Priorities for the 2023 Dean's Election at FIT BUT

Tomáš Vojnar and „Progress Team", 16/10/2023

VYSOKÉ UČENÍ FAKULTA
TECHNICKÉ INFORMAČNÍCH
V BRNĚ TECHNOLOGIÍ

FIT BUT can and should be

a top research faculty

that excels in research as well as teaching,

has active international and industry cooperation,

and behaves in a fair, open, and welcoming manner inside and outside.

- **Continuous promotion of quality publications and real applications.**
  Building awareness that achieving them is normal and possible and that both are important.

- **» What gets measured/evaluated gets better.«**
  Continually look for/improve what and how to measure/evaluate (and support) in research.

- **Keep the quality of the Ph.D./doc./prof. Ranks.**
  - *The profile of FIT scientists better be even better, do not tighten the criteria, but there is no room to lower them.*
  - *Possible partial fine-tuning, e.g., for applied results.*

- **New financial evaluation of research ("bobři") with respect to quality.**
  Plus rewards and recognition for excellence in publications as well as applied results.

- **High quality Scientific Board.**
  Heavyweights in research, not politicians, who are not afraid to say unpleasant things and push us further.

- **Emphasis on hiring the best people possible.**
  As open, advertised, and thorough selection processes as possible.

- **Great science grows out of solid science.**
  - *Support for even not-quite-top-notch-but-solid science, especially when trying to improve (e.g., "reject" A*/A/D1/Q1).*
  - *Support for inter-group collaboration.*

- **Continued efforts to improve recognition of quality conference papers.**
  At all levels – inside BUT and outside, coordination with other IT faculties/institutes.

- Careful monitoring and consideration of the quality of teaching.
  - *Motivate, deepen, and cultivate student evaluation of teaching:*
    - *e.g. involvement in summarizing the anonymous assessments in courses.*
  - *Find a suitable way of documenting and making available real measures taken ("changelog", ...).*
  - *Seek a way of evaluating, highlighting, and rewarding quality teaching (as in research).*

- Identify and address weaknesses in teaching at FIT.
  - *Revise course composition, course content, forms of teaching, testing, prerequisites, ...*
  - *Spread awareness that the guarantor is not the "owner" of the course – change the guarantor if necessary, although this should be a very rare step.*

- Serious exploration of interest in more Masters programmes at FIT and, if interest is shown, maximum effort to introduce them.

- Seek to introduce "teaching assistants".
  - *Emphasis on using top students, carefully mentored.*

- Promoting the possibility of teaching by quality lecturers.
  - *Not everyone can "see" themselves in research, but they can be excellent teachers.*

- **Support of recordings and online learning.**
  - *Continuous support and improvement of recordings availability.*
  - *Modernization of A/V technology (e.g., greater robustness, automation of starting the streaming, etc.).*
  - *Emphasis on friendly and helpful technical support.*

- **Revision of available study materials.**
  - *Support for updating slides, study guides.*
  - *Motivation to create practice materials (solved examples, videos, ... - also together with skilled students).*

- **Number of exam terms.**
  - *Preference of **three terms**, where the students of course do not have to use all of them and can distribute the exams (but can use all the terms if they need to).*

- **Simplification of rules and further automation of the study agenda.**
  - *Simpler rules lead to fewer exceptions and bureaucracy.*
  - *Do not rule out exceptions though, if they are warranted or there is simply a willingness to make them.*

- **Fair, friendly, and effective communication between students and teachers.**
  - *Student Discord (or another platform chosen by students).*
  - *Support for unified signposts/concentrators for course information.*
  - *Emphasis on posting deadlines and rules as early as possible, compensating for changes with tolerance.*

- **Fair and constructive communication with the Rector's Office.**

- Establish regular meetings and discussions on teaching for interested people.
  - *Sharing "best practices", possibly with external guests.*

- Regular availability of the dean (and other members of the team) for any discussion.
  - *1–2 hours once every 2 weeks in "Kachnička " (similarly for staff in between).*

- Flexibility to teach interim courses.
  - *Visits from abroad, from industry.*

- Encouraging the possibility of courses from other faculties.

- Emphasis on excellence does not mean pressure for more "firing"
  - *It is about excellence primarily in the way teaching is done: teachers, materials, course composition, communication with students, etc.*
  - *Demands on students should not be reduced, but also not purposely increased.*
  - *What is important is not only excellent students but generally "honest" students.*

- Awareness and motivation to submit projects.

  - *Reflect even on unsuccessful project submissions, especially prestigious ones.*

  - *Motivate inter-group collaboration across the faculty.*

  - *Philosophy that the benefit to the faculty is not just direct financial benefit, but also prestige, financial benefit to the individuals involved, personal growth, ... – on the other hand "not going for everything".*

- Willingness to look for "pathways" to meet the tortuous rules of providers.

- A new revision of VCIT activities and making VCIT as close as possible to the researchers.

- Support for project managers capable of actively writing projects.
  Cf. Martin Jírovec.

- Actively seek representation in grant agency structures.
  This is not about influencing in favour of specific projects but about gaining experience and also about spreading the practices of our field into these structures.

Internationalisation

- Non-forceful motivation to introduce at least a few more courses taught entirely or partially in English.
  - *Especially at the MSc level but at least one "major" at the BSc level as well.*
  - *Seek space also by not differentiating the quality and demands of teaching for Erasmus and regular students.*

- Seek ways to facilitate the involvement of foreign colleagues in regular or block teaching.

- Support of sabbaticals.

- Motivation for postdoc stays abroad prior to recruitment.
  Not a hard requirement but an openly advertised benefit to the selection process.

- Attempt to start combined internships with abroad.
  Part company, part FIT (also summer school).

- Build the reputation of FIT and BUT internationally.
  - *Travel, open doors, present FIT to international researchers and students.*
  - *Consider the possibility of visiting professors.*

- Build a portfolio of excellent partnering companies.
    - *Develop collaborative contract and grant research.*
    - *Aim at obtaining interesting and topical topics for students.*
    - *Selected lectures and even some courses. Space for irregular lectures.*
    - *Support and development of **joint Ph.D. studies**.*
    - *Tailored teaching of the latest technologies for companies in case of mutual interest.*
    - *Collaborative internationalisation: combined internships.*
    - *Inclusion of their representatives into the Scientific Board.*

- Entrepreneurship support.
    - *Offer of advice to students seeking commercialization (professional and business).*
    - *Motivational competitions.*
    - *Rewarding commercialisation similarly to research achievements.*

- External relations and PR.
    - *Building **FIT's reputation as a leader** both internally and externally.*
    - *Support for various events on the FIT campus (including efforts to provide more space for them).*
    - *Further increase efforts to attract quality applicants by strengthening ties to secondary schools.*
    - *Starting to develop more ties to alumni.*

- Primarily support the development and use of the BUT IS.
  - *Build only small specialized applications on the API.*
  - *Introduce IS "gurus": tailored training, help with some tasks.*

- Review needs of academics & students, tailor FIT services & staffing.
  - *Maybe sometimes fewer but better paid, active, and willing people.*
  - *Emphasis on automation of processes.*

- Review room utilization and look for ways to optimize non-violently.
  Look for ways to improve classroom & teacher utilization that do not discourage students.

- Continue efforts by previous administrations to expand the campus.

- Reviewing the financial flows in the faculty.
  Where does the money from teaching, research, projects flow and why,
  and possible realignment – but with care:
  the fragility of some project relationships must be taken into account.

- **Emphasis on interviews between managers and employees.**
  Setting goals, discussing whether or not they are being met, etc.: for real, not formally.

- **Supporting both Union actions for employees and the Student Union.**
  Spatial, financial, ...

- **Social security from both students and teachers.**

  - *Quality training, prevention of unwanted communication or relationships, trusted point of contact, more open communication if possible about status and actions in this area.*

  - ***Goal: neither students nor staff should feel threatened.***

- **Tomáš Vojnar**
  Dean

- **Adam Herout**
  Vice-Dean for Science & Research, and Ph.D. Studies

- **Jiří Jaroš**
  Vice-Dean for Master's Degree Programmes

- **Milan Češka**
  Vice-Dean for Bachelor's Degree Programmes

- **Jaroslav Dytrych**
  Vice-Dean for Study Affairs and the IS

- **Vítězslav Beran**
  Vice-Dean for External Relations

- **Pavel Zemčík**
  Vice-Dean for Strategy and Development

- **Petr Hajduk**
  Faculty Administrator

Advisors

- Lukáš Sekanina – *Advisor on Science & Research Evaluation*

- Ondřej Ryšavý – *Advisor for International Relations*

- Petr Veigend, Kristýna Zaklová – *Study Advisors*

Why Tomáš Vojnar?

A **strong vision** that FIT should be a **top research faculty** with a strong position in projects, strong international links, strong links to companies and, of course, excellent teaching.

The candidate's behaviour over **long previous time** should match tightly with the main vision in order to minimize chances of inappropriate compromises to the vision in the future.

So what about **Tomáš Vojnar**?

- Quite nice (hopefully ☺) *research results* with well-visible *international recognition*: citations, awards, invited talks, invited positions, …

- Founding and starting the now very active VeriFIT research group *VeriFIT.*

- *Teaching of theoretical and applied subjects* – quite a decent response despite their difficulty.

- Many projects won and managed *projects* (GAČR, TAČR, H2020 ECSEL, COST, Kontakt II, …) + significant contribution to the preparation of large faculty projects.

- *Experience with evaluation* of a number of CZ and EU projects (incl. 4 years in the P103 GAČR panel), evaluation for RVVI (the Czech Council for Science, Research, and Innovations).

- Tight *collaboration*, e.g., with Red Hat, Honeywell, Oracle Labs , Microsoft Research, …

- *2 continuous years in France* (+ other shorter stays including block teaching at TU Vienna).

- A number of *collaborators in Czechia and worldwide* (AT, DE, FR, IL, SE, Taiwan , UK, US, …).

- *Leadership experience* – quite a large research group, vice dean for R&D.

And also honesty, openness (even if the opinion is not popular), not playing political games, not looking for backroom or ambiguous solutions, willingness to discuss, to look for ways, and to learn, …