

16 JUNE, BERLIN

**Instruments for Career
Advancement in HE
Management**

**Case study – Czech
Republic**

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Structure of the presentation

- brief introduction AV
- brief introduction into the Czech system
- institutional policies
- national policies
- case studies
- main challenges



Introduction Aleš Vlček

2002 – 2006

PhD in CHEPS, NL

2006 – 2007

Advisor to the Minister

Recently

Freelance consultant

External advisor (Ministry)

EU Structural Funds

Projects for institutions

Human Resources Development, etc.



Tertiary education & Science

Academy of Sciences

53 public research institutions
7 000 employees
basic research

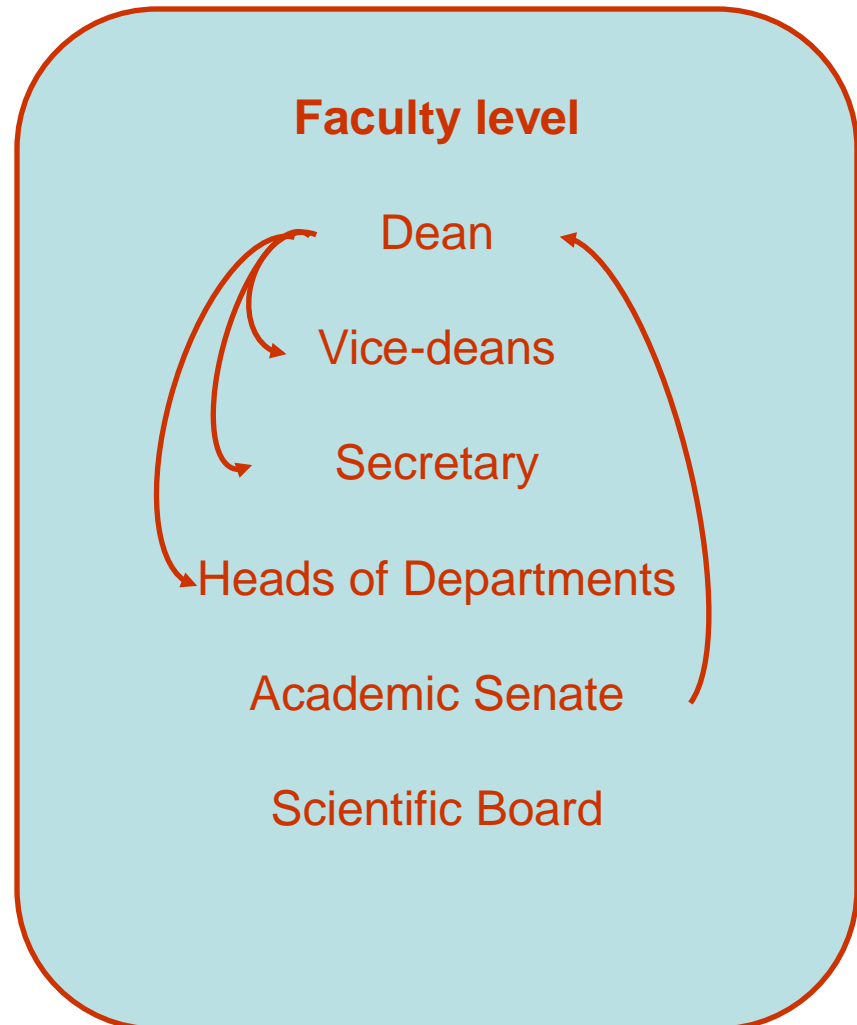
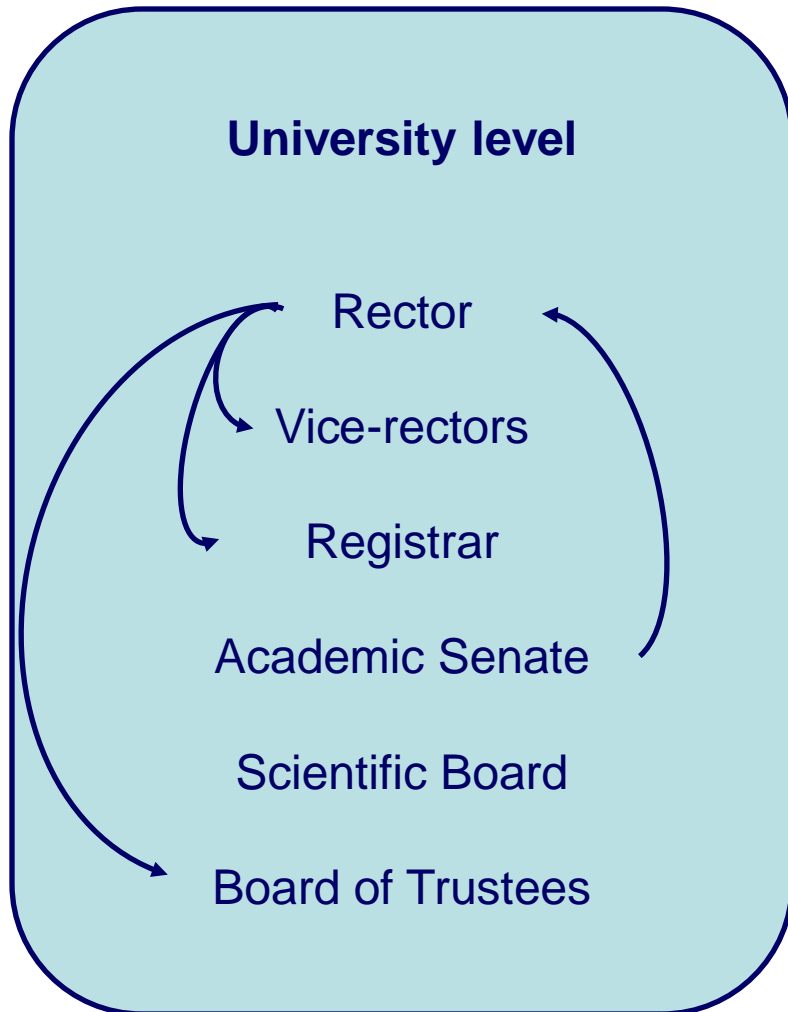
Higher Education Institutions

26 public HEIs (+ 300 000 students)
2 state HEIs (police, defence)
45 private HEIs (+ 40 000 students)

Tertiary Professional Institutions

174 institutions (regional, state, private, religious)
30 000 students

HEIs structure & management



Recruitment policies

Academic positions – internal sources, through lower to higher level, experience in academic senates, academic „recyclation“

Administrative positions – faculty secretary → university registrar, more often from outside academia (registrar, vice-rectors)



Training & rewarding policies

Various courses (prerequisite for further carrier development)

Specialized training (MPA)

Financial remuneration

Sabbatical – apply to all academics (6 months once in 7 years)



National policies

Long-term plan of the Ministry
the need to work more on HE
management

Development programs
(financial support) - strategic
management, quality assurance

Structural Funds 07-13 (ESF)
training for HE managers is
included



Czech University of Life Sciences Prague



Training of managers in the middle level

- analysis of needs
- adjustment in the carrier plan, remuneration guidelines
- internal, external courses
- 284 courses, 295 participants
- language courses, ICT, special courses

Brno University of Technology

System for competencies development

- language courses, ICT, legislation, soft-skills for employees
- managerial courses for middle and top management

Life Long Learning Institute

English, Project management,
Soft skills, ICT



West Bohemian University, Pilsen

Manager project



- catalogue of university strategic tasks
- strategic management training
- university strategy (external stakeholders)
- special working groups
- learning by doing

Masaryk University in Brno

Master of Public Administration (2 years)

- law and legislature
- management
- economics
- public policy



Academy of Sciences



Management of Science

- partner - Czech Management Association
- top and middle management
- 10 months / 18 lectures
- strategic management, financial management, leadership, team work, etc.



Main challenges

Bologna process ...??

Tertiary education reform ...??

European structure funds

European Social Fund

European Regional and Development Fund

**Community Framework for State Aid for
Research and Development and Innovation,
2006/C 323/1**

