Evaluation Board Decision on the Nomination for Appointment to Professor

Masaryk University	
Faculty	Faculty of Science
Procedure field	Botany
Applicant	doc. Mgr. Michal Hájek, Ph.D.
Applicant's home unit, institution	Faculty of Science, Masaryk University
Board members	
Chair	prof. RNDr. Petr Bureš, Ph.D. *Faculty of Science, Masaryk University*
Members	prof. RNDr. Tomáš Herben, CSc. *Charles University in Prague* prof. RNDr. František Krahulec, CSc. *Institute of Botany of the Czech Academy of Sciences* prof. RNDr. Karel Prach, CSc. *University of South Bohemia in České Budějovice* Prof. Dr. Ruurd van Diggelen *University of Antwerp, Belgium*

Evaluation of the applicant's scholarly/artistic qualifications

Michal Hájek graduated in Systematic Biology and Ecology at Palacký University in Olomouc, where his diploma thesis was focused on studying wetland vegetation in the White Carpathians. During the Ph.D. studies at Masaryk University, he began to work with eminent vegetation ecologists - Milan Chytrý, Emilka Balátová, Kamil Rybníček, who further directed him to both sophisticated modern methods and traditional approaches to the classification and reconstruction of wetland vegetation. Michal completed his doctoral studies by defending his dissertation "Vegetation of the Slope Springs of the Magura Flysch" in 2002. Since 2000, Michal has been employed at the Botanical Department of Masaryk University and partly in the Brno Research Division of the Institute of Botany of the Czech Academy of Sciences. He submitted his habilitation and was promoted to associate professor position in Botany in 2006 based on a set of publications focused on vegetation diversity of calcareous fens at the landscape level.

The research scope of Michal Hájek covers a wide range of botanical disciplines from plant ecology, phytosociology, phytogeography, palaeoecology, to bryology. His scientometric/bibliometric records are respectable - the number of his publications registered in the Web of Science database in the category of "research article" is 165, of which more than a half were published in high-impact journals belonging to the first quartile in respective discipline clusters. More than 5,300 citations registered on the Web of Science refer to his articles. His value of Hirsch's index, H = 40, is also impressive, taking into account the duration of his scientific career – 19 years from his Ph.D. In addition to articles indexed in the Web of Science, Michal Hájek has published nearly 100 other books, chapters in books, or articles in peer-reviewed journals outside the Web of Science. The sum of his current scientific publications currently far exceeds 250. In addition, he has published a lot of scientific-popularization articles in journals such as Živa, Vesmír, Bílé/Biele Karpaty, Malovaný kraj. In these articles, as well as in his appearances on Czech TV or Czech Radio, he presents not only the plants and their communities, diversity, and history but also a number of cultural and historical contexts of Eastern Moravia and the Moravian-Slovak border. The candidate has completed a number of shorter internships abroad, such as in Switzerland, France, Spain, the Netherlands, Romania, Bulgaria, Bosnia, Serbia, Ukraine, and the Russian Federation, which is reflected in his extensive cooperation with a number of foreign experts and his success in gaining support for research projects. He also participated in many botanical expeditions in various European and Asian countries. **The committee considers the scientific and publishing performance of Michal Hájek to be excellent, significantly exceeding the requirements of the professorship candidates in the field of botany.**

Since 2005, in the framework of the Department of Botany and Zoology at Masaryk University, **Michal Hájek also gradually built a very successful working group focused on mire ecology**. Under his leadership, the group has a broad interdisciplinary profile integrating field, ecological, geochemical, genetic, and bioarchaeological methods applied not only in plant and vegetation ecology but also in algology, mycology, bryology, or zoological disciplines such as protistology or malacozoology. Besides his research activities, Michal Hájek also devotes great efforts to protect and manage critically endangered and disappearing habitats of calcareous fens, especially in the Carpathian part of Moravia and Slovakia.

He is a member of several scientific/botanical associations and editorial boards of several botanical journals such as Folia Geobotanica, Preslia, and Bryonora. As an editor, he coordinated several important compendia and as a committee member, he participated in organizing several national or international conferences and meetings.

Therefore, we are convinced that Michal Hájek sufficiently demonstrated his organizational and science-managing qualities during his work at Masaryk University in Brno and within the Czech and international botanical community.

Conclusion: The applicant's scholarly/artistic capabilities **meet** the requirements expected of applicants participating in a professor appointment procedure in the field of Botany.

Evaluation of the applicant's pedagogical experience

© Inet MU (ÚVT)

We very much appreciate the quality of the candidate's pedagogical work. Over the past two decades, he has played a significant role in educating and schooling the young botanical generation at Masaryk University. Under his supervision, 23 bachelor's, 23 master's, and seven Ph.D. students in botany successfully defended their theses. Another three bachelor, two master, and two Ph.D. students he currently leads. He has led or is leading various lectures, the most important of which is his lecture Basics of Ecology, which he has together with Prof. Milan Gelnar since 2003, as part of a bachelor's degree study program of Ecological and Evolutionary Biology. In the master's degree study program of Botany, it is his lecture Biomes of the World, which Michal Hájek has also been teaching for 18 years. Among the optional lectures, Michal's most popular is certainly the Mire Ecology with a follow-up traditional field trip, which has been taking place since 2002. He has led and continues to lead many class exercises, practical labs, and seminars. Michal Hájek also chairs or is a member of the committees for state final examinations or doctoral programs in botany or ecology at Masaryk University or occasionally in other universities in the Czech Republic. Additionally, in his public lecture that was a part of the professor appointment procedure, Michal Hájek demonstrated excellent scholarly qualifications and pedagogical capabilities expected of applicants participating in a professor appointment procedure in the field of Botany. **The scope and level of his recent and previous pedagogical work at Masaryk University in Brno convincingly demonstrate the qualities that a professor in the field of botany should have.**

Conclusion: The applicant's pedagogical capabilities **meet** the requirements expected of applicants participating in a professor appointment procedure in the field of Botany.

Evaluation of the applicant as a respected and recognized scholarly or artistic figure in a given field

The proposal to appoint Michal Hájek as a professor of botany was supported by letters of recommendation from prominent personalities in plant and vegetation ecology – Professor John Birks from the University of Bergen, Professor David Cooper from the Colorado State University, and Professor Edward Mitchell from the University of Neuchâtel. Besides his scientific qualities, Michal Hájek also has a remarkable ability to win a reputation of sympathetic, conflict-free and humble person, who also has a great portion of sense of humor. We believe this is why is Michal, by all his colleagues and students, appreciated as an outstanding scientist, internationally recognized personality in his field, and an excellent academic teacher, and an honest and hard-working man.

Taking into consideration all the above facts documenting the excellent pedagogical, scientific, organizational, and science-managing qualities of the candidate, **our committee unequivocally recommends the appointment of doc. Michal Hájek, Ph.D. professor of botany**.

Conclusion: The applicant **is** a respected and recognized scholarly figure in his/her field. The applicant **has** made a significant contribution to the development of his/her field. The applicant **constitutes** a leading figure in his/her field of scholarship or research.

© Inet MU (ÚVT)

Evaluation Board Decision on the Nomination for Appointment to Professor

Secret vote results

Voting took place: electronically

Number of board members		5
Number of votes cast		5
of which	in favour	5
	against	0

Board decision

Based on the outcome of the secret vote and following an evaluation of the applicant's scholarly or artistic qualifications, pedagogical experience and role as a respected and recognized scholarly or artistic figure, the board hereby submits a proposal to the Scientific Board of the Faculty of Science of Masaryk University to **appoint the applicant professor** of Botany.

In Brno on 17.12.2021

prof. RNDr. Petr Bureš, Ph.D. .....

© Inet MU (ÚVT)