



The Strategy of the Institute of Philosophy of the Czech Academy of Sciences, a Public Research Institution

1. Mission

The Institute of Philosophy of the Czech Academy of Sciences (IP), a public research institution, is a non-university research institute focused on research in the field of philosophy, with interdisciplinary overlaps with other humanities, especially classical and medieval studies, history and intellectual history. In its research, it also responds to current developments in the field of social sciences and natural sciences and to the discussions taking place in this sphere. As an important scientific centre on the national and international scale, the IP is open to domestic and foreign cooperation with university and non-university institutions, actively participates in the European Research Area and at the same time is sensitive to the needs of Czech society and culture. The IP systematically supports the scientific creativity of researchers in the humanities, emphasizing innovation, openness and interdisciplinary dialogue.

Researchers at the IP are pursuing excellent scientific research, both in team and individual projects that push the boundaries of knowledge. Due to this focus, the IP supports innovative areas of research, organizational openness and flexibility enabling the transformation of research priorities and teams. Along with excellent research, which actively engages in the development of world science, the IP also develops long-term, time-consuming and materially demanding projects that often exceed the scientific careers of individual researchers, such as editions of key works of the Bohemian and world tradition or preparation of extensive scientific syntheses and dictionaries and encyclopaedias. These projects integrally include information platforms and databases making research results accessible to the professional and lay public in the form of published professional periodicals, book and electronic publications and advanced digital tools. An equally important task is the maintenance and development of the scientific infrastructure, especially publicly accessible specialized libraries, archives and book collections.

The main mission of the IP is to develop activities for which it has a unique institutional base and which take into account both the current trends in international scientific research and the needs of Czech society and culture. Thus, the research carried out at the IP does not programmatically cover all areas of philosophical thinking of the past and present. Unlike universities, organized primarily according to the needs of teaching and the demand for clarity of the approaches, the IP focuses on demanding scientific topics and challenges, to which it

subordinates the composition of research teams and ensures optimal conditions for their resolution. The demands it places on its employees also correspond to this mission: IP researchers publish in high-quality, foreign and domestic periodicals or publishing houses, present the results of their research to an international audience, appear at foreign conferences and actively seek to win scientific grants in domestic and international competitions. Part of the research work of the institute is also the presentation and popularization of its results to the public, and IP researchers also participate in the formation and cultivation of Czech professional terminology in the areas of their research.

2. Strategic orientation and goals

In accordance with its mission, the IP thematically focuses on traditional and newly established philosophical disciplines and directions, including their interdisciplinary overlaps; using the necessary philological and historical methods, it also focuses on the history of ideas in a broad sense from antiquity to the present with an emphasis on the Central European space.

Research at the IP and its scientific teams pursues the following strategic goals:

- (a) to contribute to the development of world-class research in philosophy and the related humanities with a view to becoming a leader at the national level and a respected partner for similar institutions abroad;
- (b) to develop excellent international cooperation (joint projects, publication activities, conferences and workshops, support for the mobility of researchers) in order to take an active part in shaping world science;
- (c) to implement long-term (research, publishing and translation) projects taking into account the specific needs of Czech society and culture, including projects with application potential;
- (d) to build the necessary scientific infrastructure and provide services to the research community (library and information services, e-infrastructure, creation of research collections, electronic databases and archives, support of publishing activities, publishing of professional journals);
- (e) to participate in the education of the young scientific generation, in particular in cooperation with universities (involvement of early-stage researchers in research projects, cooperation in the implementation of doctoral study programmes).

The key principle of the IP is balanced support of various philosophical directions and a plurality of approaches to philosophical work combined with an emphasis on the search for opportunities for interdisciplinary cooperation. In accord with this approach, emphasis is also placed on making full use of the potential of the existing research teams if the topics are relevant to current world science, and on individual research excellence demonstrated by the ability to achieve high-quality internationally recognized results.

3. Principles of scientific practice

The IP focuses on basic and societally oriented research, proceeding in accordance with the principles of open science and good scientific practice respecting European standards. The activities of the IP are based on conceptual documents of the Czech Academy of Sciences, its code of ethics and also on the strategic materials of the Czech Republic and the European Union, which relate to science and research.¹ The activities of the IP are based on a pluralistic and autonomous conception of science.

The IP emphasizes collegiality and teamwork, rejects any discrimination in principle and provides equal opportunities for all, regardless of gender, age, nationality, disability, political and religious beliefs. It strives to provide its employees with the opportunity to seamlessly reconcile work and family life. The labour standards and the quality of the working environment, including the care of the IP staff, are based on the principles defined in the “European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers”, as certified by the European Commission through the prestigious “HR Excellence in Research Award”.

It is not possible to fulfil the mission of the IP without the work of leading research personalities, who have a fundamental influence on the formulation of research priorities and topics and to a significant extent participate in the constitution and formation of scientific teams. The IP emphasizes the high standard of selection of employees in the form of public competitions, support for career growth and raising the qualifications of researchers. The collegial environment, in which experienced researchers cooperate with the younger scientific generation, is a guarantee of further continuous development of the fields cultivated at the IP.

In accordance with its mission and in an effort to create long-term stable working conditions for its employees, the IP supports their full employment with an FTE of 1.0. Lower hours can be agreed only with regard to the thematic need for specific projects being resolved, or for researchers at the beginning of their scientific careers (especially doctoral students). The supported exception is for workers whose part-time work is caused by caring for family members or a close person.

The scientific activity of the IP is assessed at regular five-year intervals as part of an international evaluation organized by the CAS. The main tool for internal control and verification of the high quality of the achieved results are internal evaluation mechanisms elaborated in great detail, especially regular attestations.² In both cases, the evaluation is based on approaches that respect the discipline’s specifics.

¹ It is mainly the [Concept of the development of the activities of the Czech Academy of Sciences; National priorities for oriented research, experimental development and innovation; The European Charter for Researchers; Research Integrity Code.](#)

² More detailed information on attestations, their criteria and procedures are given in the “Attestation Rules of the Institute of Philosophy of the CAS” from 13 December 2017 (accessible on the IP intranet).

4. Organizational principles

The basic framework for the management of the IP is set out in the Act on Public Research Institutions (Act No. 341/2005 Coll.), in which the position and competence of the founder is defined (Section 15), as well as the bodies of the public research institution (Sections 16–19). The main bodies of the institute are the director (statutory body), the board of the institute (the body deciding on the concept and directions of development, approving the budget and internal regulations, elected by researchers) and the supervisory board (the body overseeing the activities and management appointed by the founder). As an advisory body giving feedback on the research activities to the director and the Board of the IP the international advisory board is established. The basic management parameters are specified in the IP's Organizational Rules.

The method of the IP's management is based on the self-governing nature of the institutes of the Czech Academy of Sciences, which are largely independent and autonomously set scientific priorities and the ways in which they carry out research activities. The independent and autonomous position of public research institutions in the environment of the Czech Academy of Sciences is tied to the fulfilment of demanding criteria of scientific quality, which the founder regularly verifies through international evaluation. The conclusions of the evaluation are then reflected at various levels in the ways of organizing work, organizational structure and targeting of specific organizational measures. The IP emphasizes the principle of academic self-government (enshrined in the Act on Public Research Institutions) and supports appropriate forms of the participation of researchers in decision-making processes, in the management of joint agendas and in decision-making on important issues of the IP's operation.

More general issues of scientific priorities and concepts are discussed and consulted by the IP management with the Board of the IP and the International Advisory Board. The Board of the IP approves strategic decisions concerning the development of the institute and the directions of its research activities. The International Advisory Board gives recommendations on the scientific strategy and research activities of the IP and helps to improve its position in an international research area. The basic organizational units of the IP are research teams (departments, centres) with five-year research plans approved by the Board of the IP and based on a longer-term scientific strategy and the results of the regular international evaluations. The establishment of new research teams, the disbandment or more fundamental thematic reorientation of the existing teams are carried out in connection with the five-year cycles of international evaluation. The term of office of the team leader is five years (the number of terms of office is not limited) and is linked to a five-year research plan. The leader is responsible for the successful implementation of the research plan and the evaluation of the team by international commissions. Each research team has its own budget, the use and priorities of which are decided by the team leader. The leaders also determine the team's personnel and research strategy.

In addition to research teams, which are the fundamental units of the organizational structure of the IP, the cooperation of researchers across individual departments is also systematically

supported. Specific projects of internal cooperation may, with the agreement of the research team leaders, be explicitly enshrined in five-year research plans and, in certain cases, obtain official status after discussion in the Board of the IP, including some form of institutional support. Depending on the logic of specific research intentions and the natural change in research orientation or thematic priorities, researchers may change their core affiliation or transfer to another research team in connection with the formulation of research plans for the next five-year period. This change is possible after discussion with the relevant team leaders and after approval by the IP management. Within the research team, with the approval of the leader, thematically oriented working groups can be formed to solve specific research tasks, and after agreement with the leader, it is also possible for individual researchers to work on projects and tasks of different departments of the IP.

Upon the proposal of the team leader and after the discussion and approval of the proposal in the Board of the IP, the employees of the research teams can officially obtain the status of emeritus researcher in recognition of lifelong scientific work and merits for the development of the institute and scientific field. Emeritus employees are members of the relevant research teams of the IP, have the right to come regularly to the workplace and use its facilities for their own research work, to be informed about the activities of the institute and to be invited to important events of the institute.

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The principles and rules of scientific practice formulated in this strategy are guided by the effort to achieve and maintain at the IP a level of research comparable to the leading non-university institutions in the most developed countries of the world. The public status of the institute combines this fundamental goal with a commitment to use the potential of the institute and its research teams for the benefit of society. At the same time, this strategy arises from the belief that the freedom of scientific research, which is a basic precondition for independent and impartial research in the humanities and the associated efforts to understand the world, to develop critical thinking and to broaden the horizon of knowledge, is a crucial value for the successful fulfilment of the IP's mission. The strategy is to contribute to the long-term positive and comprehensive development of the institute, which is to become one of the best addresses for researchers in the humanities and provide them with optimal conditions for their demanding, independent and concentrated work. This concept is also reflected in the adopted management principles, which emphasize collegial exchange, joint learning and increasing the necessary competencies.

Content structure of a five-year research plan elaborated by the team leader

(1) In a structured way, formulate specific *research topics*, through the development of which the team will contribute to *global research in order to become a leader* at the national level and a respected partner in the international field; also list the expected concrete results (particularly publications).

(2) Describe the specific ways in which the team will develop *excellent international collaboration* (joint projects, joint publishing activities); list the expected results (e.g. conferences and workshops).

(3) If relevant, list the *long-term projects taking into account the specific needs of Czech society* and culture on which the team will work and their specific outputs (e.g. planned volumes in relevant book series of *Filosofia* or *Oikúmené* publishing houses, work on editions and translations of key works of Bohemical and world traditions, preparation of multi-volume dictionaries and encyclopaedias, etc.).

(4) If relevant, specify the team's involvement in the *programmes of Strategy AV21, the IP internal cooperation projects* formulated across individual research teams and eventually team participation in the resolution of *applied research projects* (e.g. Technology Agency of the Czech Republic or Ministry of Culture of the Czech Republic projects), including the expected results.

(5) If relevant, describe the ways in which the department will build the *scientific infrastructure* (e.g. research collections, electronic databases and archives, digital tools, etc.), including the expected results.

(6) State whether the team envisages the *involvement of the incoming scientific generation* in research projects, or into the personnel structure of the team (e.g. through the programme to support postdoctoral students of the CAS – PPLZ, the involvement of doctoral students or collaboration in the implementation of joint doctoral programs).

(7) State the *planned composition of the scientific team*: number and brief characteristics of job positions (including the amount of the FTE), definition of topics and specific tasks, names of researchers (if known).