

HUMAN RESOURCES AREA

From the personnel point of view, the Faculty of Mechanical Engineering is stabilized. Age structure is at a very good level. In 2018, the situation looks as follows: approx. 150 workers, approx. 110 recalculated. There are about 12 FTE professors, 21 FTE associate professors, 37 FTE lecturers, 13 FTE researchers, 27 other FTE. As for the development of the faculty, it is necessary to proportionally strengthen some research workplaces by young academics, ideally from the outside or from other parts of the university. It is desirable to increase internationalization and international mobility of the staff and also strengthen its diversity.

OBJECTIVES:

- » Increase of academic staff by around 20 %
- » Increase of doctoral students by around 30 %
- » Increase of personnel diversity of the faculty, i.e. incoming of new academic staff

MEASURES:

- » Support and motivation of young researchers.
- » Support of scientific growth and engagement of postdocs into R&D activity.
- » Strengthening students' mentorship standards in doctoral degree programs.
- » Strengthening international standards in all areas of activities.
- » Open human resources politics towards heads of departments and feedback to the faculty management.
- » Strengthening the responsibility for fulfilling the plan about workplace development.

RESEARCH AREA

Applied research, development and innovation will also continue to be the focus of scientific research activities. Strengthening basic research, developing international scientific and research cooperation with different universities, research institutes and the application sector are essential domains for Research and Development potential. The quality indicator is constituted by the structure and numbers of results. Recent results show a trend towards increasing the number of high-quality outputs and the number of patents granted abroad.

OBJECTIVES:

- » Development and fulfilling research programs.
- » Involvement of research teams in international networks and platforms.
- » Participation in teams of international projects.
- » Strengthening the quality of results and outputs.
- » Increasing transfer indicators of applied results.

MEASURES:

- » Support and motivation of workplace and employees to responsibility for publication, mobility and project activities.
- » Project, methodological, and publication support of academic staff and students.
- » Support of personal development and motivation towards qualification growth.
- » Supporting mobility of academics and PhD students.
- » Internationalization of activities as a space for co-authorship with foreign researchers.
- » Popularization of scientific research activities and results of scientific work.
- » Financial motivation supporting qualification growth.

COOPERATION WITH APPLIED SPHERE

Cooperation with the application sphere has traditionally been one of the strengths of the Faculty of Mechanical Engineering. Quality indicators are both volume of cooperation and results of cooperation. In the area of RDI, cooperation includes collaborative research, contract research, ancillary and service activities.

OBJECTIVES:

- » Development and offer of new directions concerning contract research.
- » Maintaining contract research volume.
- » Strengthening quality indicators and transfer of applied results.

MEASURES:

- » Maintaining contacts and strengthening active cooperation with graduates.
- » Promotion of the faculty in the area of offering scientific research topics for cooperation with the application sphere.
- » Popularization of scientific research activities and results of scientific work.

SCIENTIFIC AND RESEARCH INFRASTRUCTURE

Recently, there has been a significant development and strengthening of R&D infrastructure as a result of Structural Funding. New laboratories have been completed and the existing ones have been gradually reconstructed. The laboratory equipment represents a high standard and corresponds with the world standard. The challenge is to maintain the pace of optimal recovery and investments in Hi-Tech technologies. Quality research requires support of administrative and managerial background, which is provided by the Department of Development and Projects Department.

OBJECTIVES:

- » Maintaining quality laboratory infrastructure.
- » Continuous upgrade of laboratories for the development of research programs.
- » Reduction of administrative burden related to R&D.

MEASURES:

- » Preparation and use of European Structural Funds projects / resources.
- » Use of FRIM projects and funds.
- » Support of management of R&D management and strengthening of research and administration.
- » Cooperation of the faculty with the university management on development of the TUL information system and on the interconnection of individual activity management modules.

FINANCING

Since 2014, the percentage of funds has been increasing from projects supported by the Czech Republic budget and EU funds. Institutional support volumes have been more or less comparable in recent years. The transition to the evaluation of scientific research activities according to the M2017 + methodology will put pressure on excellent results and outputs with an impact on the funding of the Faculty's R&D.

OBJECTIVES:

- » Maintaining and increasing the volume of project resources.
- » Increase in the volume of institutional support up to 50:50 with project volume.
- » Improving the quality of publishing as a parameter for institutional funding.

MEASURES:

- » Synthesis of these measures at the faculty level.
- » Cooperation between the faculty and university management on conceptual and financial instruments for R&D support.
- » Involvement of the Faculty in national and transnational strategic activities aimed at systemic steps to support R&D funding.