

Evaluation of research and professional activity of research-oriented institutes of the Czech Academy of Sciences for the period 2015–2019

Final Report

Name of the Institute: Institute of Slavonic Studies of the CAS, v. v. i.

Evaluated teams and their leaders:

1. Paleoslavistics and Byzantology Department (Štefan Pilát)
2. Department of Slavic Linguistics and Lexicography (Karolína Skwarska)
3. Department of the History of Slavonic Studies and of Slavic Literatures (Helena Ulbrechtová)

Part A: Evaluation of the institute

Strengths:

Strengths of the Institute of Slavonic Studies (ISS) include

- research areas that are unique within the Czech research landscape
- high number of internationally recognised outputs with a relatively low number of employees
- excellent network with regard to Slavic Studies in the Slavic speaking world
- experience with maintaining and building databases of international relevance
- the realisation of internationally recognised long-term projects including long-term project planning
- edition of three highly renowned journals with long tradition (*Byzantinoslavica*, *Slavia*, *Germanoslavica*)
- cooperation with universities in the field of teaching and supervising students on all levels
- high prestige in the Slavic research landscape and a high number of foreign visitors to the ISS

An excellent research infrastructure is maintained not only for the sake of the employees, but also for the broader public.

A specialised library with a substantial collection of books and journals adds to the excellent overall impression.

Weaknesses:

Weak points of the ISS include

- high dependence of approx. one third of the staff on specific grant funding
- limited coverage of the actual research area and some blank spots in research due to the small number of employees
- difficulties in attracting young researchers or keeping the age structure in balance
- disparity between long-term tasks enjoying high international reputation and rather eclectic further research topics due to lack of staff
- lack of, but also poor preconditions for involvement in EU grants

Opportunities:

The ISS comprises research areas that are unique within the Czech research landscape. Cooperation efforts could be extended to further partners from European countries and around the world to become the Central European hub for researchers in certain fields.

On this ground, the ISS might also try to obtain international grants, the importance of the research from an international point of view could give it some prospects.

The future completion of the department's lexicographic projects promises international attention and brings about resources that are of high importance for researchers from home and abroad. Further specialised projects give rise to hopes of similar developments.

The sharpening of the focus and a clear strategy could help the Department of the History of Slavonic Studies and of Slavic Literatures to overcome the existing fragmentation of research tasks and gain a stronger profile.

Threats:

The comparably low number of employees and following the small size of the research teams does not make it possible to fully develop research in the actual areas of interest from an international point of view, although the ISS tries to concentrate on research tasks that meet with benevolent international response.

Maintaining the existing research tasks and projects is very hard with the small number of employees and their dependence on specific domestic grant funding. Thus, the sustainability of the research performance is under steady threat, because any further decrease in financing (e.g. through the loss of specific grant funding) has a direct negative influence on the number of employees.

Main criterion: 1. Quality of results (H1.1-H1.5)

H1.1	Quality of selected outputs of Phase I
<p>The quality of the selected outputs altogether conveyed a somewhat disparate picture. Whereas the outputs of the Paleoslavistics and Byzantology Department were categorised as world-leading or internationally excellent, the majority of the outputs of the other departments were classified as well below average compared to all other teams evaluated by Commission 11.</p>	
H1.2	Contribution of workers on the outputs reached
<p>The individual researchers' participation to the several outputs is rather equally distributed and shows good involvement of all the teams in the several research tasks. However, that is not really surprising. Due to the overall small number of employees, the staff has to be involved in several research tasks at the same time.</p>	
H1.3	Quality of all outputs and results
<p>The quality of all outputs and results is at least good. However, most of the world-leading and internationally excellent outputs are produced by the Paleoslavistics and Byzantology Department, whereas in the other departments such excellent outputs are surpassed by those of average quality or publications slightly below average.</p> <p>The ISS uses its own resources to publish three international scholarly journals (<i>Byzantinoslavica</i>, <i>Slavia</i>, <i>Germanoslavica</i>), which are part of the databases of CEEOL, EBSCO, Scopus, ERIH Plus and in part also Web of Science.</p>	
H1.4	The most valuable discoveries and findings in the fields, their importance for the field
<p>The electronic resources developed by the team are excellent. Maybe, some of these digital lexicographic databases and editions could also be included in the large research infrastructure LINDAT/CLARIAH-CZ, a distributed national node of the pan-European DARIAH-EU network for digital humanities.</p> <p>The <i>Reverse Index (Greek – Old Church Slavonic)</i> is an indispensable working tool for anyone interested in Old Church Slavonic lexicology and textology.</p> <p>The two monographs by M. Chromá (<i>Apocryphal Questions of Bartholomew in the Slavonic Tradition</i>) and V. Knoll (<i>Církevní slovanština v pozdním středověku</i>) are highly significant and valuable contributions to the field.</p> <p>The processing of dialectological material on South Carpathian dialects as well as the complementing fieldwork is not only a highly valuable research task in an otherwise internationally neglected niche, but it is also important for shaping the Institute's profile.</p> <p>The publications on Russian culture and thinking and on Russian émigrés in the interwar period (<i>Ruské imperiální myšlení v historii, literatuře a umění. Tradice a transformace</i>) continue with success one of the Institute's traditional research tasks.</p>	
H1.5	Contribution of the participation of the authors in large collaborations
<p>Not applicable in the strict sense.</p>	

Main criterion: 2. Societal relevance (H2.1-H2.5)

H2.1	Societal relevance of outputs and results pursuant to CAS and institute mission
<p>The societal relevance of the Institute's outputs manifests itself in many ways. It is especially strong in the above-mentioned and freely accessible electronic resources and lexicographic projects which serve the broader scientific as well as public interest (<i>Russian-Czech Electronic Vocabulary Database; Great Czech-Russian Dictionary; GORAZD: Old Church Slavonic Digital Hub</i>).</p> <p>The research topics of the Institute were also promoted during the so-called <i>Week of Science and Technology</i> several times. The strategy required by the Czech Academy of Sciences was fulfilled by successful and intensive involvement in two programmes of the Strategy AV21 (see H2.4).</p>	
H2.2	System functionality for knowledge transfer into practise, its usefulness for society. The impact of the institute's activity on proper practice in society in the area of social sciences and humanities
<p>The ISS annually organises <i>Open Door Days</i>, which offer specialised lectures for the general public as part of the <i>Week of Science and Technology of CAS</i>. Moreover, the ISS has participated in the <i>Prague Science Fair</i>.</p> <p>The ISS also guaranteed the international eTwinning project at the Václav Havel primary school in Poděbrady, where the pupils learn about Slavic languages and in cooperation with selected foreign schools publish multi-language proceedings. The project received an award by the Ministry of Education of the Czech Republic in 2019.</p> <p>Members of the ISS often take part in other outreach activities including public lectures, readings, exhibitions and media appearances on Czech and foreign radio as well as in TV programmes.</p>	
H2.3	Relation to practice
<p>The ISS regularly organises <i>Open-Door Days</i> which target especially high-school students and the general public.</p> <p>The Institute's outputs are widely popularised by the members of the Institute, e.g. in printed and online brochures of the series "Věda kolem nás", in television programmes and radio broadcasts. Cf. also H2.1 and H2.2.</p>	
H2.4	Participation in AV21 strategy
<p>The ISS has participated in two programmes of the Strategy AV21, with several events and projects carried out each year:</p> <ol style="list-style-type: none"> 1) <i>Europe and the State: between Barbarism and Civilisation</i> 2) <i>Memory in the Digital Age</i> 	
H2.5	Cooperation with regions of the Czech Republic
<p>As part of the Regional Cooperation of Regions and Institutes of the CAS, exhibitions of Russian Art were organised in cooperation with the Gallery of Fine Arts in Náchod and the Aleš South Bohemian Gallery (<i>Alšova jihočeská galerie</i>) in Hluboká nad Vltavou.</p> <p>The first exhibition also resulted in an extensive monograph on <i>Russian Painting, Drawing and Graphics of the Nineteenth – First Half of the Twentieth Centuries from the Collections of the Gallery of Fine Arts in Náchod</i> (2015).</p> <p>Moreover, there is permanent collaboration with regional universities such as J. E. Purkyně University in Ústí nad Labem, Masaryk University and the University of Ostrava.</p>	

Further criterion: 1. Position in international and national context (D1.1-D1.3)

D1.1	Comparison of the teams and the institute with similar international and national institutes
<p>The ISS is one of the most renowned centres of international Slavonic studies. This holds especially true for the teams with research tasks unique in the Czech Republic (Paleoslavistics and Byzantinology Department).</p> <p>They can only be compared to similar academy institutes and departments that prepare Church Slavonic dictionaries of other redactions, e.g. in Belgrade, Moscow, Sofia and Zagreb.</p> <p>As for the other departments, they suffer from the small number of employees, which means that only certain areas of Slavic studies can be covered. This sometimes leads to an eclectic impression with regard to the selection of research tasks.</p> <p>Before increasing the staff, a clear profiling and concentration on certain research fields should be attempted, as so few staff members can by no means cover the entire field of Slavic studies.</p>	
D1.2	Scope and quality of international and national cooperation and the role of the institute in such cooperation; engagement in broad international cooperation
<p>The ISS can take pride in an impressive network of international cooperation especially with academic and university workplaces in the Slavic speaking world (Bulgarian Academy of Sciences, <i>Slavistický ústav Jána Stanislava Slovenskej akadémie vied</i>, SÚJS SAV, related academic workplaces in Zagreb, Moscow, Skopje, Ljubljana, Kyiv, Minsk, Belgrade), but also can refer to long-term cooperation with the Union Académique Internationale (Brussels) and recently also the Latvian Academy of Sciences.</p> <p>Moreover, there has been intensive cooperation with national and foreign universities, e.g. Charles University, Masaryk University, J. E. Purkyně University, the University of Ostrava as well as the University of Warsaw, Užhorod National University and the universities of Passau, Salzburg, Ljubljana and Göteborg.</p> <p>The cooperation consisted of joint research projects, teaching tasks and the joint organisation of conferences.</p>	
D1.3	Participation of the workers in scientific community activities (organizing of conferences and workshops, invited lectures, awards)
<p>During the evaluation period, several researchers from all the departments of the ISS were invited to deliver lectures at foreign universities or papers at national and international conferences abroad. The workplace also supports research stays abroad as part of so-called international mobility.</p> <p>The ISS itself also organised several international conferences, often in cooperation with foreign institutions (cf. D1.2). Annually, there is also a high number of foreign researchers visiting the ISS.</p> <p>Two members of the department were awarded prestigious prizes, Zdenka Ribarova the Josef Dobrovský Honorary Medal for Merit in the Philological and Philosophical Sciences of CAS, and Vladimír Vavřínek the Honorary Membership of the Waldemar Ceran Research Centre for History and Culture of the Mediterranean and South-East Europe.</p>	

Further criterion: 2. Vitality, sustainability and strategy (D2.1-D2.9)

D2.1	Direction in line with the perspective of the planned research directions
<p>The planned short- and mid-term research directions correspond to the current possibilities of the ISS. In particular, its departments will continue to carry out research in their respective research areas, pursue their long-term activities and publish their research results in databases, books and articles in Czech and other languages in national and international publishing houses and peer-reviewed journals. The individual projects and planned publication outputs of the different teams seem to be envisaged correctly. Similarly, the outreach activities organised by the ISS will remain undiminished.</p> <p>However, the ISS would also like to expand its specialised interest to the study of Slavic cultural relations with an overlapping into non-Slavic areas (the Balkans, the Baltic States, German-language space) and would like to establish a new scholarly team of about 5–7 members. The commission views such plans with some scepticism. Already, the research tasks of two departments leave a rather eclectic impression. Due to the low number of employees, one has to accept the inevitability of blank spots in the Institute’s research efforts. Further fragmentation or concentration on overlapping areas at the periphery of Slavic Studies could tend to hinder improved profiling at the present time. The commission thinks that first a clear profile should be established and the core area of research should be delimited, so that the focus can be broadened afterwards in a next step. Otherwise, there is a risk of further dilution of the profile with research topics that seem randomly selected or just loosely connected.</p>	
D2.2	Assessment of the previous research objectives and their achievement
<p>The general research plan of the respective departments for 2015–2019 was successfully fulfilled. The previous research objectives were completed by the end of the evaluated research period or are on the brink of being completed. Just some minor changes had to be made with respect to the original plans, but for understandable reasons. This can happen at any institute at any time and does not represent a noteworthy threat for the development of the ISS.</p> <p>Moreover, several activities were launched and successfully completed in contrast to the original plans, e.g. the large project <i>GORAZD: Old Church Slavonic Digital Hub</i> and a grant project dedicated to Sorbian.</p>	
D2.3	Assessment of implementation of recommendations from past evaluation
<p>The past evaluation’s commission recommended among other things</p> <ol style="list-style-type: none"> 1) increasing the level of cooperation with universities and other CAS institutes, and 2) intensifying the outreach activities. <p>These recommendations have been fulfilled to great extent.</p> <p>Moreover, it had been noted that the ISS comprises just a small number of employees. But without an increase of the institutional funding, no additional staff could be hired. Nevertheless, the department has successfully tried to obtain financial support from grants and fellowships and thus could employ a Sorbian scholar and another dialectologist.</p>	
D2.4	Success in receiving grants
<p>The ISS has obtained a solid amount of specific grant funding from different domestic sources (such as the Czech Science Foundation, NAKI II, J. E. Purkyně Fellowship, etc.), at least partially outweighing the lack of substantial EU funding. However, this circumstance has led to the high dependence of approx. one third of the staff on such domestic grant sources.</p>	

So far, the ISS has not succeeded in obtaining prestigious EU grants which could help to further differentiate the possible sources of revenue.	
D2.5	Adequacy of instrumental equipment
<p>The instrumental equipment is generally adequate.</p> <p>Only the IT background for maintaining and building new databases should be improved in line with the general technical progress. But this is a challenge for all institutes and centres across the Czech Academy of Sciences.</p> <p>The Academy management should consider appropriate synergies where possible.</p>	
D2.6	Effectiveness of management
<p>As a whole, the ISS is a well-functioning research unit conducted by an effective and capable management.</p> <p>However, the organisation of the individual research tasks in the different departments leaves the impression that there is a certain fragmentation of the Institute's profile. The definition of a clear focus and strategy to prevent such a fragmentation would have to go hand in hand with rigorous implementation through a decisive management that pursues those defined aims.</p>	
D2.7	Assessment of professional structure, development strategy and the strategy of keeping best scientists, age structure, career and qualification growth
<p>The assessment of the professional structure on first sight leaves a good impression. But a second look reveals clear differences between the departments. As the result of historical circumstances, the ISS had to cope with a two-generation transition during the years 2015–2019. This transition was managed quite smoothly, however the ISS has clear difficulties in attracting young researchers or keeping the age structure in balance.</p> <p>As for the age structure, the ISS mostly consists of middle-aged researchers between 30 and 55 (more than two thirds of the employees), which could result in personal stagnation in the near future, because for some time it will not be possible to renew the teams simply through retirements of older staff.</p> <p>However, the training of scholarly employees (especially in Paleoslavistics and Byzantine Studies) is time-consuming given the needs of the different disciplines, so that the absence of the youngest generation of researchers because of missing job opportunities is doubly painful.</p> <p>Nevertheless, the ISS is active in looking for promising PhD students. However, the usual way would be to first offer them collaboration on specific projects and then regular jobs, otherwise they will have to leave the ISS.</p> <p>Moreover, the sustainability of the research performance is under steady threat, because any decrease in financing (e.g. through the loss of specific grant funding) could have a direct negative influence on the number of employees, which already is very low.</p> <p>At the moment, there are no employees at the workplace with the qualification Doctor of Science (DSc.), but two employees already meet the requirements for this status and might attempt to obtain this title in the near future.</p>	
D2.8	Creating work-life balance conditions, assessment of approach towards possible gender issues
<p>The Institute's policy in this respect is in line with the general policy of the CAS.</p> <p>In all its departments, the total ratio of male and female employees is either well-balanced or there is no significant gender imbalance for the moment.</p>	

D2.9	Relation of the institute with regard to the integration, development and sustainability of the research centre funded by the National Programme of Sustainability II.
Not applicable for the institutes and centres evaluated by Commission 11.	

Further criterion: 3. Cooperation with universities and participation in education (D3.1-D3.6)

D3.1	Scope of cooperation with universities on national and international level
<p>The pedagogical activity of the ISS in cooperation with universities has been extensive. Several researchers of the ISS supervise theses and regularly teach undergraduate and graduate courses thematically connected with their research topics and projects, especially at Charles University in Prague, but also at the Masaryk University in Brno, the J. E. Purkyně University in Ústí nad Labem, the University of Ostrava and the University of Salzburg.</p> <p>Moreover, there has been intensive cooperation with national and foreign universities on research projects, e.g. Charles University, Masaryk University, J. E. Purkyně University, the University of Ostrava as well as the University of Warsaw, Uzhorod National University and the universities of Passau, Salzburg, Ljubljana and Göteborg.</p>	
D3.2	Effectiveness of joint research centres
Members of the ISS collaborate with university departments and are members of academic boards, but they do not take part in joint research centres.	
D3.3	Success rate in supervision of PhD students
At the moment, 7 doctoral students are being supervised. However, their dissertations are still pending. Moreover, 3 PhD students successfully finished their PhD studies during the evaluation period.	
D3.4	Participation of PhD students in the outputs
Former PhD students took part in research and publication outputs of the ISS, but not to a great extent. The problem is the lack of job prospects (cf. D2.7).	
D3.5	Participation of the institute in master or bachelor studies
<p>The pedagogical activity of ISS members in MA or BA studies has been quite high. 55 BA courses and 89 MA courses have been taught at four Czech universities (Charles University, Masaryk University, J. E. Purkyně University, University of Ostrava) and one Austrian university (University of Salzburg).</p> <p>Six employees supervised 24 BA theses in total, seven employees supervised 14 MA theses.</p>	
D3.6	Assessment of cooperation intensity with universities in the form of teaching
The frequency of cooperation in the form of teaching has been high during the evaluation period, especially with Charles University and J. E. Purkyně University. Several courses, lectures and seminars were given by ISS members. One member taught also a BA course abroad.	

Further criterion: 4. Outreach activities (D4.1-D4.3)

D4.1	Sufficiency of media strategy and activities in the area of research popularisation
<p>In comparison to the past evaluation, the number of popularisation activities of the ISS has grown significantly.</p> <p>The ISS annually organises <i>Open Door Days</i>, which target especially high-school students and offer lectures for the general public as part of the <i>Week of Science and Technology of CAS</i>. Moreover, the ISS has participated in the <i>Prague Science Fair</i>.</p> <p>The ISS also supervised the international eTwinning project at the Václav Havel primary school in Poděbrady, where the pupils learn about Slavic languages and in cooperation with selected foreign schools publish multi-language proceedings. The project received an award by the Ministry of Education of the Czech Republic in 2019.</p> <p>Members of the ISS take part in other outreach activities including public lectures, readings, exhibitions and media appearances on Czech and foreign radio as well as in TV programmes.</p> <p>As part of the Regional Cooperation of Regions and Institutes of the CAS, exhibitions of Russian Art were organised in cooperation with the Gallery of Fine Arts in Náchod and the Alšova Gallery in Hluboká. (cf. H2.2, H2.3 and H2.5)</p>	
D4.2	Publishing activities and its quality
<p>ISS members have been regularly invited to speak in Czech media, which amounted in several television broadcasts and radio programmes.</p> <p>The Institute's outputs are popularised by the members of the institute also in written form, e.g. in printed and online brochures of the series "Věda kolem nás".</p> <p>The first of the two exhibitions mentioned above (cf. D4.3) also resulted in an extensive monograph <i>on Russian Painting, Drawing and Graphics of the Nineteenth – First Half of the Twentieth Centuries from the Collections of the Gallery of Fine Arts in Náchod</i> (2015).</p> <p>All these publishing activities are consistently of high quality and a credit to the Czech Academy of Sciences in public.</p>	
D4.3	Participation in professional organisations in the area of research and development
<p>Several researchers of the ISS are members of international and national associations such as the <i>Czech Society for Slavonic, Balkan and Byzantine Studies</i>, several commissions of the <i>International Committee of Slavists</i>, the <i>Linguistic Association of the Czech Republic</i>, POLYSLAV, etc.</p> <p>They are editors and members of editorial boards in a number of prestigious Czech and foreign international journals such as <i>Slavia</i>, <i>Byzantinoslavica</i>, <i>Germanoslavica</i>, <i>Slavic Studies</i>, <i>Journal for Slavic Philology</i>, <i>Belarusian Linguistics</i>, <i>Slavica litteraria</i>, <i>Vestník RCHD</i>, <i>Slavica Pragensia</i>, etc.</p>	

Other comments of the commission:

The Institute of Slavonic Studies of CAS is one of the most renowned institutions of its kind from an international point of view. Keeping the financial support of the institute at least at the current level is the minimum that the academy management must do, as the number of employees is already very small.

While the Paleoslavistics and Byzantology Department of the ISS enjoys the highest reputation in the international research context, the Department of Slavic Linguistics and Lexicography (at least in part) and the Department of the History of Slavonic Studies and of

Slavic Literature lack a clear research focus and an elaborate research strategy. However, both departments have a strong potential for growth.

The commission recommends to sharpen the focus of these departments, fully aware that the several teams' staff dimension does not allow for covering all the research topics of interest in current Slavic Studies. If the same problems of the ISS are not to be prolonged from evaluation to evaluation, these departments first have to solve the issue of their fragmented research objectives.

Therefore, the commission suggests

- 1) to define clear research foci and elaborate research strategies for the future,
- 2) to engage in a discussion with dedicated Czech and international partners on the current state of the art in the areas covered by the departments in order to revitalise and re-legitimise its activities, and
- 3) to implement a decisive management that pursues those defined aims.

In a further step, these departments would have to be supplemented and strengthened by younger researchers. The commission sees the danger that otherwise a generation of experts in the Slavacist field might get lost. Additional support by institutional funding from the CAS might be a productive solution, especially if provided for junior researchers and PhD researchers.

Contentwise and regarding resources, there is some significant overlap with objectives of some departments of the Institute of the Czech Language of CAS, the Institute of Czech Literature of CAS and the Centre for Classical Studies of CAS. This fact also concerns the need for (external) IT support (the needs are often different, of course) which could be at least partly substituted by an internal IT support (if additional financial support were available). In any case, the IT background should be improved in line with the general technological progress. This is a challenge for all institutes and centres across the Czech Academy of Sciences. The Academy management should consider appropriate synergies where possible.

However, also with respect to research objectives, it would be worth to think about possibilities, how inter-institutional cooperation could be optimised to reach the optimal level of synergies.

Part B: Evaluation of teams

1. Paleoslavistics and Byzantology Department

Strengths:

Strengths of the Paleoslavistics and Byzantology Department include

- a unique position within the Czech research landscape
- a clearly organised distribution of tasks in two closely related sections
- a well-balanced age structure among the young researchers
- experience with maintaining and building databases of international relevance
- the realisation of internationally recognised long-term projects

Moreover, a clear plus is also the high degree of cooperation with other Slavic workplaces in Europe, including academic workplaces and universities.

Weaknesses:

After the deaths of Emilie Bláhová and Václav Konzal, two world famous specialists in their fields, there is a clear lack of senior scholars who are at the peak of their research careers. However, the department mentioned this generational transition quite smoothly.

Moreover, the involvement of the department in EU grants and projects is rather limited.

Opportunities:

The department has a unique position in the Czech research landscape. Therefore, cooperation efforts could be extended to further partners from European countries and around the world.

On this ground, the department might also try to obtain international grants, the importance of the research from an international point of view could give it some prospects.

The completion of the department's lexicographic projects promises international attention. Among others, the development of the Old Church Slavonic Digital Hub GORAZD brings about a resource that is of high importance for researchers from home and abroad.

Threats:

The high level of qualifications necessary for working in this department leads to the following problems, 1) the department faces increasing difficulties in obtaining qualified graduates from the universities, and 2) the (temporal) departure of already trained employees (due to parental leave, etc.) represents a serious issue, because they cannot be easily replaced.

There are also rather limited opportunities to apply for international grant projects or for grants supported by other providers than the Czech Science Foundation.

Main criterion: 1. Quality of results (H1.1-H1.5)

H1.1	Quality of selected outputs of Phase I
	The vast majority of the selected outputs was categorised as world-leading or internationally excellent. The continuation of the dictionary projects (<i>Addenda et corrigenda</i> ; <i>Reverse Greek-Old Church Slavonic Dictionary</i>) are extremely important for Church Slavonic lexicography and lexicology as well as for comparative historical Slavonic lexicology. Two volumes published by members of the department – M. Chromá,

<i>Apocryphal Questions of Bartholomew in the Slavonic Tradition</i> , 2019 & V. Knoll, <i>Církevní slovanština v pozdním středověku</i> , 2019 – are remarkably outstanding publications.	
H1.2	Contribution of workers on the outputs reached
The researchers of the department contribute to the development of Paleoslavistics and Byzantology in the Czech Lands and in the broadest sense on an international scale. For the most part, they produced at least excellent and internationally competitive outputs. They figure as main authors of books and articles, but also as co-authors in lexicographic enterprises and projects of the department.	
H1.3	Quality of all outputs and results
The number of outputs evaluated during the first phase and the quality of scientific outputs according to the individual types during the period 2015–2019 is world-leading or excellent (cf. also H1.1).	
H1.4	The most valuable discoveries and findings in the fields, their importance for the field
<p>The <i>Reverse Index (Greek – Old Church Slavonic)</i> is an indispensable working tool for anyone interested in Old Church Slavonic lexicology and textology.</p> <p>The two monographs by M. Chromá and V. Knoll already mentioned under H1.1 are highly significant and valuable contributions to the field. Chromá's book is the first complete investigation into the <i>Apocryphal Questions of Bartholomew</i> in the Slavonic tradition. It not only publishes all known Slavonic copies of the text, but also the Latin and Greek texts.</p> <p>The book by Knoll is the first general view of Church Slavonic redactions of the late Middle Ages. It contains several important analyses and also treats Romanian Church Slavonic which is often ignored.</p>	
H1.5	Contribution of the participation of the authors in large collaborations
<p>Not applicable in the strict sense.</p> <p>However, researchers of the department have collaborated in the lexicographic projects <i>Addenda et corrigenda to the Old Church Slavonic Dictionary; Reverse Greek-Old Church Slavonic Dictionary</i>, which are also supported by international cooperation.</p> <p>Moreover, V. Čermák published a chapter in the book about fragments of the Czech National Library that is part of a large project.</p>	

Main criterion: 2. Societal relevance (H2.1-H2.5)

H2.1	Societal relevance of outputs and results pursuant to CAS and institute mission
The societal relevance of the department manifests itself in several ways. Its research into Church Slavonic is important for the national and international research community. But it has also special significance for the Czech society, because some of the oldest texts from Bohemia – e.g. the two Vitae of St Wenceslas – are written in this language, the so-called Czech redaction of Church Slavonic.	
H2.2	System functionality for knowledge transfer into practise, its usefulness for society. The impact of the team's activity on proper practice in society in the area of social sciences and humanities

<p>The GORAZD project disseminates the findings of the Old Slavonic researchers of the Slavic Institute of the Czech and former Czechoslovak Academy of Sciences of several decades to a wider public, both in the Czech Republic and around the world.</p> <p>Moreover, members of the department take part in other outreach activities including exhibitions, popularisation lectures and media appearances on Czech radio and television programmes.</p>	
H2.3	Relation to practice
<p>The outputs are widely popularised by the department's members in programmes on Czech Television and in Czech radio broadcasts (cf. H2.2).</p>	
H2.4	Participation in AV21 strategy
<p>The department has been involved mainly in the research programme <i>Europe and the State: Between Barbarism and Civilisation</i>. Within this programme, several members of the department – above all V. Čermák – took part in the preparation of the conference "Karel IV. a Emauzy. Liturgie – text – obraz" in 2016. In 2017, the proceedings of the conference appeared, V. Čermák being one of the editors.</p>	
H2.5	Cooperation with regions of the Czech Republic
<p>During the evaluation period, this kind of activity has focused mainly on the collaboration with regional universities. Members of the Department teach at university level not only in Prague (Charles University), but also in Ústí nad Labem (J. E. Purkyně University).</p>	

Further criterion: 1. Position in international and national context (D1.1-D1.3)

D1.1	Comparison of the team with similar international and national institutes
<p>The lexicographical work of the department can be compared to similar institutes that prepare Church Slavonic dictionaries of other redactions, e.g. in Belgrade, Moscow, Sofia and Zagreb. The Prague team has the advantage that the Prague Old Church Slavonic Dictionary is already completed, and they can proceed to prepare additions and a reverse dictionary (Greek – Old Church Slavonic). It must be stressed as positive that the publication of the lexicographical fascicles is progressing much faster than in most of the other institutes mentioned.</p>	
D1.2	Scope and quality of international and national cooperation and the role of the team in such cooperation; engagement in broad international cooperation
<p>The department cooperates with several international institutions, e.g. in Bulgaria, Croatia, Russia and Slovakia. Researchers from these countries are also invited to conferences organised by the department.</p> <p>Members of the department collaborate with different institutes and departments of the Czech Academy of Sciences (e.g. the Department of Old Czech Literature of the Institute of Czech Literature or the Department of Etymology of the Institute of the Czech Language).</p> <p>There has also been a long-term cooperation with the Union Académique Internationale (Brussels, since 2008).</p>	
D1.3	Participation of the workers in scientific community activities (organizing of conferences and workshops, invited lectures, awards)

The department organises conferences on a regular basis, national as well as international ones. The conference in February/March 2019 ("Nahé jsou všechny národy bez knih") was attended by one of the evaluators who describes it as very well prepared and organised.

Two members of the department were awarded prestigious prizes, Zdenka Ribarova the Josef Dobrovský Honorary Medal for Merit in the Philological and Philosophical Sciences of CAS, and Vladimír Vavřínek the Honorary Membership of the Waldemar Ceran Research Centre for History and Culture of the Mediterranean and South-East Europe.

Further criterion: 2. Vitality, sustainability and strategy (D2.1-D2.9)

D2.1	Direction in line with the perspective of the planned research directions
<p>The Department plans to continue projects having been dealt with in former years, e.g. the <i>Greek-Old Church Slavonic Index</i> (second volume), the <i>Appendices to the Old Church Slavonic Dictionary</i> (volumes II–IV) as well as the <i>Old Church Slavonic Dictionary of the Manuscripts of the 10th–11th centuries</i> (a revised edition of the <i>Staroslavjanskij slovar' po rukopisjam X–XI vekov</i>. Pod. red. R. M. Cejtin, R. Večerki i Ě. Blagovoj. Moskva 1994).</p> <p>Moreover, there are newly obtained grants (e.g. <i>Slavs Different from the Others. The Image of Slavs in the Early Byzantine Sources</i>) or applications for new grants (e.g. <i>Latin Parallels to the Czech Church Slavonic Text of the Gospel Homilies of Pope Gregory the Great</i>).</p>	
D2.2	Assessment of the previous research objectives and their achievement
<p>Since the last evaluation, the general research plan of the department for 2015–2019 was fulfilled. Most of the previous research objectives were completed by the end of the evaluated research period.</p>	
D2.3	Assessment of implementation of recommendations from past evaluation
<p>The past evaluation's recommendations were among other things 1) increasing the level of cooperation with universities and other CAS departments, and 2) intensifying the outreach activities. These recommendations have been fulfilled.</p> <p>But so far, the department has not succeeded "in obtaining various financial sources (internal and external grants)", above all grants from the European Union.</p>	
D2.4	Success in receiving grants
<p>The department obtained four national grants (GAČR), three for the Paleoslavistics section (on Old Church Slavonic lexicology, the Church Slavonic Glagolitic literature under the Luxemburg kings, and for the Old Church Slavonic digital hub GORAZD) and one for the section of Byzantology (on the Empresses of Late Byzantium, 1204–1453).</p>	
D2.5	Adequacy of instrumental equipment
<p>The instrumental equipment is generally adequate. Only the IT background for maintaining and building databases should be improved in line with the general technical progress. But this is a challenge for all institutes and centres across the Czech Academy of Sciences.</p> <p>The department succeeded in hiring three technicians for the GORAZD project. It is to be hoped that they can also be hired in the future. The Academy management should consider appropriate synergies where possible.</p>	
D2.6	Effectiveness of management
<p>The department is headed by a capable and versatile team leader.</p>	

Moreover, since the director of the Institute of Slavonic Studies is a member of the department, he is surely aware of the needs of the department.	
D2.7	Assessment of professional structure, development strategy and the strategy of keeping best scientists, age structure, career and qualification growth
There are five to six collaborators in the Paleoslavistics section and two in the section for Byzantology. Some of them are on maternity leave which represents a serious issue, since they cannot be replaced easily. Due to the generational transition during the evaluation period, there is a clear lack of senior scholars who are at the peak of their research careers. Otherwise, the structure among the young researchers seems quite balanced and one can hope that the permanent members will stay in the department.	
D2.8	Creating work-life balance conditions, assessment of approach towards possible gender issues
The total ratio of male and female employees is well-balanced. The department puts great emphasis on researchers in an early stage of their career. Thus, despite all difficulties, the generational transition has come about quite smoothly.	
D2.9	Relation of the team with regard to the integration, development and sustainability of the research centre funded by the National Programme of Sustainability II.
Not applicable for the institutes and centres evaluated by Commission 11.	

Further criterion: 3. Cooperation with universities and participation in education (D3.1-D3.6)

D3.1	Scope of cooperation with universities on national and international level
Several researchers of the department supervise theses and teach undergraduate and graduate courses thematically connected with their research topics and projects, especially at Charles University in Prague and the J. E. Purkyně in Ústí nad Labem. The doctoral study programme "Slavonic Philology" has a shared accreditation with the Faculty of Arts of Charles University.	
D3.2	Effectiveness of joint research centres
Members of the department collaborate with university departments and are members of academic boards, but they do not take part in joint research centres.	
D3.3	Success rate in supervision of PhD students
At the moment, 2 doctoral students are being supervised. However, their dissertations are still pending. Moreover 2 PhD students successfully finished their PhD studies during the evaluation period.	
D3.4	Participation of PhD students in the outputs
Former PhD students took part in research and publication outputs of the department. Some books of former PhD students are based on PhD theses, e.g. the book by M. Chromá.	
D3.5	Participation of the team in master or bachelor studies

The pedagogical activity of the department's members in BA and MA studies has been quite high. 13 BA theses and 7 MA theses have been supervised during the evaluation period.	
D3.6	Assessment of cooperation intensity with universities in the form of teaching
The frequency of cooperation with universities in the form of teaching was high during the evaluation period. Teaching activities have been carried out at different departments of Charles University (Slavonic and Czech studies, Classical archaeology, Religionistics) and at the J. E. Purkyně University in Ústí nad Labem (Slavic and Czech studies).	

Further criterion: 4. Outreach activities (D4.1-D4.3)

D4.1	Sufficiency of media strategy and activities in the area of research popularisation
Members of the department take actively part in outreach activities such as exhibitions, public lectures and media appearances, e. g. on Czech Radio and Czech Television (cf. H2.2).	
D4.2	Publishing activities and its quality
Members of the department have been regularly invited to speak in Czech media, which amounted in several television broadcasts and radio programmes. They are consistently of high quality and a credit to the Czech Academy of Sciences in public.	
D4.3	Participation in professional organisations in the area of research and development
Several researchers of the department are members of international and national associations.	

Other comments of the commission:

The department is one of the most renowned in international Slavonic studies.

Its results are very satisfactory. Therefore, it deserves support from the Czech Academy of Sciences in every respect.

2. Department of Slavic Linguistics and Lexicography

Strengths:

Strengths of the Department of Slavic Linguistics and Lexicography include

- dialectological work on underrepresented Slavonic varieties (e.g. Baltic Belarusian dialects)
- strong expertise in underrepresented Slavonic languages such as Sorbian
- the creation of high-quality bilingual lexicographic works, especially the completed Russian-Czech Electronic Vocabulary Database and the Great Czech-Russian Dictionary

These resources are openly accessible, which makes them important for scholars, translators, and the broad public, enhancing the societal relevance of the work.

Weaknesses:

The following weaknesses can be identified:

- no in-house IT support
- certain lack of young researchers in the team
- disproportional staff structure within the team (different size of "sub-teams", resp. number of employees working on certain team tasks)
- lack of involvement of the department in EU grants and projects

Opportunities:

The creation of openly accessible databases also in the area of dialectology (e.g. Ukrainian Dialect Database) could open up new possibilities for the further profiling of the department.

The network with leading international institutions in the field should be consolidated and – where possible – deepened.

Threats:

There seems to be a problem with recruiting young researchers. This could have a negative impact on the department's development in the future.

The department's profile is rather disparate. Moreover, the number of researchers for the several team tasks is rather low (especially the "sub-team" for the team task on grammar and semantics seems to be very small).

Main criterion: 1. Quality of results (H1.1-H1.5)

H1.1	Quality of selected outputs of Phase I
12 publications were evaluated in Phase I. In general, the ratings are below average. More outputs were assigned to the categories 3 and 4 (7) than to the categories 1 and 2 (5). The rate of internationally excellent outputs was clearly below average.	
H1.2	Contribution of workers on the outputs reached
Almost all researchers contributed to the evaluated outputs. All members of the team had at least a couple of contributions to the overall outputs.	
H1.3	Quality of all outputs and results
The contributions of the department are of good quality. The number of publications in higher ranked journals (journals with impact factor) should be increased. There is still a	

rather high number of publications in national venues, which limits the impact of the research results. The electronic resources developed by the team are excellent.	
H1.4	The most valuable discoveries and findings in the fields, their importance for the field
Among the most important contributions of the department are the completion of publicly available bilingual electronic resources and the processing of dialectological material on South Carpathian dialects as well as complementing fieldwork.	
H1.5	Contribution of the participation of the authors in large collaborations
The department is not involved in collaborations of this type.	

Main criterion: 2. Societal relevance (H2.1-H2.5)

H2.1	Societal relevance of outputs and results pursuant to CAS and institute mission
One of the outstanding foci of the department is the development of openly accessible bilingual electronic resources which can be consulted by scholars and the general public. This is highly relevant for the Czech society.	
H2.2	System functionality for knowledge transfer into practise, its usefulness for society. The impact of the team's activity on proper practice in society in the area of social sciences and humanities
The team contributes to knowledge transfer mainly via openly accessible digital resources (Russian-Czech database and Great Czech-Russian dictionary). These resources are especially useful for translators, but also for the broad public. Besides, there are ample publishing activities and participation at educational events aimed at knowledge transfer.	
H2.3	Relation to practice
Members of the department are involved in university courses on numerous topics, thus transferring research into academic practice. The electronic resources are very relevant for translators. Besides, research of the department is popularised by publications aimed at the general public, in public lectures and talks and by appearances in media (TV, radio).	
H2.4	Participation in AV21 strategy
The long-term projects directed at bilingual lexicography have been funded by the AV21 strategy research programme <i>Memory in the Digital Age</i> .	
H2.5	Cooperation with regions of the Czech Republic
There is no institutionalised cooperation with regions.	

Further criterion: 1. Position in international and national context (D1.1-D1.3)

D1.1	Comparison of the team with similar international and national institutes
Compared to its overall size and the number of fields covered by "sub-teams", the amount of outputs of the department is rather high. Comparable departments with similar structures are rare (if non-existent).	

D1.2	Scope and quality of international and national cooperation and the role of the team in such cooperation; engagement in broad international cooperation
<p>The cooperation with international, but also national institutions and/or individual scholars is rather pronounced, especially with Bulgarian, Latvian, Slovak, Slovenian and Ukrainian institutions. There is a number of inter-institutional agreements and mobility projects. Besides, a grant was successfully obtained in cooperation with Charles University.</p>	
D1.3	Participation of the workers in scientific community activities (organizing of conferences and workshops, invited lectures, awards)
<p>During the evaluation period, the team has been quite active in (co)organizing conferences and workshops (5). The Russian-Czech Electronic Vocabulary Database was awarded second place in the competition "Dictionary of the year 2019".</p> <p>3 members of the team have been involved in editorial boards</p>	

Further criterion: 2. Vitality, sustainability and strategy (D2.1-D2.9)

D2.1	Direction in line with the perspective of the planned research directions
<p>The planned research directions partly continue the long-term plans, e.g. concerning the lexicographic work on the <i>Great Czech-Russian Dictionary</i>, and the completion and publication of the <i>Ukrainian Dialect Database</i>. The plans for comparative grammatical and semantic research on Slavonic languages could have been more elaborated. Considering the productivity of this small "sub-team", one can expect considerable results, though.</p>	
D2.2	Assessment of the previous research objectives and their achievement
<p>The activities of the period under evaluation have been carried out with only minor readjustments. On the other hand, additional projects were launched and have been carried out successfully (e.g. dialectological work on Belarusian dialects in Latvia, research on calques in Czech and Sorbian).</p>	
D2.3	Assessment of implementation of recommendations from past evaluation
<p>There were no essential recommendations from the past evaluation. It had only been noted that the team comprises just a small number of people. But without an increase of the institutional funding, no additional staff can be hired. However, the department has successfully tried to obtain financial support from grants and fellowships and thus could employ a Sorbian scholar and another dialectologist.</p>	
D2.4	Success in receiving grants
<p>The department was successful in receiving two grants with (Co-)PI status. The distribution is disproportional (both were obtained by the "sub-team" dealing with the grammar and semantic structure of Slavonic languages). But probably this is due to the fact that the lexicographical long-term projects are funded by the AV21 strategy research programme <i>Memory in the Digital Age</i>.</p>	
D2.5	Adequacy of instrumental equipment
<p>The instrumental equipment is generally adequate. However, the absence of an internal IT expert has to be viewed as a potential threat (see also weaknesses). The IT background should be improved in line with the general technical progress. But this is a challenge for all institutes and centres across the Czech Academy of Sciences. The Academy management should consider appropriate synergies where possible.</p>	

D2.6	Effectiveness of management
The head of the department organises the existing complex structure very effectively. This is enhanced especially by initiating cooperation with universities and institutions abroad.	
D2.7	Assessment of professional structure, development strategy and the strategy of keeping best scientists, age structure, career and qualification growth
There is a certain imbalance between the several team tasks and "sub-teams", but this is due to the labour-intensive long-term projects in the lexicographic "sub-team". The department is successful in recruiting students, but because of the lack of funding, there is only a very limited possibility to hire employees after they have finished their PhDs (see also threats).	
D2.8	Creating work-life balance conditions, assessment of approach towards possible gender issues
Work-life balance conditions seem appropriate. The head of the department is female, and about 2/3 of the employees are female.	
D2.9	Relation of the team with regard to the integration, development and sustainability of the research centre funded by the National Programme of Sustainability II.
Not applicable for the institutes and centres evaluated by Commission 11.	

Further criterion: 3. Cooperation with universities and participation in education (D3.1-D3.6)

D3.1	Scope of cooperation with universities on national and international level
On the national level, the department cooperates with Charles University in Prague (research projects, teaching). Internationally, cooperation is limited to Užhorod University in the Ukraine, but this is compensated by the vast cooperation with departments of the Academies of Science in Bulgaria, Latvia, Slovakia, Slovenia and the Ukraine.	
D3.2	Effectiveness of joint research centres
Members of the department collaborate with university departments and are members of academic boards, but they have not been engaged in joint research centres.	
D3.3	Success rate in supervision of PhD students
The department is involved in a joint doctoral study programme "Slavonic Philology" with the Faculty of Arts of Charles University; members are involved in supervisions at different levels, but during the evaluation period no PhD thesis has been defended.	
D3.4	Participation of PhD students in the outputs
PhD students have not been involved in book or article publications, but they massively contributed to the compilation of databases and dictionaries.	
D3.5	Participation of the team in master or bachelor studies
Members of the department taught 19 courses/topics (some of them several times) on BA and MA levels at the Charles University.	

D3.6	Assessment of cooperation intensity with universities in the form of teaching
The cooperation intensity with Charles University in the form of teaching is satisfactory.	

Further criterion: 4. Outreach activities (D4.1-D4.3)

D4.1	Sufficiency of media strategy and activities in the area of research popularisation
Two team members appeared on TV and on radio programmes, three team members gave public lectures on the research activities and on resources compiled by the department in the Czech Republic and abroad. Three articles and brochures have been published to popularise research that is being carried out at the department.	
D4.2	Publishing activities and its quality
Three short publications were written by members of the team which are of good quality (cf. Also D4.1).	
D4.3	Participation in professional organisations in the area of research and development
For editorial boards and other activities, see D1.3. Additionally, several collaborators are members of different national and international scientific societies and associations.	

Other comments of the commission:

Contentwise and regarding resources, there is some significant overlap with objectives of some departments of the Institute of the Czech Language of CAS. To some extent, this also holds true for the Paleoslavistics and Byzantology Department. This fact also concerns the need for external IT support (the needs are often different, of course) which could be at least partly substituted by an internal IT support (if additional financial support were available). But also with respect to research objectives, it would be worth to think about possibilities, how inter-institutional cooperation could be optimised to reach the optimal level of synergies.

3. Department of the History of Slavonic Studies and of Slavic Literatures

Strengths:

Strengths of the Department of the History of Slavonic Studies and of Slavic Literatures include

- an experienced staff
- the capacity to achieve objectives
- varied outputs

Weaknesses:

The following weaknesses can be identified:

- an unchanged team since the last evaluation
- an unbalanced age structure due to the lack of junior and PhD researchers
- recruitment difficulties
- the lack of a clear research focus/profile of the department
- a fragmented overall research programme
- a fluctuation and changes in leadership and therefore a weak profile
- lack of success in grant applications

Opportunities:

The department can build upon a strong tradition. But it should add innovatively to Slavonic research with distinctive research topics. Thus, the department could find its own profile differing from Slavic Studies at Czech universities. Maybe, it could even acquire a central and mediating cultural position.

Threats:

Threats comprise among other things the lack of funding for Slavic Literature topics (beyond Czech literature).

There is a shift of the topics away from Slavic Literatures and Slavonic Studies to comparative-thematic topics of Central Europe and German-Slavic literary connections.

Due to the current composition of the staff and the department's situation, contemporary developments in research on Slavic literature might be missed out on. Moreover, these circumstances could lead to the increasing invisibility in international Slavic Literary Studies contexts.

What also becomes clear is a certain incapacity to renew staff. Some programmes depend on the workload of staff members in temporary positions.

Main criterion: 1. Quality of results (H1.1-H1.5)

H1.1	Quality of selected outputs of Phase I
The quality of selected outputs is significantly below the average in both categories of Phase I of the evaluation (world-leading and excellent). The topics covered are generally pertinent with important work on some specialised fields that are at the core of the department's activities. Some interesting new subjects are addressed in monographs and international collective works.	
H1.2	Contribution of workers on the outputs reached
All the department staff members with one exception contributed to the outputs evaluated in Phase I in a rather balanced manner. In regard to all outputs, the degree of contribution varies more with senior staff members carrying a heavier workload.	

H1.3	Quality of all outputs and results
<p>The quality of all outputs and results of the department is below the average observed in the field within the CAS. The department publishes research articles, monographs and collective works in the Czech Republic and abroad with several items issued in numerous foreign languages contributing to the visibility of the department's work. While some topics seem to receive continued attention, the overall image is rather fragmented.</p>	
H1.4	The most valuable discoveries and findings in the fields, their importance for the field
<p>The monograph on the Upper Lusatian novel is a foundational work on a highly specialised topic. The publications on Russian culture and thinking and on Russian émigrés in the interwar period continue with success the department's traditions. The international collective works on "contaminated landscapes" and Crimea in literature and on the relationship between literature and human knowledge connect literary analysis to highly topical research in other disciplines. The research on intercultural Slavic Studies presents potentially interesting topics such as the Bulgarian connections that remain to be fully exploited.</p>	
H1.5	Contribution of the participation of the authors in large collaborations
<p>Not applicable in the strict sense.</p>	

Main criterion: 2. Societal relevance (H2.1-H2.5)

H2.1	Societal relevance of outputs and results pursuant to CAS and institute mission
<p>Some societal relevance has been developed out of expertise for Slavic neighbouring countries and cultures. (see also Other comments of the commission). The department contributed with its expert knowledge to exhibitions on Russian emigration to Czechoslovakia and on the Experiences of Exile.</p>	
H2.2	System functionality for knowledge transfer into practise, its usefulness for society. The impact of the team's activity on proper practice in society in the area of social sciences and humanities
<p>Members of the department take part in outreach activities including public lectures and media appearances on radio programmes.</p>	
H2.3	Relation to practice
<p>Members of the department are involved in university courses on numerous topics, thus transferring research into academic practice.</p>	
H2.4	Participation in AV21 strategy
<p>Several publications have been supported by the AV21 strategy, including <i>Russian Imperial Thinking</i>, <i>Das Warschauer Ghetto</i>, as well as further yet not finalised publications. Also, the international project <i>Crimea as a Crossroads of Cultural and Trauma Memory</i> was launched 2017 within the AV21 strategy.</p>	
H2.5	Cooperation with regions of the Czech Republic
<p>The department organised exhibitions in Náchod. Several department members gave lectures in Czech regional towns, e.g. in Brno, Litoměřice and Slaný.</p>	

Further criterion: 1. Position in international and national context (D1.1-D1.3)

D1.1	Comparison of the team with similar international and national institutes
<p>The department has a strong position in the national context.</p> <p>In international comparison, the department fares well in research on specialised topics, but does not have the same wide spectrum as bigger institutes in Poland, the UK or the USA.</p>	
D1.2	Scope and quality of international and national cooperation and the role of the team in such cooperation; engagement in broad international cooperation
<p>The department participates in a leading role in joint research projects with Czech partners as well as with European universities and Russian cultural institutions. The projects involve typically two to three participating teams and lead regularly to the publication of valuable results with crucial work input from the department members.</p>	
D1.3	Participation of the workers in scientific community activities (organizing of conferences and workshops, invited lectures, awards)
<p>The department actively organises conferences and workshops with numerous foreign participants. Several members hold positions of trust in research institutions and publications. One member was awarded a publication prize and two were invited to lecture abroad (Helena Ulbrechtová in Passau, Julie Jančárková in Yekaterinburg). While this number is low in comparison with other departments, one may note the larger number of popularisation lectures abroad and at home.</p>	

Further criterion: 2. Vitality, sustainability and strategy (D2.1-D2.9)

D2.1	Direction in line with the perspective of the planned research directions
<p>The activity plan for 2020–2024 has a rather fragmented character.</p> <p>Attention needs to be paid to directing and management work which should create coherence and shared objectives as well as assure the autonomy of specific programmes.</p>	
D2.2	Assessment of the previous research objectives and their achievement
<p>The department has pursued its research objectives with success. Each programme produces valuable outputs. In the framework of the Strategy AV21, activities had to be adapted to changes in the overall organisation of the programme. The work on the Kondakov Institute had to be adapted to staff members' family circumstances, so the work was only partly finished.</p>	
D2.3	Assessment of implementation of recommendations from past evaluation
<p>The department has not been able to increase its budget and staff. While this is largely due to immutable external factors, it seems that the suggested process of revitalisation and re-legitimisation among the scientific community has not been fully carried out.</p>	
D2.4	Success in receiving grants
<p>The department has had limited success in grant applications, except for obtaining financing for foreign employees.</p>	
D2.5	Adequacy of instrumental equipment

The instrumental equipment is adequate to the department's mission and activities.	
D2.6	Effectiveness of management
While the management structure is adequate to the department's basic missions, attention needs to be paid to the capacity of using internal and external intellectual resources to revitalise and re-legitimise the department's role in its field.	
D2.7	Assessment of professional structure, development strategy and the strategy of keeping best scientists, age structure, career and qualification growth
While the department comprises highly qualified senior staff, it has difficulties in recruiting new members and in keeping highly qualified and productive researchers recruited by the means of temporary funding. The age structure is unbalanced and shows a low number of junior staff members. The lack of PhD students involved in research has negative effects on the activities of the department.	
D2.8	Creating work-life balance conditions, assessment of approach towards possible gender issues
The department's policy in this respect is in line with the general policy of the Institute of Slavonic Studies. There is no significant gender imbalance for the moment.	
D2.9	Relation of the team with regard to the integration, development and sustainability of the research centre funded by the National Programme of Sustainability II.
Not applicable for the institutes and centres evaluated by Commission 11.	

Further criterion: 3. Cooperation with universities and participation in education (D3.1-D3.6)

D3.1	Scope of cooperation with universities on national and international level
There is intense cooperation with national and international universities in the form of teaching (Charles University, Masaryk University, University of Ostrava; University of Salzburg), but also with the universities in Göteborg and Ljubljana concerning joint research topics. With the universities of Passau and Vienna there is cooperation based on common publications.	
D3.2	Effectiveness of joint research centres
The department has not engaged in joint research centres during the evaluation period.	
D3.3	Success rate in supervision of PhD students
At the moment, 4 doctoral students are being supervised. However, their dissertations are still pending. Moreover, 1 PhD student successfully finished her PhD studies during the evaluation period. One member has been on the board for the doctoral programme <i>Slavic Literature</i> at the Faculty of Arts of Charles University (and even its chair from 2012 to 2016).	
D3.4	Participation of PhD students in the outputs
One PhD student participated in the outputs until 2018. Since then, there has been no involvement of PhD students.	
D3.5	Participation of the team in master or bachelor studies

19 BA courses and 28 MA courses have been taught by team members. Six team members have been teaching at three Czech universities (Charles University, Masaryk University, University of Ostrava), one team member taught one course at the University of Salzburg.	
D3.6	Assessment of cooperation intensity with universities in the form of teaching
The cooperation with universities in teaching seems quite satisfactory.	

Further criterion: 4. Outreach activities (D4.1-D4.3)

D4.1	Sufficiency of media strategy and activities in the area of research popularisation
Several department members have given lectures in libraries, museums, galleries and on radio and thus have shared their expert knowledge with the public. Further active media strategies and activities are not employed.	
D4.2	Publishing activities and its quality
Members of the department have regularly given popularisation lectures in public and on radio programmes. They are consistently of high quality and a credit to the Czech Academy of Sciences in public.	
D4.3	Participation in professional organisations in the area of research and development
Team members engage in committees, evaluation panels and scholarly and also editorial boards of journals.	

Other comments of the commission:

The department has a difficult position within the CAS due to the dominance of the Czech Literary Studies at the ICL and the historically low current interest for the neighbouring Slavic literatures and cultures. Also, the Slavic Studies university departments might be rival institutions. Therefore, marginally Slavonic topics or comparative-thematic topics are currently being pursued, with a focus on Central Europe and Slavic-German contacts (overlapping with the ICL's research to some extent). It is yet of importance for Czech society and for the Academy of Sciences not to lose its expert knowledge on the Slavic literatures and cultures. The commission sees the danger that a generation of experts in the Slavacist field might get lost. Additional support might be a productive solution, especially if provided for junior researchers and PhD researchers in the future.

The commission strongly recommends to first sharpen the focus of the department to Slavonic Studies and Slavic Literature, fully aware that the team's staff dimension does not allow for covering all the Slavic literatures at the same time. The existing knowledge about the history of Slavonic Studies in the Czech lands could productively add to a deeper understanding of the history of Czechoslovakia and the Czech Republic.

The commission suggests 1) to define clear strategies for the future, 2) to engage in a discussion with dedicated Czech and international partners on the current state of the art in the areas covered by the department in order to revitalise and re-legitimise its activities, and 3) to implement a decisive management that pursues those defined aims.

Final report was elaborated by:

Commission 11 - Languages and literature

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