

## EVALUATION BOARD DECISION ON THE NOMINATION FOR APPOINTMENT TO PROFESSOR

<b>Masaryk University</b>	
<b>Faculty</b>	Faculty of Social Studies
<b>Procedure field</b>	Social Psychology
<b>Applicant</b>	doc. PhDr. Martin Vaculík, Ph.D.
<b>Applicant's home unit, institution</b>	Department of Psychology, Faculty of Social Studies MU

### **Board members**

#### **Chair**

prof. PhDr. David Šmahel, Ph.D. (*Faculty of Social Studies MU*)

#### **Members**

prof. PhDr. Ivo Čermák, CSc. (*Faculty of Social Studies MU*)  
 prof. Mgr. Peter Halama, PhD. (*Centre of Social and Psychological Sciences SAS Bratislava*)  
 prof. PhDr. Viera Bačová, DrSc. (*Centre of Social and Psychological Sciences SAS Bratislava*)  
 prof. Dr. Dieter Zapf (*Goethe University Frankfurt*)

### **Evaluation of the applicant's scholarly/artistic qualifications**

Martin Vaculík is a respected scientist in the field, his work covers the areas of social psychology, work psychology and methodology. The quantity and quality of his outputs are very high and above standard to become professor in the field of social psychology in the Czech Republic.

He published 35 publications covered in the Web of Science (WoS), of which 11 publications are in a quartiles Q1-Q2 according to WoS. He also published 27 articles in conference proceedings, including important international conferences, where the proceedings were also included in WoS (e.g. Trends and Issues in Interdisciplinary Behavior and Social Science). In 2010, he published the unique book "Assessment centrum: psychologie ve výběru a rozvoji lidí". The book has a major impact on the cultivation of the Czech and Slovak environment in the field of personnel selection and is used at many universities as an important source of knowledge in the field of personnel selection. He also presented his work at many conferences (over 30 presentations), including international ones. His publications have over 200 citations in international databases (WoS/Scopus) and currently over 1100 citations in Google Scholar.

Martin Vaculík was also a principal investigator of two projects funded by Czech Science Foundation, "Effective leadership: an integrative approach" and "When close relationships matter: A longitudinal study of Psychological Capital Development".

It can be noted that Martin Vaculík or other members of his research group are the leading authors of most of the publications. It is also important that in Martin Vaculík's publication record we can see a trend of constant improvement: from publications in primarily Czech journals at the beginning of his career, to current publications in internationally recognized journals Q1 and Q2 according to WoS.

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

### **Evaluation of the applicant's pedagogical experience**

Martin Vaculík has been working at FSS MU in the Department of Psychology since 2003, where he taught courses in social psychology (Social psychology I and II, Applied Social Psychology), methodology (Research methods in psychology) and work psychology (Organizational psychology, Assessment center). He is a popular teacher among students, who is always well prepared, teaches clearly, but at the same time has high demands on students. As a guarantor or a team member, he participated in the realization of seven projects aimed at improving the quality of study programmes.

Martin Vaculík is also a successful mentor for bachelor's and diploma theses. He supervised 45 successfully defended bachelor's theses and 32 diploma theses. The topics of his work are often related to his research in the field of work psychology and methodology.

Vaculík also successfully supervised 4 doctoral students, one of whom is already an associate professor and head of the department at the Faculty of Economics, Masaryk University (doc. Jakub Procházka). Another successful student is the director of the Division of Transport Technologies and Human Factor at the Transportation Research Centre (Pavel Řezáč, Ph.D.). The topics of the theses of his doctoral students typically fell into the field of work psychology, e.g. "Psychological Capital in the Work Settings and beyond" (Dr. Dudášová). Currently, Vaculík leads 3 doctoral students, with whom he successfully publishes in international journals (i.e. a publication in Journal of Work and Organizational Psychology, International Journal of Game-Based Learning).

It is very valuable that Martin Vaculik is able to involve in his research activities also undergraduate students. Highly valued are, for example, the replication studies he carried out with students of methodology and which were published in top international journals, e.g. the study "The effect of font readability on the Moses illusion: A replication study" published in the journal "Consciousness and Cognition" or the study "Pain as social glue: A preregistered direct replication of Experiment 2 of Bastian et al. (2014)" published in the journal Psychological Science (WoS DEC 1). For undergraduate students, it was thus a unique experience of publication in international journals.

Professor Timo Lorenz (Medical School Berlin) is similarly writing about dr. Vaculík in his recommendation letter: "Also significant is the support that he provides to undergraduate students. He helps them to develop their academic and research competences and supports them in publishing the results of their thesis in high-quality journals."

We can therefore summarize that Vaculík's pedagogical skills are excellent and above standard in the field of social psychology and methodology.

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

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

During his more than twenty-year career, Martin Vaculík developed into a prominent personality in the field of social psychology and work psychology. He is a recognized expert in the Czech Republic and abroad, he gained a reputation for his publications and also his pedagogical work.

His publications are cited in international journals, in total he received over 200 citations in the journals of the Web of Science and Scopus database, including citations from the most important scientists and journals in the field, e.g. Prof. Kleinmann cited him in the Annual Review of Organizational Psychology and Organizational Behavior, and he received citations from journals Psychological Bulletin, European Journal of Work and Organizational Psychology, Current Psychology.

Martin Vaculík also cooperated with internationally recognised researchers in the field of social psychology and work psychology, e.g. with prof. Wilmar Schaufeli (Utrecht University) who is one of the most cited author in psychology (h-index 100), on an article published in the top-ranked Journal of Workplace Behavioral Health; also with prof. Hans De Witte (KU Leuven) and prof. Hamari Juho (Tampere University), a leading figure in gamification research. Vaculík is also recommended as a respected and recognized scholarly figure in his field by four professors in letters of recommendation.

Martin Vaculík also served six years as a vice-dean for research and doctoral studies at Faculty of Social Studies, Masaryk University. His work was very positively appreciated by the academics of the faculty, for example, a guide for doctoral students was prepared under his leadership and the support of the department for science and research in the preparation of grants was significantly increased.

**Conclusion:** The applicant **is** a respected and recognized scholarly figure in his field of social psychology. 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.

**Secret vote 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 role as a respected and recognized scholarly or artistic figure, the board hereby submits a proposal to the scientific board of the Faculty of Social Studies of Masaryk University to

appoint the applicant professor of Martin Vaculík.

Date: 5<sup>th</sup> October 2023

prof. PhDr. David Šmahel, Ph.D.



signature