

HABILITATION BOARD DECISION ON THE NOMINATION FOR APPOINTMENT TO ASSOCIATE PROFESSOR

Masaryk University	
Faculty	Faculty of Social Studies
Procedure field	Social Psychology
Applicant	Mgr. Kateřina Zábrodská, PhD.
Applicant's home unit, institution	Institute of Psychology, CAS Charles University, Prague (part time job)
Habilitation thesis	Occupational well-being among Czech university faculty in the context of market-oriented reforms

Board members

Chair

Prof. PhDr. Ivo Čermák, CSc.
Department of Psychology, FSS MU

Members

Doc. Mgr. Lenka Lacinová, PhD.
Department of Psychology, FSS MU
Doc. Mgr. Zuzana Dankulincová, PhD.,
*Department of Health Psychology and Research Methodology,
Faculty of Medicine, Pavol Jozef Šafárik University in Košice*
Doc. PhDr. Iva Poláčková Šolcová, PhD.
Institute of Psychology, CAS
Prof. Gail Kinman, PhD.,
*Department of Organisational Psychology,
Birkbeck University of London*

Evaluation of the applicant's scholarly/artistic qualifications

Focus of scientific work

Dr. Kateřina Zábrodská has been focusing her scientific research work for many years on the occupational well-being of academic staff and on related topics such as the social psychological aspects of early academic careers, academic identity, academic excellence, leadership in academia and the organizational culture of public universities. The more negative side of academics' professional activities has not escaped Dr. Zábrodská's attention, and she has tackled such issues as bullying in the academic workplace, mobbing and resistance to it, and burnout syndrome.

In the course of her scientific career, Dr. Zábrodská has also developed a strong methodological profile. At the beginning of her academic career, she systematically developed discursive analysis in her research, which she introduced to the Czech professional community in her groundbreaking book [*Variations on the theme of gender. Poststructuralism, discourse analysis, and gender identity*]. Dr. Zábrodská's book is the first

original attempt in the context of Czech psychology to discuss post-structural feminist theories and discourse analysis and to apply them to data analysis.

As one of the few Czech researchers, Dr. Zábrodská is aware of how qualitative research can be used to influence attitudes, stimulate people's reflections, etc. That is why she has focused on engagement and participation, using a qualitative approach in her research, specifically thematic analysis, to uncover and "heal" toxic organizational cultures. This work has received international acclaim - for example, a chapter on toxicity in organizations- has just been published in the Handbook of Occupational Health and Wellbeing by Routledge (co-authored with Michael Walton and Daniela Pauknerova).

Research projects

Dr. Zábrodská is an experienced researcher, having been involved in a number of research projects. She has been the principal investigator of four research projects and co-investigator of one Grant Agency of the Czech Republic (GAČR) project focusing on the relationship between the individual and the institution in the context of scientific productivity at universities, on the quality of work and occupational health of workers in tertiary education (e.g. *"Excellent research between an individual, institution, and discourse: Collaborative construction of research productivity at research institutions"* and *"Quality of work environment and employee well-being in public higher education"*). Another project focused on the issue of bullying at universities, which she addressed both in the framework of her GAČR postdoctoral grant and in the framework of a Fulbright scholarship at the University of Chapel Hill in North Carolina (*"Resistance to workplace bullying in higher education"*). All the projects were successfully completed, mostly with papers published in high impact international journals.

In recent years, Dr. Zábrodská has expanded the spectrum of her projects to include cross-cultural research and European projects of excellence. For example, she is currently working as a senior researcher in two such projects, namely in the "SYRI" project, i.e. in the National Institute for Research on Socio-Economic Impacts of Diseases and Systemic Risks (a joint project between Masaryk University, Charles University and Czech Academy of Sciences) and in the "KREAS" project at the Faculty of Arts of Charles University (note: KREAS is an acronym: Creativity and Adaptability as a prerequisite for Europe's success in an interconnected world).

Dr. Zábrodská also uses her research skills for the benefit of specific university departments, for example, she has participated in extensive research on occupational well-being at the Charles University or research on how students and academics cope with the coronavirus pandemic in the Czech Republic. She is now preparing research on the mental health of students at Charles University.

Dr. Zábrodská also uses her rich experience in project management in her position as a member of the Panel of the Grant Agency of the Czech Republic for the fields of Psychology and Pedagogy, where she has been working for the fourth year.

Publications

At the time of her application, Dr. Zábrodská has published 27 studies that are registered in the Web of Science database (WoS, 16 in international journals such as *Higher Education*, *Higher Education Research & Development*, *Higher Education Quarterly*, *Journal of Psychosomatic Research*, *Frontiers in Psychology*, *Educational Management Administration*

& *Leadership*, 11 in national journals), of which 5 papers were published in journals classified in the first quartile. She published another 3 studies in peer-reviewed journals, and contributed 7 chapters to peer-reviewed monographs and proceedings. Dr. Zábrodská is the author of one monograph and co-author of two other books, one of which was published abroad. She is the first author of 13 publications. She has published three chapters in three monographs issued by Routledge. Dr Zábrodská's publications are widely cited, 292 citations can be found in the WoS database, 230 of them without self-citations at the time of her application (244 in October 2022), 229 citations in the Scopus database. The Hirsch index of Dr Zábrodská's publications has a value of 9 according to WoS and 8 according to Scopus.

Scientific-organizational activities

Dr. Zábrodská supports the development of psychology as a science in the Czech Republic through her various scientific and organizational activities. Since 2019, she has served on the Psychology and Pedagogy Panel at the Czech Science Foundation, and is a member of several scientific committees, scientific councils, the Academic Assembly of the CAS, etc. She has been involved in the organization of several international conferences focused, for example, on resilience, qualitative methodology or perspectives of theoretical psychology in the era of acceleration. Since 2019, Dr. Zábrodská has been leading the Department of Methodology at the Institute of Psychology of the CAS. Since 2015, she has also been leading the Organizational Studies in Higher Education (OSHE) research group at the Institute of Psychology, CAS and is the supervisor of two postdoctoral projects of the PPLZ (Programme for the Support of Prospective Human Resources).

Appreciation by the scientific community

For her scientific and professional work, Dr. Zábrodská has received a number of national and international awards, including the Otto Wichterle Award, awarded by the Academy of Sciences of the Czech Republic to young outstanding researchers for their exceptional contribution to the development of scientific knowledge (2014), as well as the MU Rector's Award for her outstanding doctoral thesis "Between reproduction and change: gender identity in the perspective of poststructural discourse analysis" (2010, Rector's Award for an Outstanding Doctoral Thesis). The Fulbright Masaryk Scholarship Dr. Zábrodská received to support research on the impact and possible interventions related to mobbing in universities was a recognition not only of her scientific credibility, but also of her civic engagement. International awards include the "Endeavour Europe Award", which enabled her to spend almost a year at the University of Western Sydney in Australia.

Summary

Well-being of scientists and university teachers has been little examined in the field of Czech psychological research. Kateřina Zábrodská has led this groundbreaking research, consistently and comprehensively highlights its importance. Her long-term interest has established the foundations of a coherent and original scientific research approach, which has no predecessor in the Czech psychological research environment. Dr. Zábrodská's scientific research credentials are unquestionable. She is a renowned scientist not only in the Czech professional context, but also in Europe. Researchers from the USA, Australia and the UK also cite her research. Dr. Zábrodská's contribution to the understanding of well-being and related psychological phenomena in the context of academic work is visible in the international professional community, as evidenced by the ever-increasing number of references to her studies.

Conclusion: The applicant's scholarly capabilities **meet** the requirements expected of applicants participating in a habilitation procedure in the field of Social Psychology.

Evaluation of the applicant's pedagogical experience

Dr. Zábrodská lectures on the methodology of psychological research, teaches courses in occupational, organizational and educational psychology, and has also lectured on the problems of psychopathology and other topics, both at the bachelor's and master's level, mainly at Charles University. She has taught discursive and gender analysis, which she anchored in the Czech psychological research context, for many years at Faculty of Social Studies, Masaryk University. The chapter on this approach to data analysis, published in the book *Qualitative Text Analysis* (2013), continues to serve Czech and Slovak users as an excellent introduction to the method and as a guide for implementing specific steps of analysis.

Dr. Zábrodská has supervised, or is supervising, Bachelor's (12) and Master's (18) theses, most of which have been successfully defended (note: she has supervised about 6 new theses since this application was submitted). She is currently supervising three PhD theses at the Faculty of Arts and the Faculty of Science of Charles University that focus on occupational health and scientific excellence. She is also active in popularising psychological knowledge in the media or in popular science journals, such as *Universitas*, *Science and Research* or *Psychology Today*.

Listeners appreciate Dr. Zábrodská's critically reflective approach to professional issues and her extensive deep knowledge of the topic, which she is able to convey in a clear and accessible way. She is able to open up the space for discussion in a sophisticated way and to bring new perspectives to the discussion herself. Dr. Zábrodská is also invited to present her research at conferences, demonstrating its value to the European scientific community. She consistently presents the results of her research at national and international conferences.

Dr. Zábrodská has completed five foreign internships at universities in the USA, Australia, Denmark and Norway, where she has also been involved in research on problems of her scientific interest. She then implements this experience in her scientific and pedagogical work.

With her natural authority, Dr. Zábrodská creates research teams with which she studies the long-neglected issue of occupational well-being of academic and non-academic workers in a sophisticated and participative way. She is often addressed as an expert for her methodological, pedagogical and research competences.

Conclusion: The applicant's pedagogical capabilities **meet** the requirements expected of applicants participating in a habilitation procedure in the field of Social Psychology.

Habilitation thesis evaluation

The Habilitation Board asked the following colleagues to review the habilitation thesis of Dr. Zábrodská: Prof. Mgr. Andrea Madarasová Gecková, PhD., from the Institute of Health Psychology, Faculty of Medicine, Pavel Jozef Šafárik University in Košice, doc. PhDr. Petr

Hlad'a, PhD. D., from the Institute of Educational Sciences, Faculty of Arts, MU, and Prof. Loreleigh Keashly, PhD. D., Wayne State University, Detroit, USA.

Prof. Madarasová Gecková appreciated the theoretical framing of the partial studies, the choice of methods and the quality of the presentation of the research results. She considers the habilitation thesis to be a masterpiece, an excellent result of several years of intensive, systematic and thorough research efforts of Dr. Zábrodská.

Doc. Hlad'o emphasized the topical relevance of the thematic focus of the habilitation, he also pointed to the quality of the theoretical background, which, according to him, was positively reflected in the formulation of research objectives - it was possible to identify gaps in the knowledge of the problem. In his opinion, the findings themselves are original and develop the knowledge of the problem under study. He also underlines the fact that most of the studies forming the core of the habilitation have influenced the international professional discourse in the field of mental health of academics. According to doc. Hlad'o, the final discussion is not only a very good synthesizing overview, but also an expression of Dr. Zábrodská's ability to suggest ways "in which empirical findings could be used in practice."

Prof. Keashly finds the habilitation thoroughly thoughtful, creative, conceptually convincing, and based on a methodologically rich research project that is beautifully contextualized using JDR theory. According to her, the habilitation is grounded in a deep understanding of the different levels of the higher education system. Furthermore, Prof. Keashly highlights that the candidate was able to draw a number of practical recommendations from her scientifically excellent research. In her review, she states that there are remarkable insights in the habilitation thesis that can be used to improve the working environment and the well-being of lecturers and other university staff. As a reviewer with a different cultural and socio-political experience, Prof. Keashly appreciates the work from yet another perspective, namely that in order to understand the experiences of people and their systems on a larger scale, it is necessary to overcome a certain ethnocentricity with which the Anglo-American view of the occupational well-being is burdened.

Summary

The members of the Board have also studied the habilitation thesis of Dr. Zábrodská and agree with the conclusions of the opponents. Moreover, it is evident that seven studies, which form the core of the habilitation thesis, have undergone a demanding peer-review process in professional journals, including five articles in international journals registered in the Web of Science and Scopus databases (*Educational Psychology, Research in Higher Education, Employee Responsibilities and Rights Journal, Qualitative Inquiry, Higher Education Quarterly*). The Board considers the habilitation thesis to be thematically coherent and in the Czech environment an original and extremely beneficial research probe into psychologically relevant contexts of occupational well-being of male and female academics. Dr. Zábrodská's habilitation is also an example of excellent research in the field.

Conclusion: The applicant's habilitation thesis **meets** the requirements expected of habilitation theses in the field of Social Psychology.

Secret ballot results

Number of board members	5
Number of votes cast	5
Number of votes in favour	5

Board decision

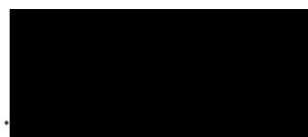
Based on the outcome of the secret vote and following an evaluation of the applicant's scholarly or artistic qualifications, pedagogical experience and habilitation thesis, the board hereby submits a proposal to the scientific board of the Faculty of Social Studies of Masaryk University to

appoint the applicant associate professor of Social psychology

terminate the procedure.

Date: 26.10.2022

Ivo Čermák



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Lenka Lacinová

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Iva Poláčková Šolcová

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Zuzana Dankulincová

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Gail Kinman

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