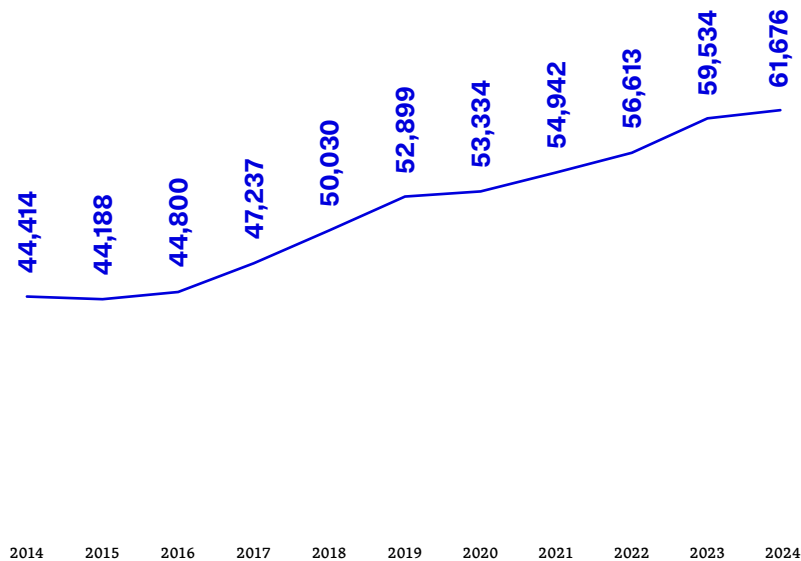
Representation of women and men among MU employees

in FTE, rounded to whole numbers



Mean wages of MU employees

in CZK



Great Gold Medal of MU granted in 2024

Pavel Rychetský

prominent Czech politician and a distinctive face of Czech public life, signatory of Charter 77, long-standing president of the Constitutional Court of the Czech Republic, recipient of the French Order of the Legion of Honour, the Slovak Order of the White Double Cross, 3rd class, and the Czech Order of the White Lion of the Civic Group, 1st class; awarded for services to democracy, humanity and education

Roger Scruton Medals granted in 2024

Pavel Švanda

Czech writer, poet and film critic from the so-called Generation of '36; in the 1960s he worked in the magazines Tvář and Host do domu, during the "normalization" period he was not allowed to publish; since 1990 he has taught at the Theatre Faculty of Janáček Academy of Performing Arts in Brno, has published books and contributed to various periodicals

Andrzej Sławomir Jagodziński

Polish translator, diplomat, publicist; during communism he connected the Polish opposition with the Charter 77 and published in samizdat; after 1989 he headed the Polish Institute in Prague and worked in the diplomatic service

Rector's Volunteering Awards granted in 2024

Barbora Bůhnová

for active leadership of three non-profit organizations: Czechitas, which has influenced more than 70,000 women in the Czech Republic with its IT training programmes over the last ten years of operation, Czechitas Foundation and the 42 Prague institute

Kateřina Bartlová and Martin Bartoš

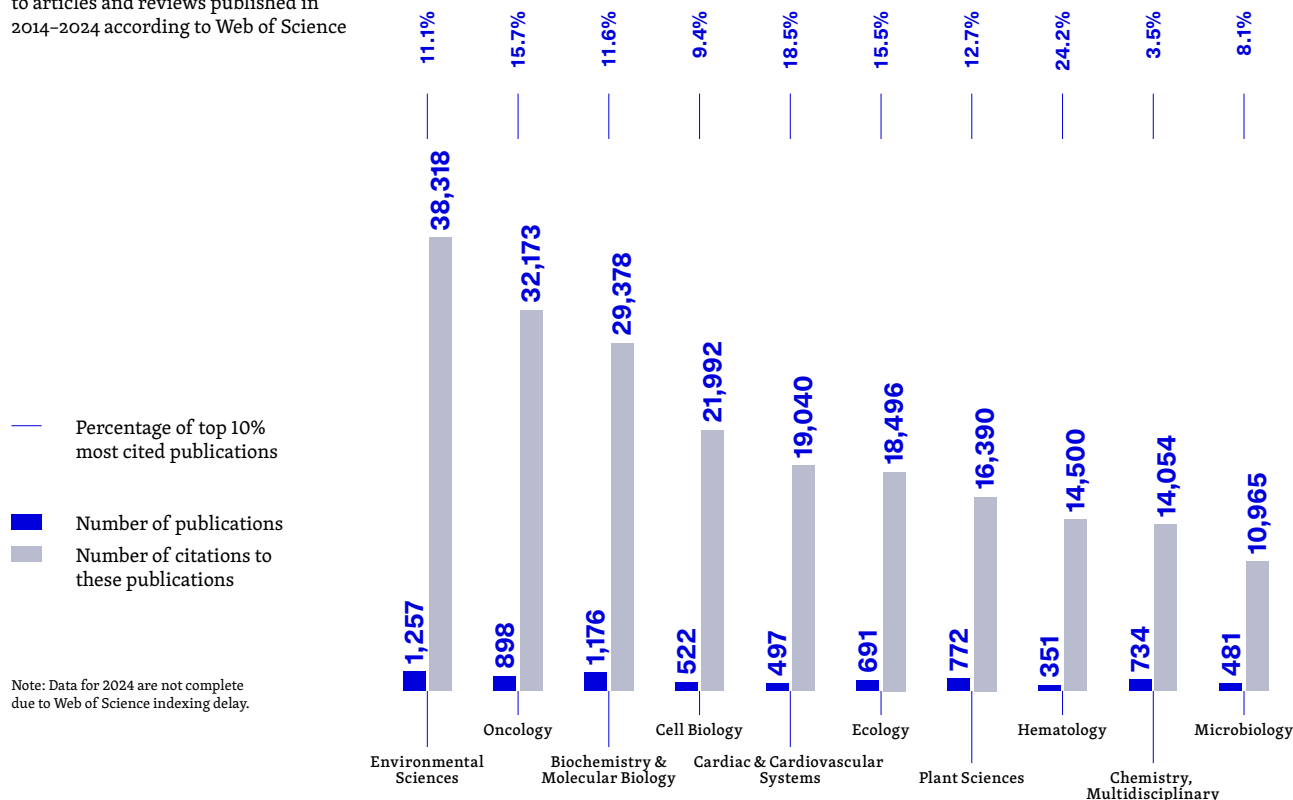
for organizing the IFMSA's SpoluSafe project and the Safe RUN fundraiser, which aim to raise awareness of HPV prevention

IFMSA Student Association

13 students active in the Czech branch of IFMSA Student Association were acknowledged for organizing projects aimed at raising awareness of a variety of health issues and their prevention among the general public

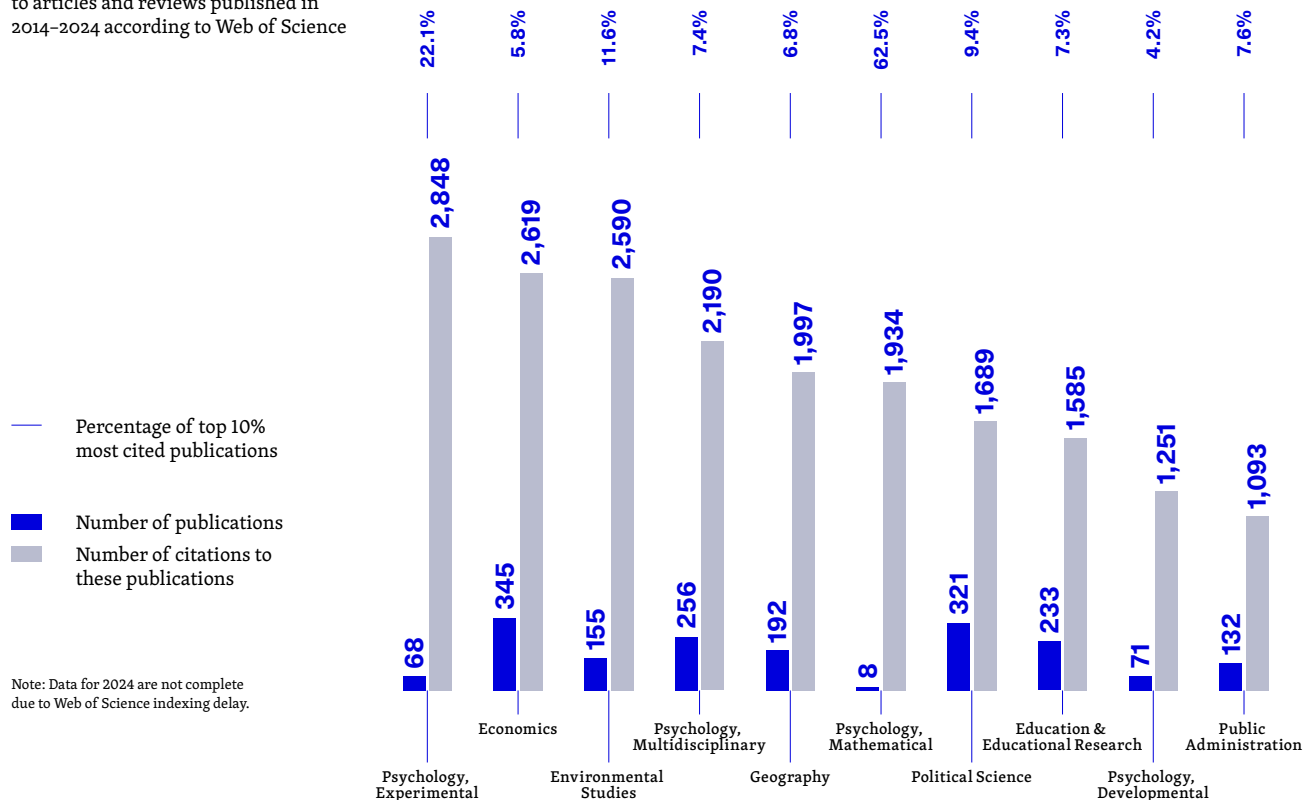
Top 10 STEM research areas at MU

Research areas by number of citations to articles and reviews published in 2014–2024 according to Web of Science



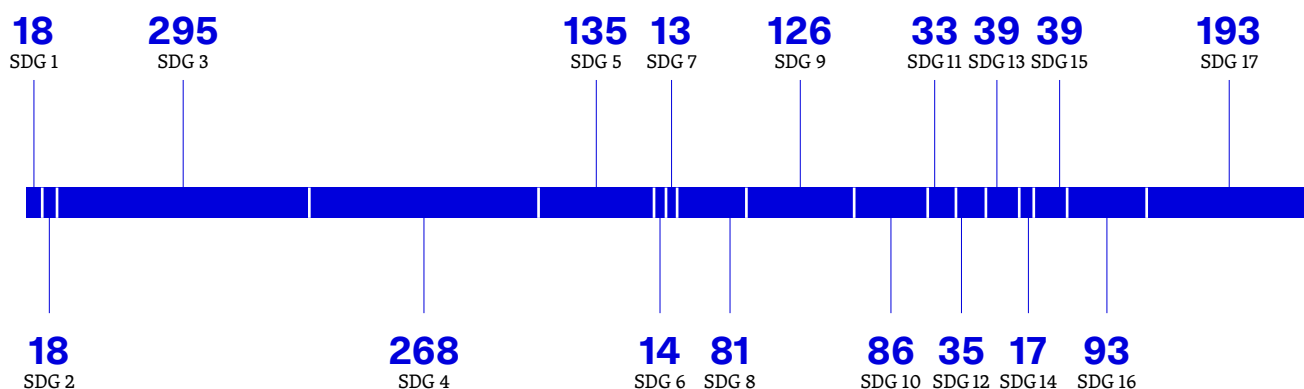
Top 10 SSH research areas at MU

Research areas by number of citations to articles and reviews published in 2014–2024 according to Web of Science



Links of ongoing research projects to the UN Sustainable Development Goals

Research projects implemented at MU as per 31 December 2024



Note: SDGs have been associated with projects since 2020.
Projects that started before this date might not be included in the statistics.

International research cooperation of MU by citations to joint publications

Articles and reviews issued in 2014-2024
according to Web of Science

	Joint publications indexed in WoS	Citations to joint publications
University of California System	351	44,983
Helmholtz Association	419	37,107
Centre National de la Recherche Scientifique	579	36,777
Institut National de la Santé et de la Recherche Médicale (Inserm)	429	36,086
Ruprecht Karls University Heidelberg	230	35,680
University of London	449	35,493
Swiss Federal Institutes of Technology Domain	504	35,243
Harvard University	309	33,921
KU Leuven	320	33,058
Université Paris Cité	367	32,005

Scholarships of selected types granted to MU students

21,285

students receiving accommodation scholarships in 2024

109

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

183

foreign students with financial support to study in the Czech Republic

Associations and clubs at MU

53 associations and **22** clubs registered at MU in 2024

35

university-wide associations/clubs

40

faculty associations/clubs

Catering at MU

A total of **258,820** meals were served in MU canteens, **79%** of which to students

Featured volunteer activities

275

blood donors,

including **83 first-time donors**, donated as part of the Faculty of Medicine's campaign **Donate by 105**

a total of **124** litres of blood

Klubík – tutoring of socially disadvantaged children

80 children, **36** volunteers, **3,700** lessons taught

Tutoring Summer School

56 children, **44** volunteers, **3,200** lessons taught

Selected activities to promote sustainability

2,662 courses offered with a significant link to sustainable development

The **suitable buildings for the installation of PV plants were identified**, and feasibility studies were initiated

MU created the **Sustainable Masaryk University 2025–2028 Strategy**

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

Position of MU in international sustainability rankings

124th

place in **UI GreenMetric**

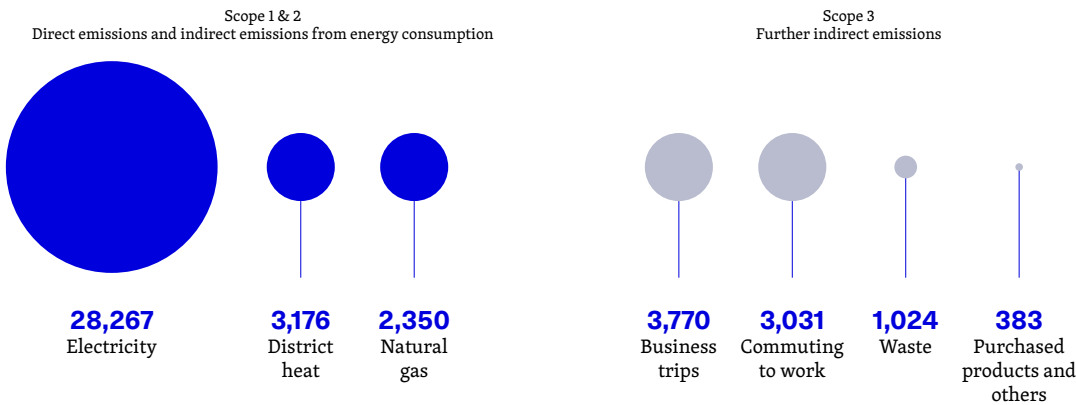
215th

place in **QS Sustainability Rankings**

401st–600th

in **THE Impact**

MU carbon footprint in tonnes eCO₂



MU’s carbon footprint in 2024 was accounted for 80% by energy, 16% by transport.

Waste sorted at MU

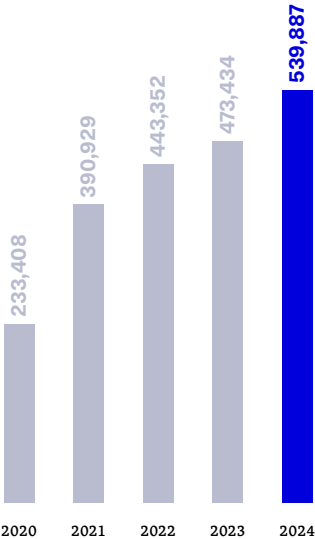


Number of cybersecurity attacks averted at MU

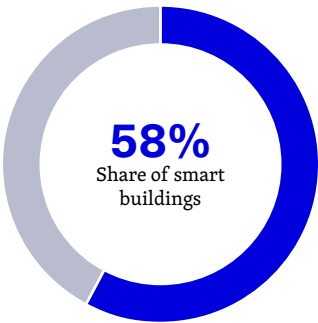
299,944

Development of electronic application processing using the records service application

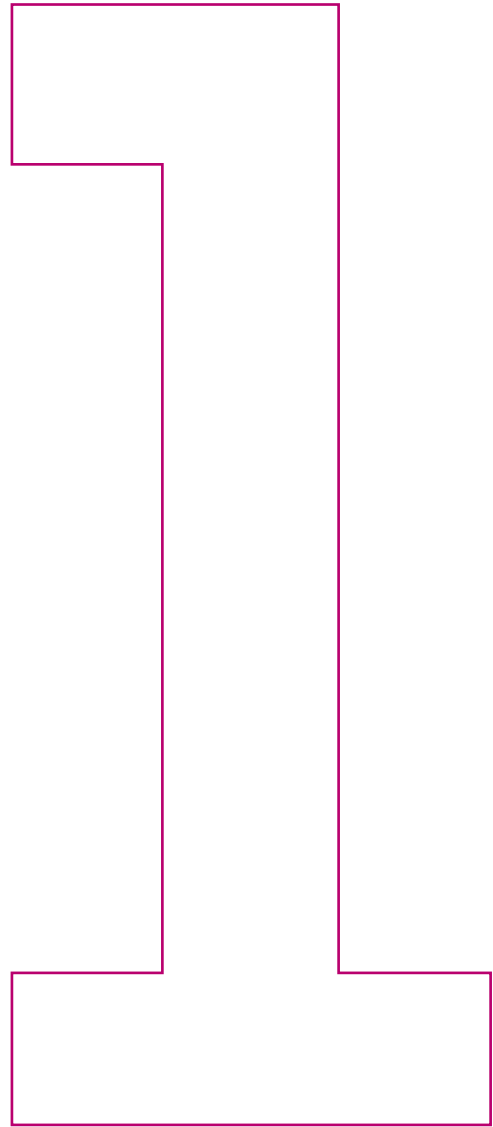
Number of digital-only documents



Smart buildings at MU



Teaching and Education





MASARYK UNIVERSITY IS ONE OF THE FIRST EUROPEAN UNIVERSITIES TO INTRODUCE MICROCERTIFICATES

Specialized courses completed with a microcertificate, i.e. an electronic certificate confirming the acquisition of specific advanced knowledge and skills, were introduced by Masaryk University as one of the first universities in Europe. These electronic certificates are ECTS credit-rated and internationally recognized. The new trend in education is another way to acquire higher education knowledge flexibly in the form of a multi-week or single-semester course. This will enable the candidates to enhance their qualifications throughout their working life and increase their employability and career opportunities. Masaryk University intends to transfer its experience with microcertificates abroad, in 2025 specifically to selected developing countries in Asia. → [SDG 4](#), [SDG 8](#)

Photo: FEA MU student Lukáš Šafář, holder of one of the first microcertificates for completing the course Introduction to Econometrics in R

In response to current social and climate changes, the faculties of Masaryk University have designed new or innovative degree programmes. The Faculty of Science prepared a new programme in **Water Resources Management** at the bachelor's and master's levels. The Faculty of Social Studies revised the content of degree programmes in HR and public policy by creating a programme in **Human Resources Development and Employment**. At the Faculty of Sports Studies, prospective students can now apply for bachelor's programme in **Movement and Health**, among others. In cooperation between the Faculties of Informatics and Science, a bachelor's and a follow-up Master's programme in **Bioinformatics** has been opened. In cooperation with the Faculty of Law MU and Faculty of Civil Engineering BUT, a programme called **Environmental Engineering** is being implemented. → SDG 3, SDG 6, SDG 8, SDG 9, SDG 12, SDG 17

In 2024, the range of foreign language degree programmes was further developed. The Faculty of Economics and Administration newly offered an interdisciplinary follow-up master's degree programme in **Applied Health Economics**, in which five other faculties cooperate. The programme will train professionals in public health, epidemiology and health services. The **Education for Diversity and Inclusion** programme at the Faculty of Education, which opened for the second time, has seen a significant increase in interest. The Faculty of Social Studies has strengthened the international dimension of its existing follow-up master's degree programme in **Energy Policy Studies**, where a double-degree cooperation with the University of Trento, Italy, was established. → SDG 3, SDG 4, SDG 7, SDG 8, SDG 10, SDG 17

Masaryk University participates with selected foreign language degree programmes in the **Government Scholarships – Developing Countries** programme of the Ministry of Education, Youth and Sports, which provides financial support for study at Czech public HE institutions to citizens from developing countries. In 2024, the follow-up master's degree programme of **Molecular and Cell Biology** at the Faculty of Science will become included in this programme. Another involved programme of the same faculty is **Geography of Global Environmental Change**. → SDG 4, SDG 10, SDG 13

In April 2024, Masaryk University welcomed a delegation of nearly forty academic and non-academic staff from **ten Ukrainian universities** for training in hybrid teaching. The delegation visited MU thanks to the newly established **Digital University – Open Ukrainian Initiative (DigiUni)** project. The EU project is designed to help Ukraine create a national online education platform for around 300 local HE institutions during the war. → SDG 4, SDG 10, SDG 16

Within the framework of virtual mobilities, the Department of Anthropology of the Faculty of Science prepared a course called **Environmental Anthropology** in 2024, which was attended by 71 students last year, mainly from developing countries (Kenya, Namibia, Uganda). The course discussed topics related to the complex relationships between humans and their biosocial environment, including historical anthropological perspectives, culturally conditioned forms of environmental perception and contemporary debates about environmental and health crises. The virtual classroom brought together students from different continents in a shared reflection on diverse environmental experiences, environmental inequalities and issues of the relationship between people, environment and health. → SDG 8, SDG 10, SDG 11

In 2024, as well as in the past, selected MU students had the opportunity to participate in the **BIP (Blended Intensive Programme)** study periods. The BIPs, funded by Erasmus+, are short-term, intensive courses that use **innovative learning and teaching methods**, including online cooperation. The faculties collaborate with major institutions abroad in the BIP programme. Among the expanding range of programmes are courses on *Sustainable Economic Development* and *Sustainable Global Trade*, offered to FEA students, *Resilience in Journalism and in Journalists: Strengthening Societal Foundations* for FSS students, *Physical Activity and Health-enhancing Behaviours for People with Chronic Diseases* at FSpS, *LegalTech Fusion – Navigating the Legal Landscape of Artificial Intelligence* at FLaw and *Cultural Diversity and Social Justice* at FEdu. → SDG 3, SDG 8, SDG 10, SDG 16, SDG 17

Common university courses (CORE courses) which aim at strengthening **interdisciplinary studies** across the faculties were expanded by **66 new courses** in 2024. These include courses such as *Environmental Politics*, *A Brief Insight into Computer Security and Authentication*, *Roots of Modern Czech Law* and *Stories of Science: Cancer*. The CORE courses that were of greatest interest in 2024 included *Bioethics I: Ethics of Life*, *Bioethics II: Borderline Options*, *Public Health and Health Care*, *Climate Change – Causes, Effects and Possible Solutions*, *Sustainable Development and Multicultural Brno as a Place of Stories*. → SDG 3, SDG 4, SDG 10, SDG 13, SDG 16

In the **faculties' range of courses**, students could choose from those specifically focused on the development of knowledge and competences in the **field of sustainable development**. The FSci offered a course called *Sustainable Development – the Biggest Challenge Today?*, at FLaw it was *Energy Transition Diplomacy*, FEdu taught *Environmental Education* and *Nutrition and Nutrition Education*, at FSS students could attend the courses in *Environmental and Sustainability Education*, implemented in cooperation with foreign universities, as well as *Sustainable Development, Climate Change and Innovation – Practitioner's Perspective*, and at the FEA it was *Sustainable Economic Development of Tourism*. → SDG 2, SDG 4, SDG 7, SDG 8, SDG 9, SDG 13, SDG 14, SDG 15

The Department of Environmental Studies of the FSS succeeded in the Horizon Europe Twinning Green Deal call with the project **Hopeful and Resilience Perspective in Climate Change Education (HARP)**. The expert team will address the questions of how to inform and, above all, educate at different levels about climate change in a way that will ultimately lead to actively addressing the climate change. It will also focus on how emotions develop in people who, in their professions, learn that climate change will significantly determine the wellbeing of future generations. The research project is carried out in partnership with the University of Vienna and the University of Utrecht. → [SDG 4](#), [SDG 13](#)

In September 2024, the 14th *Open Space Conference* on IS MU e-learning was held, focusing on **Teaching in the Age of Artificial Intelligence**. It offered participants the opportunity to share and mediate practical experience and views of teachers who integrate elements of artificial intelligence and virtual reality into teaching processes. → [SDG 4](#), [SDG 9](#)

Thanks to the **development of simulation medicine** and simulation teaching, the range of lifelong learning short-term courses at the Faculty of Medicine has been significantly expanded. In 2024, the Simulation Centre of the Faculty of Medicine (SIMU) organized approximately 80 runs of these courses. They included courses focusing on critical conditions in anaesthesiology, **intensive care** or outpatient clinics, ultrasound courses and courses in **palliative medicine**. → [SDG 3](#), [SDG 4](#)

In addition to profession-oriented lifelong learning, MU also provides extracurricular education for all ages. The **Masaryk Junior University** (MjUNI) welcomed 250 learners with its in-person programme for pupils and students aged 9–18, held across all MU faculties. Children are also interested in the **Bioscope** project, which aims to playfully impart new knowledge and expand on information learned at school. As part of its **Junior Academy**, the Faculty of Medicine has organized a city camp for children, dozens of courses for secondary school students and a **Day with Medicine**, focused on *Intensive Care Medicine* topic. The traditionally popular course **Introduction to Law for Seniors** at the FLaw was attended by over 30 senior citizens. **The University of the Third Age** focuses on the education of older adults. The **intergenerational connection of education** of different age categories at MU has been supported by a new concept of involving the U3A participants in regular studies, where they attend selected courses together with students. → [SDG 3](#), [SDG 4](#), [SDG 10](#), [SDG 16](#)

In 2024, **508 applicants with special needs** took part in the MU admissions procedure, for whom the Support Centre for Students with Special Needs (also known as Teiresiás) provides adaptation of the written entrance examination (LPT, NCE and subject tests) as a tactile version (a printout in Braille with tactile graphics and 3D objects), official translation into sign language etc. It also guarantees the adaptation of the entrance exam for applicants with specific learning difficulties, psychological issues, autism spectrum disorder and chronic illness. The **LPT adaptation** was used by **367 applicants**. → [SDG 10](#)

MU registered a total of **953 students with various types of disabilities** in the autumn semester 2024, with the year-on-year increase of 13%. 36 students with special needs went to study abroad, including two students with severe visual impairments and two with severe mobility impairments. The necessary conditions were provided for them at the foreign universities thanks to the assistance provided by Teiresiás. As part of exchange stays, 19 students with disabilities came to MU and were provided with the same services as MU students. → [SDG 10](#)

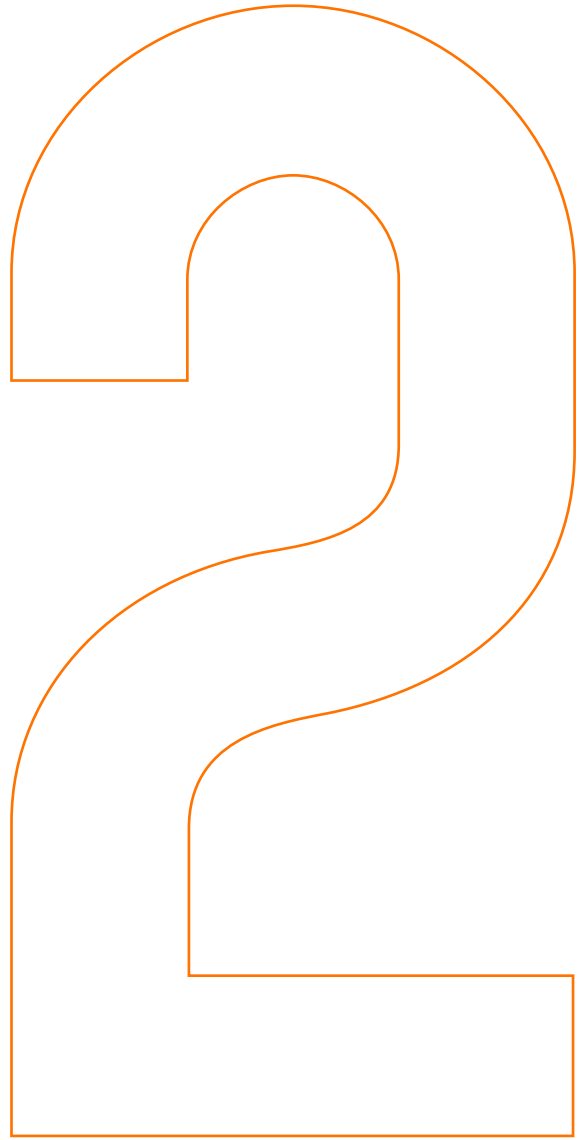
In 2024, in cooperation of the Strategy Office with the Department of Medical Psychology and Ethics of the FMed, a new **survey on Life Satisfaction of MUNI Students** was prepared and launched to map the overall level of their mental well-being, stress and related circumstances, as well as the possible occurrence of inappropriate behaviour in the university environment. The data will serve as a source of information for identifying measures to enhance students' psychological and social safety, as well as for general research purposes. Approximately 5,700 respondents participated in the survey in the fall of 2024, and a second wave of outreach is planned for 2025. → [SDG 3](#), [SDG 16](#)

In 2024, the Student Advisory Centre focused primarily on promoting students' wellbeing to support their academic success. It organized the university-wide **Wellbeing Day**, which was attended by 267 students. The centre also offered a new social psychology **support group** to students, held a number of themed workshops to promote mental health, and provided a total of **4,168 psychological consultations**. → [SDG 3](#)

The Rector's scholarship programme to **support students in a difficult life situation** is designed to help students who have found themselves in a particularly difficult situation through no fault of their own. Masaryk University also pays a so-called **social bursary** to students whose social situation is not favourable. It is granted to students who meet the conditions specified in Section 91(3) of the Higher Education Act and was awarded to 65 eligible applicants last year. Other scholarship schemes are available to students with socio-economic or health disadvantages at individual MU faculties. **Support for Ukrainian students** continues in view of the ongoing armed conflict in Ukraine, either in the form of scholarships or by offering Czech language courses. → [SDG 1](#), [SDG 4](#), [SDG 10](#)

In 2024, the Faculty of Social Studies again offered a **scholarship programme for students of the faculty who are parents** in the form of a one-time scholarship **on the birth of a child**. As part of mobility scholarships, FSS introduced the possibility to apply for an increase in the scholarship for travel abroad with a dependant for whom the student cares and with whom he/she lives in a common household. → [SDG 5](#)

Research and Doctoral Studies





THE WORLD'S LARGEST DATASET MAPPING CHANGES IN EUROPEAN PLANT DIVERSITY COMPILED

Researchers from the Department of Botany and Zoology of the Faculty of Science, in collaboration with more than 250 scientists from most European countries, have compiled the largest dataset to date, which allows reliable assessment of changes in flora, vegetation and natural habitats across the European continent within the framework of the *ReSurveyEurope* initiative. Based on the data collected, they confirmed a long-term trend of losing the plant species diversity. A large-scale collection of all available data on plant diversity research repeated at the same location at different times has been carried out since 2020. Over four years, data from more than 85,000 sites have been entered into the database. The database now contains more than 450,000 repeated detailed records of plant diversity and is the largest of its kind in the world. → [SDG 15](#)

Photo: Field monitoring of changes in plant diversity of the rocky steppe habitat in the Pavlov Hills

Research teams of the Faculty of Medicine produced a number of significant outcomes published in prestigious international journals in 2024. We can mention the achievements of the research group of Dáša Boháčiková, dedicated to the **research of Alzheimer's disease** and other neurodegenerative diseases, or the research group of Stjepan Uldrijan, focused on the **research of melanoma**. Zuzana Holubcová's research group published research results on **early embryonic development**. The work of Adam Williamson from the International Clinical Research Centre also attracted attention and was awarded a prestigious ERC Proof of Concept grant to develop a device to help **sleep apnoea** patients. → SDG 3

The prestigious **Werner von Siemens Prize** in the category of the best doctoral thesis was awarded to doctoral student Kateřina Snopková and her supervisor David Šmajš from the Faculty of Medicine. The jury awarded the thesis entitled *Genomic analysis of bacteriocin-producing Gammaproteobacteria and characterization of novel bacteriocins*. Kateřina Snopková identified and described new bacteriocins – products of bacteria that can destroy other bacteria. The results of her work have considerable potential for practical application. She discovered **antimicrobial substances** that have very interesting properties as an **alternative to conventional antibiotics**. → SDG 3

Molecular biologist Dalibor Blažek from CEITEC MU received the Czech Science Foundation President's Award for his work on the characterization of the CDK11 enzyme, which offers new possibilities for cancer treatment research. His research has revealed a **new mechanism affecting the growth of cancer cells**, which represents a significant contribution to oncology. The research group focused on the function of the neglected cyclin-dependent kinase 11 (CDK11) and its first discovered inhibitor, the substance OTS964. As CDK11 is important for the growth of many types of tumours and OTS964 blocks this growth, new paths of research into therapeutic options for cancer treatment are opening up. → SDG 3

The research team led by Kateřina Kubová from the Faculty of Pharmacy developed **special hydrogel particles** based on alginate and pectin, which serve as carriers for natural bioactive substances with medicinal effects, such as thymol and carvacrol. These natural substances, known for their antimicrobial and anti-inflammatory properties, are normally poorly absorbed in the digestive tract. The newly developed system helps these substances to be better dissolved and absorbed. Experts from the Institute of Macromolecular Chemistry of the Czech Academy of Sciences and the Veterinary Research Institute in Brno collaborated on the project. The results open up new possibilities for both the pharmaceutical and the food industry, especially **in the production of pharmaceuticals and nutritional supplements**. → SDG 3, SDG 9

Karel Říha's research team at CEITEC MU in cooperation with five other research institutes from the Czech Republic is working on a project supported by the OP JAC **TowArds Next GENeration Crops**, implemented in 2023 to 2029. The aim of the project is to apply the knowledge gained in plant biology to improve the characteristics of farm plants, especially with regard to the **resistance of important agricultural crops to increased temperature and drought**. The project will provide answers on how to ensure sufficient resources/food globally, but also how to modify established agricultural practices in a changing climate system at a local level. The first results of the project were published in 2024. → SDG 2, SDG 9, SDG 13

In 2024, the Faculty of Science and other units, thanks to the support from the Czech Science Foundation (GACR), launched a project entitled **Between market and alternatives: household food resilience in uncertain times**. The project expands research on food alternatives by understanding the relationships between conventional and informal food systems, and looking at them from the perspective of everyday decision-making of households. The aim is to identify the amount of food that households get from different sources (purchase, home production, sharing), the values associated with them and the motivations. The results will offer a new understanding of household food resilience. → SDG 1, SDG 2, SDG 10, SDG 11, SDG 12

The 20th **Masaryk University scientific expedition to Antarctica** returned to the Czech Republic in March 2024. The aim of this expedition was long-term climate monitoring and comprehensive monitoring of the state of polar geosystems and ecosystems, i.e. the local glaciers, long-frozen soil, deglaciated area allowing the growth of non-vascular plants, river and lake systems and other geomorphological formations. Among other things, the expedition confirmed the presence of the highly infectious avian influenza virus in Antarctica. → SDG 13, SDG 14, SDG 15

Scientific teams from the Faculty of Economics and Administration and RECETOX have long been cooperating with the Brno Municipal Authority and the South Moravian Region in the field of air quality improvement. The outcome of the project **Monitoring and Measures to Improve Air Quality in the City of Brno**, which ended in April 2024, is an updated action plan aiming to reduce air pollution in the city of Brno below the statutory annual limits and gradually approach the WHO limits. Students from 12 Brno primary schools were also involved in the research, carrying small portable meters on their backpacks and collecting air quality data on their way to school. → SDG 3, SDG 11

The project, entitled *Contributing factors and prevention of energy vulnerability*, is being carried out by a team of researchers from the Faculty of Social Studies between the years 2023 and 2025. The aim is to **comprehensively map the causes of energy vulnerability in the Czech environment** and propose effective tools for its prevention and resolution. In cooperation with the Agency for Social Inclusion, three key outputs will be produced – an energy vulnerability index for the Czech Republic, a typology of pathways leading to energy poverty, and identification of barriers to preventing and addressing energy poverty in the Czech Republic, including suggestions on how to overcome them. The outputs of the project will help the state administration as well as local shareholders and NGOs to identify vulnerable locations and to target the assistance. → [SDG 1](#), [SDG 7](#), [SDG 10](#), [SDG 11](#), [SDG 13](#)

In the field of plant research at CEITEC MU, team of Jan Hejálko discovered how **plants protect their DNA** from cold and salinity stress and what strategies they have to regulate root length. Jiří Fajkus' team brought a new approach to elucidate the structural dynamics of telomerase RNA. → [SDG 13](#), [SDG 15](#)

The project of the **unique CaviPlasma technology for the purification of wastewater** from hard-to-remove pollutants was awarded the TACRAward in the Society category and became the absolute winner of the main prize with the title *Czech Idea 2024*. The awarded project is based on the CaviPlasma technology, a joint invention of Masaryk University, Brno University of Technology and the Institute of Botany, CAS. → [SDG 6](#), [SDG 14](#)

School Report Card JINAK, a new way of assessment in primary schools, has emerged at the Faculty of Education from years of research and practice of the Department of Education within the project *Development and Implementation of a Pilot School Report Card Design: Innovation of Final Assessment of Primary School Pupils in Relation to Comprehensive Developmental Assessment*, which was supported by the Czech Technology Agency. The approach aimed at **supporting individual development through verbal assessment** represents a significant step towards the modernization of the education system. The new primary school assessment method has been included in the legislation as an option for schools seeking an alternative approach to assessment. The decree was published in the Collection of Acts and is fully in force. → [SDG 4](#)

In January 2024, the **Aurora** project led by the Faculty of Education was officially completed. The aim of the project was to **enhance the curriculum of Indian and Nepali faculties of education** and include topics of inclusive education, gender, democratic values and prevention of radicalism. The Institute for Research in Inclusive Education collaborated on this European development project for four years. The aim was to integrate pedagogical approaches from European countries into teacher training in Asia in such a way that representatives of non-European institutions could adapt them to their cultural environment. Academics from the MU Faculty of Education, together with representatives from the University of Cork, the University of Malaga and Babes-Bolyai University, developed training courses on the above topics. The courses were delivered to academics from universities in India and Nepal, who are passing on the knowledge to their students. → [SDG 4](#), [SDG 5](#), [SDG 16](#), [SDG 17](#)

In 2024, the Faculty of Law fully launched activities within the project **Beyond Security: the role of conflict in resilience building**, which is funded by the prestigious OP JAC Top Research call. The project is defined as problem-oriented research on the relationship between resilience (resilience of the society) and conflict in Czech society. This topic is addressed against the backdrop of the unprecedented war in Ukraine and the contemporary climate, energy and migration crises. → [SDG 16](#)

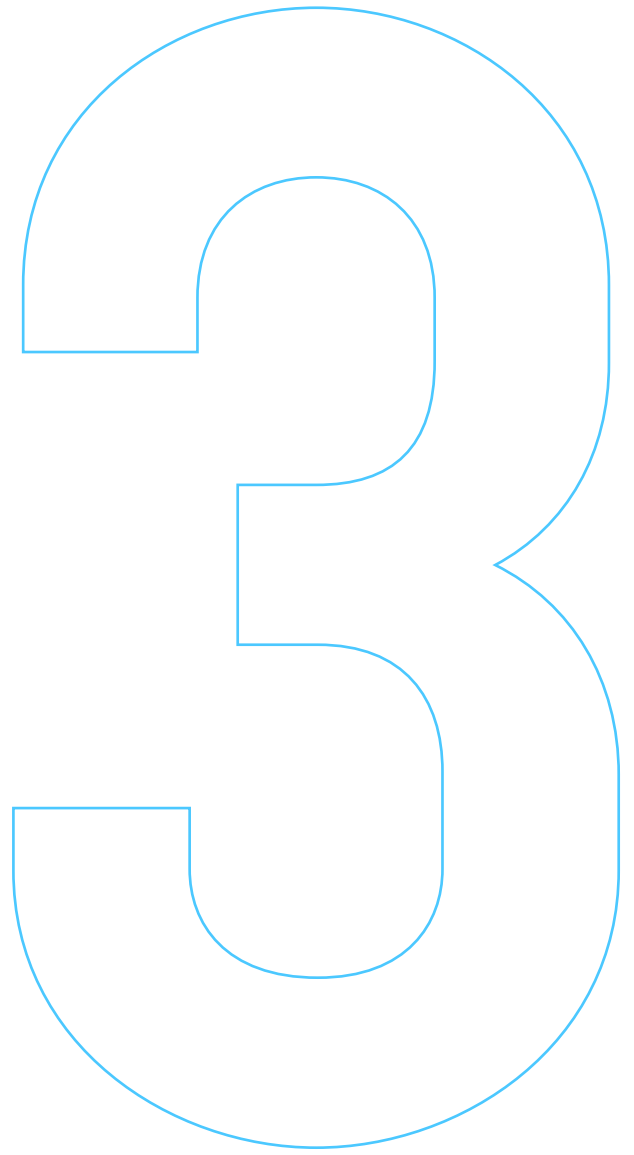
In 2024, the Faculty of Education was awarded a prestigious *Junior Star* grant from the Czech Science Foundation (GACR), under which a research team led by Oksana Yuriyivna Stupak investigates the integration of Ukrainian pupils into Czech schools. This five-year research project **On the Road to Inclusion of Ukrainian Refugees in the Environment of Czech Lower-Secondary Schools** will be implemented in the period 2025–2029 and aims to contribute to improving the conditions of incoming pupils' education and to promote an inclusive learning environment. → [SDG 4](#), [SDG 10](#)

In 2024, the Faculty of Social Studies continued the project of **Promoting civic participation of people with intellectual disabilities**, funded by the TACR SIGMA grant scheme. The faculty cooperates with the Regional Charity in Uherské Hradiště. The aim of the project is to map the situation and pilot test the ways of support needed to strengthen the civic participation of people with intellectual disabilities. → [SDG 10](#), [SDG 16](#)

In September 2024, a five-year research project was launched to develop tools for **effective decision-making about prevention and health and social care in the Czech Republic**. The DECIDEHealth project is based on social science methods and findings. Scientists from the National Institute for Research on the Socioeconomic Impact of Diseases and Systemic Risks (SYRI) and the Faculty of Economics and Administration are involved in the project. They are mainly working on a microsimulation model that will help predict the health status of Czech population. → [SDG 1](#), [SDG 3](#), [SDG 10](#)

Also in 2024, the MU Grant Agency competitions were announced, namely **MASH** for excellent scientists, **Career Restart** to facilitate the reintegration of scientists after career interruption and **HORIZONS** to support the preparation of projects for international grant applications. From the previous editions of these competitions, 12 Career Restart projects were launched and also one MASH project, which for the first time supported a female scientist, thus joining the previous 5 male winners of this prestigious award. 37 scientists and scientific teams were awarded for excellence in the **MUNI Scientist** programme. → [SDG 5](#), [SDG 8](#), [SDG 9](#)

Internal Culture and Social Contribution Activities





MEDICAL STUDENT VOLUNTEERS RAISE AWARENESS ON HEALTH AND PREVENTION

The Faculty of Medicine's student association IFMSA CZ Brno, a part of the international association of the same name, which connects medical students around the world, co-organized a number of important awareness-raising events for the general public in the field of health and prevention in 2024. Among the most well-known were *World Health Day*, *World Diabetes Day* and activities within the *SpoluSafe* project, which is dedicated to spreading awareness about HPV infection. As part of this project, *Safe RUN* was held to draw attention to the importance of gynaecological cancer prevention. The association also organized *MediCafé*, a series of informal lectures and talks with interesting personalities working in health care, as well as a charity food collection for homeless people. Altogether, 15 students from the Faculty of Medicine, who are actively involved in the association on a voluntary basis outside of their academic duties, received the MU Rector's Award for Volunteering in 2024. → [SDG 3](#), [SDG 17](#)

Photo: Students of the Faculty of Medicine during the organization of the Safe RUN sports and awareness event

MU took a number of measures during the **September 2024 flood**. The university organized a **humanitarian fundraiser** for the affected areas of Jeseník and offered **scholarships to students** in a difficult situation caused by the floods. The MUNI HELPS Volunteer Centre coordinated the assistance in cooperation with the Volunteer Centre of Palacký University in Olomouc. → [SDG 1](#), [SDG 11](#)

Students from the Faculty of Education of Masaryk University went to Telč to help ninth grade pupils from the Jeseník school, one of the schools most affected by the **September floods**. They **organized an autumn tutoring school** at the University Centre Telč. The primary school pupils were accommodated in the premises of the former Jesuit convent, where they immediately started the classes. The introductory mathematics lesson was conducted by teachers from the Jeseník Primary School. Other lessons followed, taken care of by students of the Faculty of Education, focused on preparation for the entrance exams. During this preparation, the pupils focused on solving tasks from Czech language and mathematics. → [SDG 1](#), [SDG 4](#), [SDG 11](#)

An international conference on the environment and health in Central Europe, organized on the occasion of the Czech Presidency of the Visegrad Group, took place in the campus library in March 2024. The conference was organized by the Ministry of the Environment and the Ministry of Health in cooperation with RECETOX, Masaryk University. The event brought to Brno scientists and experts from nine Central European countries (the extended V4+ format), representatives of the best European research institutes dedicated to research on environmental exposures and public health, as well as senior representatives of the World Health Organization and the European Environment Agency. → [SDG 3](#), [SDG 11](#), [SDG 17](#)

The first year of an international summer school called **Urban Sustainability: Engage in the Future** was successfully organized by the MU Centre for International Cooperation. The three-week intensive programme combined theoretical teaching on sustainable urban development with practical workshops and field trips. The highlight of the summer school was a case study carried out in cooperation with the Brno Municipal Authority. Students conducted field research in Husovice, where the city is planning the renovation of Republic Square involving the controversial clearing of an alley. The research report with an analysis of the problem and an architectural proposal for the renovation were subsequently submitted to the city representatives as a basis for further planning. → [SDG 11](#)

Masaryk University joined another year of the **European Sustainable Development Week (ESDW)**. The main theme interconnecting the university activities was mobility. The different MU units offered a rich and varied programme including lectures, sports events, charity events, textbook exchanges, swaps and community gatherings. As part of ESDW, MU also supported the **Car Free Day** and the **Bike to Work** initiative. → [SDG 11](#), [SDG 17](#)

Students of *Social Pedagogy and Leisure Education* at the Faculty of Education organized the **ProSEKO Festival of Sustainable Development**. Lectures, workshops and accompanying activities focused on the topics of zero growth, sustainable eating, natural burial, slow fashion, dumpster diving, environmental activism, etc. → [SDG 12](#), [SDG 17](#)

The Envirop group from the Institute of Botany and Zoology of the Faculty of Science arranged for the release of domestic water buffaloes in the bird area of the Middle Reservoir of the Nové Mlýny Water Reserve – Goose Pasture – in July 2024. This is the first protected area in South Moravia where these animals will help to maintain a diverse mosaic of **wetland vegetation**. The introduction of **long-term grazing of large herbivores** on protected wetlands of European importance is being carried out within the **LIFE in Salt Marshes** project. → [SDG 14](#), [SDG 15](#)

In September 2024, the **Active School in South Moravia** project, funded by the regional administration, was launched. It focuses on promoting spontaneous physical activities during the school day and is implemented in selected schools in the South Moravian Region. In addition to **promoting physical activity among pupils and students**, the project includes professional education in the field of healthy lifestyle, which contributes to improving the physical and mental well-being of students, teachers and parents. The activities included, for example, project days at schools or webinars to educate all three groups. Two faculties of MU, the Faculty of Sports Studies and the Faculty of Medicine, as well as the Czech School Inspectorate, the South Moravian Regional Authority, the University Hospital Brno and the Masaryk Memorial Cancer Institute cooperated in the project. → [SDG 3](#), [SDG 4](#), [SDG 17](#)

In 2024, the Psychology Research Institute (INPSY) of the Faculty of Social Studies actively participated in the **diagnosis of cognitive abilities and school skills of (not only) gifted children** through the **Invenio** system. Testing in schools in all regions of the country was followed by provision of support for children and teachers. The institute's researchers spoke at regional conferences and in the media, and established active cooperation with important institutions, politicians and experts. The main aim was to improve the systematic screening of pupils' strengths and learning needs and to build a follow-up system ensuring development and support. → [SDG 4](#), [SDG 10](#)

The MUNI HELPS Volunteer Centre, in cooperation with the Department of Social Pedagogy at the Faculty of Education, continued the project of **group tutoring Klubík**. This volunteer programme ran in both the spring and autumn semesters and offered assistance to children from socially disadvantaged backgrounds. Overall, more than 80 children received the support. Another important volunteer programme was the fourth year of the **Tutoring Summer School**, which was attended by 56 children in two week-long sessions. → [SDG 4](#), [SDG 10](#)

—

In 2024, the **Teiresiás Centre** as the main organizer co-organized the INSPO national conference on assistive technologies and services for people with disabilities, held in Prague. It also provided accessibility services for the **international summer school for deaf and hard of hearing learners** and foreign language teachers in Siena, Italy, co-organized an **international camp for blind and partially sighted students** in Rome and an international conference on assistive technology in Linz, Austria. Teiresiás also helped to develop inclusive university education in other countries, especially in the Western Balkans and Southeast Asia. For university employees from these and other countries they organized the Masaryk University Staff Training Week (MUST). Teiresiás Centre is the **national expert centre of the European Commission's AccessibleEU project**. → [SDG 4](#), [SDG 9](#), [SDG 10](#), [SDG 11](#), [SDG 17](#)

—

Many activities with a significant societal impact stem from the involvement of individual MU students and employees. The FUKS student association organized the **Dream Come True Café**, with proceeds going to the **Wheelchair League**. A toy collection was held for the first Brno **ABA Centre**, founded by Alla Moskalets from the Faculty of Education. The centre provides support for children aged 2–10 with mental impairment, including autism spectrum disorders. The Advent initiative **Tree of Fulfilled Wishes**, organized by the Friends of the Faculty of Education MUNI has expanded from a faculty activity to a university-wide event to grant the wishes of children and single mothers, older people and others who are struggling. → [SDG 1](#), [SDG 3](#), [SDG 10](#)

—

On the occasion of the university's 105th anniversary, the Faculty of Medicine organized a campaign to promote blood donation called **Donate by 105**. Running from 1 February to 31 May 2024 in cooperation with the Blood Bank at St. Anne's University Hospital and the Transfusion and Tissue Department of the University Hospital Brno, the event far exceeded the original goal of reaching 105 donors – a total of 275 people participated, providing almost 124 litres of blood. An extraordinary success was the recruitment of 83 first-time donors. The results of the campaign were officially announced on 14 June during the **Donate Blood, Brno!** festival held on the occasion of World Blood Donor Day. → [SDG 3](#)

—

Each year, the Faculty of Medicine in cooperation with the Gynaecology and Obstetrics Clinic of the University Hospital Brno undertake a **clinical and educational mission** within the **MEDEVAC** humanitarian programme. As part of this initiative, experts work at the **Tamale Teaching Hospital in Ghana**, where they focus on gynaecological, oncogynaecological and urogynaecological patients. In Kigali, Rwanda, they provide clinical and educational care with a special emphasis on oncogynaecology. → [SDG 3](#), [SDG 5](#), [SDG 10](#)

—

The eighth year of the **Special Olympics Regional Games** took place in May 2024. Over 170 participants competed in athletic disciplines and adaptive sports. These games are held under the auspices of the Czech Special Olympics Movement. The whole event was organized by the first-year students of the *Sports Management* degree programme at the Faculty of Sports Studies as part of their practical training. The event showed the **importance of inclusive sport** and its positive impact on individuals with intellectual disabilities. → [SDG 3](#), [SDG 10](#)

—

Visitor numbers to **Mendel Museum** continued to rise in 2024. In May, it again participated in the *Museum Night*, which attracted 615 visitors. During the summer months, the museum's programme was expanded, including costumed tours with Elizabeth Richeza, which attracted great interest and positive feedback from the public. In November, as part of *Janáček Brno* festival, the museum prepared special costumed walks focused on Leoš Janáček and the Augustinian Monastery, which mediated the composer's relationship with this place to the visitors. During the year, the Mendel Refectory hosted eight *Mendel Lectures*, and *Mendel Days* were also held here. Masaryk University collection, which is registered in the national Central Registry of Collections, was expanded by 82 new objects. → [SDG 11](#)

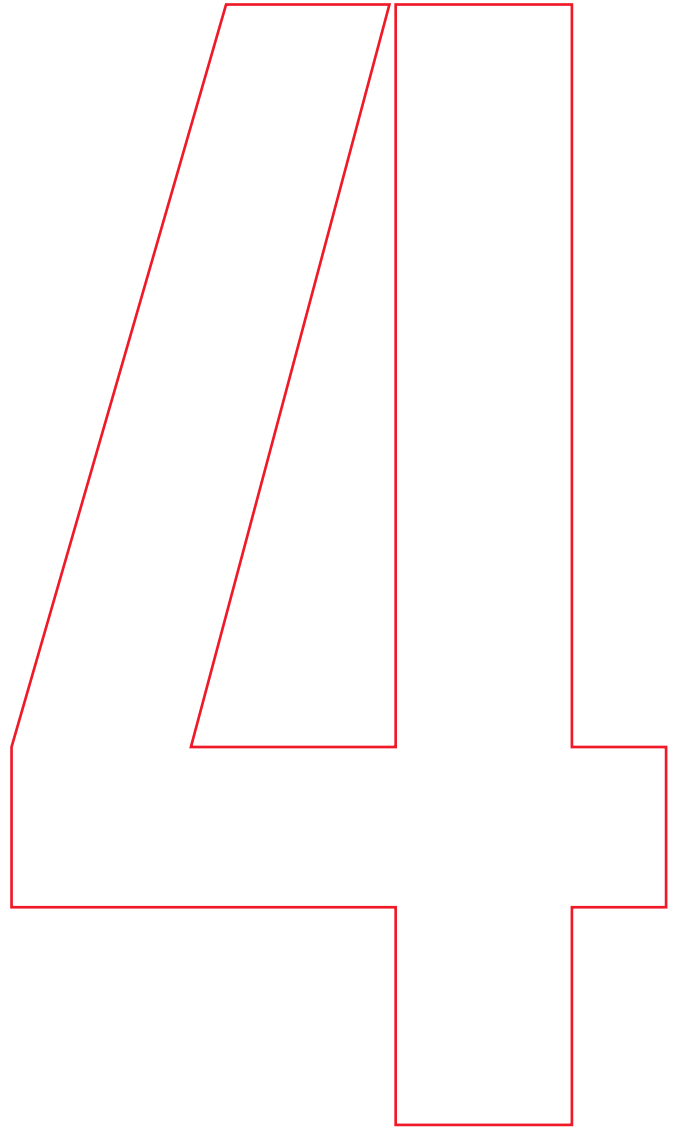
—

The fifth year of **Masaryk Days** in 2024 focused on the theme of the **Restless World**. The legacy of Tomáš Garrigue Masaryk resonated throughout the lectures and discussions. The event began with a tribute to TGM at the statue in Comenius Square in Brno and continued with thematic **debates on anti-Semitism**, contemporary **global problems** and international conflicts. Keynote speeches were delivered by leading Czech experts on the current hotspots. The programme included an international discussion on the situation in Israel and the Palestinian territories. The **Roger Scruton Medal** was presented to the Brno writer and essayist Pavel Švanda during Masaryk Days. → [SDG 16](#)

—

The festival **Fragile Freedom**, organized by Masaryk University, reminded us of the importance of freedom and democracy through a rich programme associated with the 17th November anniversary. Rector Martin Bareš presented university awards, including the Gold Medal to singer and **Charter 77 signatory Marta Kubišová**. Polish ex-dissident Andrzej Jagodziński received the **Roger Scruton Medal** and in his speech, he stressed the fragility of freedom, which must be constantly protected. The programme included a discussion by leading journalists and experts on the importance of public service media, verification of information and changes in information flows in the 21st century. → [SDG 16](#)

Personnel Management and Employee Development





CZECH VERSION OF DILEMMA GAME FOR TEACHING ACADEMIC INTEGRITY LAUNCHED

The *Dilemma Game* allows to strengthen academic integrity, to think about problematic situations before they arise, or to look at a difficult situation from a new angle. Eight years ago, it was designed at the University of Rotterdam and now, it is available in the Czech version, thanks to a team led by Masaryk University, specifically the Rights Protection Office and the Quality Office. The game contains 75 academic dilemmas from different areas of scientific life. Each dilemma is accompanied by four solution suggestions. However, this is not just a simple translation of the original game, it also includes didactic tips from Czech lecturers. It is beneficial to all those who run academic writing courses, train staff or otherwise deal with ethics and academic integrity in public HE institutions in the Czech Republic. → [SDG 5](#), [SDG 10](#), [SDG 16](#)

Photo: Presentation of the Czech Dilemma Game to participants from Czech universities at the Masaryk University's workshop

The principles that are reflected in the protection of rights, research ethics, the use of AI in teaching and other areas are summarized on a new **web page Ethics at MUNI**. It defines ethical functioning of Masaryk University internally and toward third parties. The web page covers *Academic Integrity* with a link to the MU Code of Ethics, *Compliance with Research Ethics*, elaborating also the issue of how to prevent publishing in predatory journals, and *Plagiarism*, including electronic tools for its detection as well as advice to students on how to avoid plagiarism and how to properly cite sources. The portal also provides information on equal opportunities, volunteering activities, sustainability and sharing experiences with other universities. The signpost then points to regulations to be read, an overview of various committees and contacts for the university ombuds and psychological counselling, all in the effort to create a safe environment open to everyone. → SDG 10, SDG 16

The university **Rights Protection Office** is a place where Masaryk University employees and students can turn to with confidence in its independence and discretion if they believe their rights or the rights of others have been violated. In 2024, therefore, its biggest task was an independent investigation of reported incidents of misconduct. The office also conducted workshops on the prevention of sexual violence and harassment, provided methodical guidance to persons responsible for investigation of misconduct and gave advice on various platforms within the university. In the past year, an **e-course on Social Safety in the Academic Environment** was implemented to guide academic and non-academic staff to foster a safe environment at MU. → SDG 5, SDG 10, SDG 16

From April to September 2024, **gender audits and equal opportunities audits** were conducted at Masaryk University units, which included a quantitative and qualitative analysis of the current state of equal opportunities and working conditions and an evaluation of the measures already implemented. The faculties took different methodological approaches to this internal inspection, in some cases cooperating with the external Gender Information Centre NORA. The audited areas included organizational culture, working conditions and work-life balance, gender balance in management and decision-making, recruitment and selection procedures, staff turnover and gender-based violence, including sexual harassment. Based on the results and recommendations from these inspections, specific actions have been proposed for the updated **MU Gender Equality Plan 2025–2028**. → SDG 5

The **EU-LIFE Gender Equality, Diversity & Inclusion** working group, of which CEITEC MU is a member, has announced the **EU-LIFE Pathfinder: Mentorship Programme for Postdoctoral Women**. It connects female postdocs with mentors who are recognized leaders in their fields, such as directors of research institutes, heads of research facilities or leaders of research groups. These mentors are experienced academics who provide individual guidance to young women scientists to support their professional growth. Two postdoc researchers from CEITEC participated in the programme last year. The mentor-mentee pairs meet at least three times during a twelve-month period. → SDG 5, SDG 8

In 2024, the Central Library of FA MU obtained the **Bibliotheca inspirans award** for its contribution of examples of good and inspiring practice in **library staff development and wellbeing**. Bibliotheca inspirans is awarded by the Open Society Fund in cooperation with Česká spořitelna. → SDG 3, SDG 8

The Faculty of Economics and Administration has implemented a **new career system** that defines the career paths of academic positions and, following the example of foreign universities, determines the requirements for *tenure track* positions. The new *Rules for remuneration of employees of the faculty* came into force in January. With the new budget rules, the guaranteed salary was added a guaranteed part of the performance premium. The approach to remuneration is based on a combination of increasing the guaranteed part of the salary and setting measurable criteria for the variable part of the salary. As part of the faculty's **Open and Flexible Work Culture at ECON MUNI (OPEN)** project, an in-depth analysis was conducted, involving staff across the faculty. The findings informed the design of measures and the preparation of the *Diverse and Flexible Work Culture Strategy* to ease the transition of **caregivers** from work to caregiving and back to work, and reduce the negative impact of the caregiving on their careers. → SDG 5, SDG 8, SDG 10

An adaptation process in connection with parental leave has been introduced and launched at the Faculty of Education. There has been an expansion of childcare options, and the faculty's well-functioning PidiMuňátka group may also be used by parents from among doctoral students. Discussions were organized to **identify the needs of staff caring for their dependants**. As part of the equal opportunities audit, a group discussion was held with caregivers to identify needs, suggestions and recommendations. → SDG 5, SDG 8

—

In 2024, the Faculty of Sports Studies, in cooperation with an external company, conducted a **work climate survey** and a follow-up workshop for staff to reflect on the results. A team-building workshop for non-academic staff was conducted at the faculty in the first half of 2024 under the title *Emotions at Work*. → SDG 8

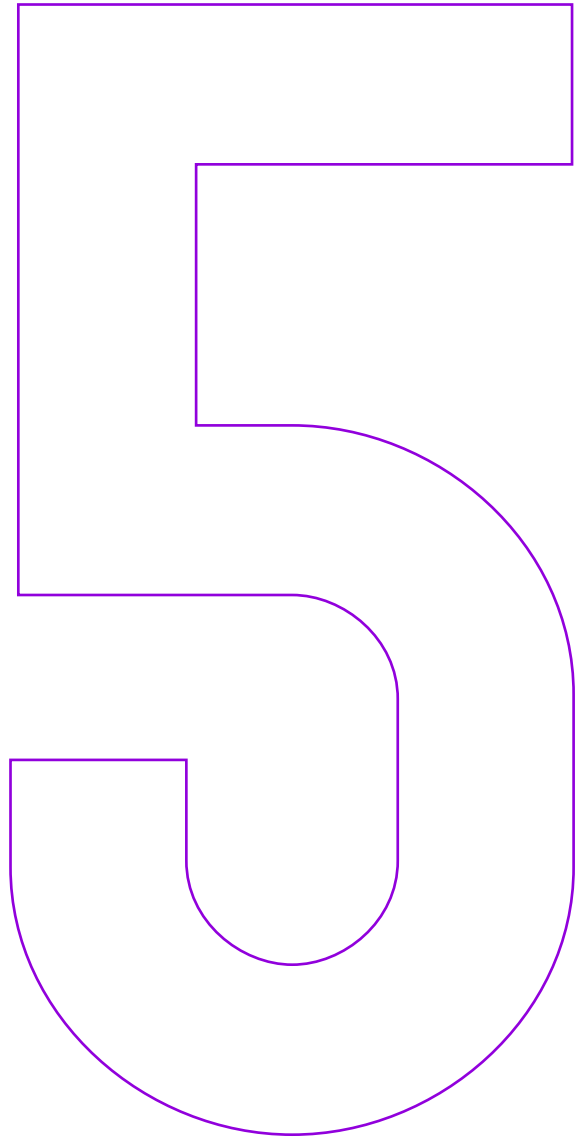
—

In September 2024, the Faculty of Medicine hosted a seminar organized by the Gender Information Centre NORA on **Gender Bias in Academia**, which inspired the *Safe Faculty* information campaign, including web content. In May, the faculty hosted a lecture entitled **Transgender: Both Sides of the Story**. Support for work-life balance was emphasized at the Faculty of Medicine by the launch of a web page *For parents* on the Employee Portal. The Personnel Office of the Faculty of Medicine, in cooperation with the Communication and External Relations Office, organized the **Psychological Support Course II: From Theory to Practice**. Apart from the educational aspect, the event also aimed at bringing the team together. At the faculty level, an **e-course on the pedagogical minimum** had been designed, which was launched in 2024 and is compulsory for all academic staff. → SDG 5, SDG 8

—

In the ranks of teachers and professional staff of the university in 2024, there were **103 employees with disabilities**, 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 can make use of the **Teiresiás Centre** to the same extent as students. The centre also participates in selection procedures and arranges for their accessibility by candidates with special needs and provides methodological support to HR departments of the faculties and other units, related to employing persons with disabilities. → SDG 8, SDG 10

Information Systems and IT Support





SHE OPENED IT WORLD TO WOMEN FOR CAREER AND PERSONAL LIFE

Barbora Bührenová, associate professor and vice-dean of the Faculty of Informatics, was intensively involved in the popularization of education in the field of information technology, especially among girls, women and other socially or economically disadvantaged groups, whom she helped to bridge the digital divide both in the labour market and in their personal lives. She co-founded Czechitas, a non-profit organization that inspires and educates women in IT skills and has tens of thousands of alumni. On a volunteer basis, she was active in the leadership of three non-profit organizations in the IT industry. She also devoted herself to encouraging women's interest in IT at the European level through her leadership of the EUGAIN (European Network for Gender Balance in Informatics), a network of 38 European countries. In May 2024, on the occasion of *Dies academicus* ceremony, Barbora Bührenová received the MU Rector's Award for Volunteering for her altruistic initiatives in the field of IT. → [SDG 4](#), [SDG 5](#), [SDG 8](#), [SDG 10](#)

Photo: Dies academicus ceremony – MU Rector Martin Bareš and Barbora Bührenová (†), awarded for volunteering

The **Neuron Award 2024** for young promising scientists went to Jan Křetínský from the Faculty of Informatics for his pioneering research focused on the **verification of artificial intelligence systems and the security of complex programs**. Jan Křetínský works on key issues that affect the future of technology, such as autonomous vehicles and robots capable of interacting with humans. His work combines automata theory, machine learning and mathematical methods to create tools that ensure the reliability and high security of these systems. → [SDG 8](#), [SDG 9](#), [SDG 11](#)

Lucia Hradecká from the Faculty of Informatics received the **IT4Innovations Award** and placed second in the prestigious *Joseph Fourier Prize* competition for her work **Automatic processing of biomedical image data using deep learning**. With her project focusing on biomedical data, she showed how deep learning can contribute to better understanding and processing of complex image data, which is crucial for medical applications and diagnostics. The results of her research are being used, for example, to identify the causes of breast cancer. → [SDG 3](#), [SDG 9](#)

In an international collaboration of 34 partner organizations, the MU Institute of Computer Science started its participation in the three-year project **EOSC-ENTRUST** (*A European Network of TRUSTed research environments*), funded by Horizon Europe. The project will create a **network of trusted centres for handling sensitive research data**. The development of a single IT infrastructure for the secure storage and processing of such data is being validated in healthcare (e.g. genomics, images) in collaboration with authorities that have access to health and in social science (e.g. surveys, citydata). The implementation of high-performance computing will increase the accuracy of predictions from these data sources. → [SDG 3](#), [SDG 9](#), [SDG 16](#)

EOSC is the European Commission's initiative that aims to create a virtual environment for storing, sharing and reusing research data across countries and fields of science. It was launched in 2018 as part of the strategy for the creation of the **EU's Digital Single Market**. Masaryk University is involved through several initiatives. It participates in the national implementation of EOSC in the Czech Republic and actively contributes to the development of the national data infrastructure. The MU Institute of Computer Science is a key Czech player in implementation of computing and data infrastructure in accordance with the EOSC principles. In March 2024, elections were held for the positions of working group leaders in the EOSC CZ (European Open Science Cloud in the Czech Republic) initiative. On behalf of MU, Michal Růžička from ICS (Basic Services group) and Jana Klánová from RECETOX (Environmental Sciences group) were elected to lead two of the twelve national groups. → [SDG 9](#), [SDG 17](#)

The international **AARCTREE** project, funded under the Horizon Europe framework, started in 2024. AARC BPA (Authentication and Authorisation for Research Collaborations – Blueprint Architecture) has become the reference model for the deployment of Authentication and Authorisation Infrastructures (AAIs) for research infrastructures in Europe and beyond. The main objectives of the AARC TREE project are to define common strategies for further **development and deployment of AAIs in the European Research Infrastructures**, to improve access and sharing of scientific resources and to improve interoperability among research infrastructure communities across the thematic areas. → [SDG 9](#), [SDG 17](#)

The **CyberSecurity Hub**, a professional and innovative partner for the private and public sectors, of which MU is one of the founding members, continued to develop its activities in the past year. In cooperation with the Regional Chamber of Commerce and Industry Cluster 4.0, it organized the **BRNO INDUSTRY 4.0 conference**, which addressed three key topics – **resilience, sustainability and cybersecurity**. The Hub, in cooperation with the Central Bohemian Innovation Centre and Brain4Industry, also co-organized a series of free interactive lectures for the public, covering topics of cybersecurity. In particular, managers of small and medium-sized enterprises, government executives and mayors of towns and municipalities were invited to attend a **Cyber Security Academy** seminar entitled *Scammers in Cyberspace, or Social Engineering*. → [SDG 9](#), [SDG 16](#)

The internationally certified **CSIRT-MU cybersecurity team** contributes to creating a secure university environment through a wide range of services in the technical security, regulatory compliance and user education. The team engages in the coordination of cybersecurity incident solutions, provision for network monitoring and proactive testing of the university infrastructure against potential threats. In 2024, **300 thousand attack attempts** were successfully managed; of these, 101 originated directly in the university network and **3,052** were confirmed **cybersecurity incidents**. → [SDG 9](#), [SDG 16](#)

The Faculty of Informatics held its traditional **Hacking Day**, which included a **simulation of cyberattacks**. The event, in which students are tested through cybersecurity games programmed by their classmates, is a popular opportunity to share enthusiasm for the cause. This year, a total of nine teams presented their work. They invited the participants to various scenarios of saving the world or solving geopolitical problems. The event is organized by the FI MU Cybersecurity Laboratory as part of the **CHESS** (*Cyber-security Excellence Hub in Estonia and South Moravia*) project. This year's *Hacking Day* was simultaneously held online, which made the games from previous years available to students in Estonia. The mutual exchange thus develops cooperation and experience sharing between MU and Estonian universities involved in the project. → [SDG 16](#)

—

To raise awareness, several **mock phishing campaigns** and basic information security training were conducted at Masaryk University in 2024. **Cybersecurity minimum training** for MU employees was designed; students and participants of the University of the Third Age were educated in this area. In order to strengthen the security and transparency of the virtual environment, an **application for reporting harmful content** was created within the MU Information System. → [SDG 16](#)

—

In 2024, the implementation of a joint project of all **26 public HE institutions** in the Czech Republic, coordinated by the IS MU Development Team from Masaryk University, was successfully completed. The project addressed **digitization requirements** related to the study administration and student services from enrolment to graduation. A further objective was the digitisation of agendas to simplify study-related activities, including the automation of document and information exchange. The project also focused on modifying information systems to minimise the requirements for physical presence at the university and to increase user-friendliness for all stakeholders. → [SDG 9](#), [SDG 12](#)

—

In June 2024, Masaryk University launched the **Mikrocertifikat.cz** information system, which allows MU and other Czech HE institutions to issue microcertificates and verify the results of small-scale forms of education at HE institutions in the Czech Republic. Masaryk University became the first university in the Czech Republic and one of the first in Europe to issue a microcertificate verifiable both in the national system and in the **Europass** digital certificate system. → [SDG 4](#), [SDG 8](#), [SDG 9](#)

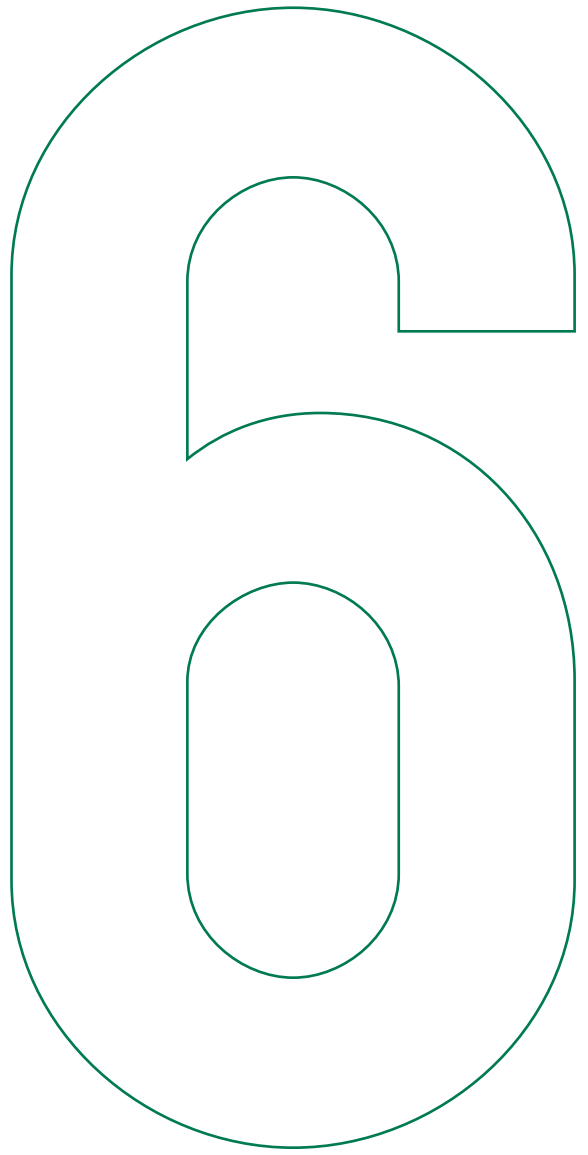
—

Documents in the MU Information System can be signed by a **qualified electronic signature**, and they can also be stamped with a qualified electronic seal. 191,711 documents registered in 1,211 administrative areas were electronically signed in the MU IS and 3,791 contracts were entered into the Internal Register of Contracts. → [SDG 9](#), [SDG 12](#)

—

Based on the **mapping of administrative processes**, the **digitization of selected processes** continued in 2024. Among the more extensive ones are the support for a digital process of concluding agreements for work performed outside employment or the finalization of support for placing orders. Last but not least, a link to the newly digitised health insurance benefits on *ePortal* of the Czech Social Security Administration was established, facilitating a better access to nursing benefits, long-term nursing benefits, maternity allowance and paternal afterbirth care benefits. → [SDG 9](#), [SDG 12](#)

Institutional Management and Infrastructure





SUSTAINABILITY STRATEGY OUTLINED UNIVERSITY'S FURTHER DEVELOPMENT IN LINE WITH UN SUSTAINABILITY GOALS

The year 2024 saw systematic cooperation of all the faculties, the Rector's Office and other MU organizational units in the creation of a new strategic document focused on sustainability. In line with its Strategic Plan and with the support of a project funded under the National Recovery Plan, Masaryk University created its first comprehensive sustainability strategy. *The Sustainable Masaryk University 2025–2028 Strategy* is composed of four pillars: Teaching and Education; Research and Doctoral Studies; Internal Culture and Social Contribution Activities; and Sustainable Institution. → [SDG 4](#), [SDG 17](#)

Photo: Botanical Garden of the MU Faculty of Science

During 2024, the promotion of the **Ten Principles of Responsible Energy Management** continued to motivate Masaryk University employees and students to save electricity, water and gas. An evaluation of the related **#MUNISAVES** campaign for 2024 indicated a year-on-year **reduction in the consumption** of drinking water, heat, gas, and electricity by a (higher) single-digit percentage. → [SDG 6](#), [SDG 7](#), [SDG 12](#), [SDG 13](#)

The **Strategy for Sustainable Energy Management** was approved in early 2024. Based on an assessment of the consumption of the monitored buildings, the consumption per m2 was determined and the problematic sites were identified. In order to enable **automated monitoring of the consumption** in buildings, preparatory work started on connecting secondary meters to the university's BMS (Building Management System). → [SDG 7](#), [SDG 13](#)

On the occasion of European Mobility Week, a survey on transport modes of employees and students was conducted in September 2024. The monitoring of the carbon footprint of business trips has been computerized and the output will serve as a **basis for the preparation of the Strategy for Sustainable Mobility**. The Faculty of Medicine and the Faculty of Economics and Administration use a faculty electric car for operation and logistics. Bicycle racks are installed near most faculties, some even have an indoor bike room. → [SDG 7](#), [SDG 11](#)

In March 2024, the dean of the Faculty of Pharmacy, together with the Rector and many representatives of state institutions, officially laid the foundation stone of the **MUNI BioPharma Hub**. The strategic project worth more than 4 billion Czech crowns is expected to bring a major added value at the national level to education, science and research. It includes new premises for the FPharm, state-of-the-art research infrastructure for the Preclinical Centre and the Centre for Molecular Medicine plus its own data centre. The importance of the MUNI BioPharma Hub, which is expected to be completed in mid-2026, also lies in its contribution to the **key strategic area of drug self-sufficiency and the development of the pharmaceutical industry**. With clean room facilities (GMP), the FPharm will be able to carry out complete drug development and clinical batch production at the MUNI BioPharma Hub. In addition, the structure is being built to a high environmental standard. 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 mounted on the roof. The building will have a green roof, and a smart façade will ensure a pleasant microclimate inside the building. → [SDG 3](#), [SDG 9](#), [SDG 11](#)

Funding was obtained for the construction of a **multi-purpose sports complex** at the University Campus Bohunice in 2024. The project for the construction of a multifunctional hall and an outdoor sports field will provide facilities for student teaching, activities of sports clubs and the general sports public. It will also include space for research aimed at reducing the long-term risks of civilization diseases and promoting the overall health of the population. → [SDG 3](#), [SDG 11](#)

As part of the university-wide **MUNI4PhD** project, implemented from January 2023 by all ten MU faculties, significant modernization of the **material and technical facilities for doctoral students** was carried out during 2024. The project was financially supported by the Operational Programme Johannes Amos Comenius (OP JAC), co-funded by the European Union. It included the refurbishment of rooms for Ph.D. students, the creation of new team workplaces, the acquisition of instrumentation and laboratory equipment, electronic information resources and specialist literature. Most of the project activities were completed by the end of summer 2024, so that doctoral students could use the new equipment from September, with the start of the academic year 2024/2025. → [SDG 8](#)

MEDshop, the faculty store, continues to provide working and leisure clothing for staff and students of the Faculty of Medicine. The products meet the strict standards of clothing for health professionals and are produced locally, **by suppliers from sheltered workshops**, disabled people's cooperatives and social enterprises. → [SDG 10](#), [SDG 12](#)

In 2024, the MU Accommodation and Catering Services provided **accommodation for 3,440 students in eight accommodation facilities** throughout Brno. On the basis of a university-wide questionnaire prepared by members of the Student Chamber of the Academic Senate and upon the subsequent approval of the university management, the **lunch menu** was reduced to five meals, with two of them sold at a uniform price of 85 CZK including soup. The menu includes a daily choice of **vegetarian, vegan and gluten-free meals**. → [SDG 2](#), [SDG 3](#), [SDG 11](#)

The **photovoltaic power plant (PV plant)** located on the roof of the Faculty of Education has a total average annual capacity of 40 MWh, producing 29,161 kWh of low-carbon electricity in 2024. In 2024, other suitable MU buildings for the **installation of PV plants** were identified and feasibility studies were initiated. → [SDG 7](#), [SDG 13](#)

— In 2024, the **green roof** of the Faculty of Economics and Administration was reopened after renovation, serving as a resting place and helping to improve the building's climate thanks to the planted area. Green roofs also adorn buildings on campus, the hall of the sports ground at Veslařská Street and the bike shelter of the Faculty of Science. The Faculty of Science has newly installed a **filtered water dispenser** in its building on campus as an affordable alternative to bottled water. Similar dispensers are at the Faculties of Economics and Administration, Education, Arts and Social Studies. Over the past year, MU saved an estimated 4,000 kilograms of plastics and 165,000 half-litre PET bottles. → SDG 6, SDG 12, SDG 13

— The individual economic units of Masaryk University are committed to sustainable operation and reconstruction of buildings. In 2024, the **thermal insulation** of the north side of building C at the Vinařská halls of residence was completed, which will have a major impact on reducing energy dependence on external suppliers by at least 15%. In addition, **smart lighting control** was introduced to reduce energy consumption in unused areas. The Faculty of Science has completed the **refurbishment of the greenhouse** at Kotlářská Street, including upgrade of **thermal insulation** and replacement of window glazing, electrical wiring and control systems. Here, as well as at the University Campus Bohunice, an **upgrade of the Measurement and Control system** has begun, which will allow for more sophisticated and efficient control and metering of the HVAC and water distribution. The renovation of the HVAC system has been underway at UCB. The faculties are reducing energy consumption by replacing light fittings with energy-efficient LED technology, upgrading IT equipment and purchasing low-energy appliances. → SDG 6, SDG 12, SDG 13

— The year 2024 marked a turning point in the approach to security at Masaryk University. **The concept of personal safety in the university environment** was completely overhauled. The university took strengthening its security policy seriously, especially in relation to the risks associated with a violent attack. It has improved and formalized communication with the Integrated Rescue System, including the early warning system. It developed emergency action cards to facilitate the orientation of rescue squads in MU buildings. MU introduced a system of warning text messages to the emergency contacts of students and employees. The e-learning for MU students and staff included a training course called *Active Attacker* at the beginning of 2024, which was added a series of specialized in-person or hybrid training sessions on the issues of personal safety, detection of risk situations, and dealing with an active violent attack. The further development and strengthening of the security infrastructure at MU is now the responsibility of the MU Security Manager. → SDG 16

List of Abbreviations

AAI	Authentication and Authorisation Infrastructure	GMP	Good Manufacturing Practice
ABA	applied behavioural analysis	HE	Horizon Europe
AI	artificial intelligence	HPV	human papillomavirus
BIP	Blended-Intensive Programme	HVAC	Heating, Ventilation, and Air Conditioning
BMI	Body Mass Index	ICS	Institute of Computer Science
BMS	Building Management System	IS MU	Information System of Masaryk University
BUT	Brno University of Technology	IT	Information technologies
CAS	Czech Academy of Science	LED	Light-Emitting Diode
CEITEC	Central European Institute of Technology	LPT	Learning Potential Test
CSIRT-MU	Cybersecurity team of Masaryk University	MjUNI	Masaryk Junior University
CZ	Czech Republic	MU	Masaryk University
DNA	deoxyribonucleic acid	MUNI	Masaryk University logo and alias
ECTS	European Credit Transfer and Accumulation System	NCE	National Comparative Exams
EOSC	European Open Science Cloud	OP JAC	Operational Programme Johannes Amos Comenius
ERC	European Research Council	PET	polyethylene terephthalate
ESDW	European Sustainable Development Week	PV	Photovoltaic
EU	European Union	RECETOX	Research Centre for Toxic Compounds in the Environment
FA	Faculty of Arts MU	RNA	ribonucleic acid
FEA	Faculty of Economics and Administration MU	SDG	Sustainable Development Goal
FEdu	Faculty of Education MU	SIMU	Simulation Centre FMed MU
FI	Faculty of Informatics MU	SYRI	National Institute for Research on Socioeconomic Impacts of Diseases and Systemic Risks
FLaw	Faculty of Law MU	TACR	Technology Agency of the Czech Republic
FMed	Faculty of Medicine MU	TGM	Tomáš Garrigue Masaryk
FPharm	Faculty of Pharmacy MU	U3A	University of the Third Age
FSci	Faculty of Science MU	UCB	University Campus Bohunic
FSpS	Faculty of Sports Studies MU	UN	United Nations
FSS	Faculty of Social Studies MU	V4+	Visegrad Group plus other countries/partners
FTE	full-time equivalent	WHO	World Health Organization
GACR	Czech Science Foundation		





NÁRODNÍ
PLÁN OBNOVY



Funded by
the European Union
NextGenerationEU

**Annual Sustainability Report
Masaryk University 2024**

Published by Masaryk University, Žerotínovo nám. 617/9, 601 77 Brno

Editor: Šárka Řehořová, Strategy Office, MU Rector's Office

Content and editorial collaboration: Petra Čačková, Jitka Hyršovská

Translation: Lenka Bělková

Production: Pavla Hudcová, External Relations and Marketing Office, MU Rector's Office

Edition series design: Milan Katovský, Kateřina Katovská

Graphic design and DTP: Milan Katovský, Pavel Kotrla

Photo authors: Monika Hlaváčková, Milan Chytrý, Martin Indruch, Jan Kodeš, Adam Lukůvka, David Veverka, archive of Lukáš Šafář

1st electronic edition, 2025

