



## **Gender Equality and Personnel Development at the Masaryk Institute of Advanced Studies**

The Masaryk Institute of Advanced Studies (MIAS) at CTU in Prague demonstrates a strong commitment to gender equality and diversity in both academic and administrative leadership. The current leadership team is well-balanced, with two women (including the director and research coordinator) and three men (vice-director, study coordinator, and secretary).

Academic leadership also reflects a high level of gender inclusivity. Of the five academic institutes, three are led by women (management, language studies, and public administration), while two are chaired by men (economics and pedagogical studies). The balance continues within the administration, where three departments are headed by women (International Office, Lifelong Learning, and Director's Office) and three by men (Study Department, ICT, and Finance Department).

In terms of academic ranks, the professoriate includes both full-time and part-time positions, maintaining a gender-balanced structure. Associate professorships are currently male-dominated, though the number of qualified female academics is gradually increasing. One woman is currently undergoing habilitation, with the result expected in the current academic year.

### **Personnel Development Strategy (2020–2025)**

Since 2020, MIAS has undergone a significant transformation in both academic and administrative staffing. Following a radical personnel renewal in 2020, the period from 2020 to 2023 focused on integration and stabilization—particularly challenging during the COVID-19 pandemic. From 2023 onward, the strategic focus has shifted toward recruiting

academically strong, research-oriented staff, with a clear preference for full-time contracts wherever possible.

Significant attention has been paid to strengthening pedagogical and psychological expertise, particularly in relation to the development and accreditation of seven new study programs in education. The institute now employs a team in this area consisting of two associate professors, one assistant professor with a Ph.D., and two assistant professors expected to defend their dissertations this year—balanced equally between men and women. Currently there are four men at postdoc position.

In the fields of economics and management, the team includes one professor, two associate professors, and seven assistant professors (five with Ph.D. degrees and two preparing for dissertation defense). The gender distribution is three women and seven men.

### **Academic Staff Composition**

The total academic staff of MIAS currently amounts to 50.7 full-time equivalents (FTE), of which 19.75 FTE are women. The distribution across the institutes is as follows:

- Institute of Language Studies: 9.25 FTE (1.75 men, 7.5 women)
- Institute of Management Studies: 11.2 FTE (5.5 women, 6.2 men)
- Institute of Economic Studies: 16 FTE (3 women, 13 men)
- Institute of Public Administration and Regional Studies: 6 FTE (3 women, 3 men)
- Institute of Pedagogical and Psychological Studies: 8.25 FTE (3.75 women, 4.25 men)

This data underscores the institute's success in attracting and supporting female academics, particularly in the fields of language, pedagogy, and management.

### **Internationalization of Staff**

The international character of MIAS is further enriched by the presence of foreign academics. Excluding Slovak staff, there are currently four academic staff members from abroad (France, Kazakhstan, Colombia, and Ukraine), four postdocs (Turkey and Pakistan) and one foreign administrative employee from Portugal. The integration of international colleagues contributes to the institute's diverse academic environment and supports its strategic goal of internationalization in research and education.