



University of Hradec Králové
Philosophical Faculty

Strategic Plan

of the Educational and Creative Activity of the

Philosophical faculty

Hradec Králové

for the period of 2021 - 2030

.Content

.Motto	4
.Starting points	5
.What is the starting position of the FF UHK at the beginning of the 2020's?	7
.What is the desired condition of the FF UHK at the end of the 2020's?.	9
.Priority 1: Student	12
.Priority 2: Teacher	19
.Priority 3: Scientist	26
.Priority 4: Community.	34
.Annex	42
.Starting points	43
.Priority 1: Glocal profile of students.	45
.Priority 2: Glocal profiles of the employees	52
.Priority 3: Glocal profiling of the institution	63

• **Motto**

**“Not to be afraid
{and} {to} teach {learn}” ...**

...Not to be afraid to teach.

Not to be afraid to learn.

Not to be afraid and teach.

Not to be afraid and learn.

Starting points



The Philosophical faculty of the University of Hradec Králové (hereinafter FF UHK) is in the year 2021 one of the four faculties of the University of Hradec Králové (hereinafter just UHK). This public university originated in the year 2000 by changing the previous College of Education into a university type of school. Similarly as other faculties of the UHK, the FF UHK originated by separating from the Pedagogical faculty of the UHK. It occurred with effect from 1st September 2005, at that time under the original name Faculty of Humanitarian Studies UHK.

At the beginning of the 2020's, the FF UHK is still a young institution even if it already has a stabilized structure of study programmes, quality scientific outputs, rich net of foreign partners and a stable position in the town and region.

By this after a discussion led throughout the academic community and after having it discussed and approved by the faculty authorities, the FF UHK publishes its Strategic Plan of the Education and Creative Activities for the period of the years 2021 – 2030 (hereinafter just "SZ"), whose integral part is Strategy of Internationalization for the period of 2021 – 2030 (hereinafter just "SI"). It is a key strategic document that defines the ba-

sic priorities and main planned measures in the area of development and focus of the FF UHK in the following decade. Apart from the education and creative activities, the SZ is dedicated to the so-called third role of the FF UHK.

The SZ is defined within the boundaries given by its superior strategic documents, especially the Strategic Plan of the Ministry of Education, Youth and Sports for Higher Education for the period since the year 2021, by the Strategy of Internationalization of Higher Education for the period since the year 2021, same as Strategic Plan of the UHK since the year 2021 (hereinafter just "SZ UHK") and Strategy of Internationalization of

the UHK since 2021 (hereinafter just “SI UHK”). At the same time, the SZ follows the Strategic Plan of Education and Creative Activity of the FF UHK for the period of 2016 – 2020.

The SZ is a document of medium and long-term planning and therefore it is formulated more generally. In the individual years, the SZ will be followed by annual realization plans of the SZ where plans of the key measures for the given year will be carried out more specifically. These plans will enable to extend the list of priorities or react to the current development in the area of higher education in general and especially at the (FF) UHK.

What is the starting position of the FF UHK at the beginning of the 2020's?

The sense of existence of the FF UHK is providing of university education and scientific activities in the areas belonging to the traditional focus of the faculties of philosophical direction as are archaeology, archival science, philosophy, history and auxiliary sciences of history, political science and sociology. Apart from that, the FF UHK develops also studies strongly oriented at practice of regulated professions: social work and teaching of history, civics and basics of social sciences. The originality of the FF UHK is completed by its speci-

fic geographic focus on Africa and Latin America.

This is related to the internationalization of the FF UHK too, apart from the usual orientation on European countries stands out the cooperation with universities in Africa and Latin America. One of the fruits of this cooperation are incoming and outgoing students' and academic mobilities. In this regard, there is no competition for the UHK in the Czech Republic.

In the area of science, the FF UHK is aware that it cannot cover completely all research directions of the realized fields, and thus it concentrates on achieving excellent results in specific areas. Among them may be included the interest in Central European and comparative history, regional, urban and religious history, experimental archaeology and research of prehistorical technology, political and social situation of Africa and Latin America, sociological issues of the town and region, social aspects of the

quality of life, analytical philosophy, philosophy of mind and philosophy of science.

The FF UHK also pays close attention to the cooperation with practice and presentation of scientific research towards specialists and public. In this regard, it is necessary to mention presentation of archaeology, especially within the framework of the Prehistoric Archaeological Park Vřestary. Another specific feature is development of activities in the area of commercial archaeology that is guaranteed by the Centre of Field Archaeology. Within these activities, the FF UHK cooperates with a number of other regional archaeological workplaces. Cooperation with accredited workplaces in the area of social work is also very extensive.

The FF UHK is also aware of its weaknesses. Recently the FF UHK was not able to attract effectively the people interested in studies of some of the study programmes. The obstacle to the deve-

lopment and threat for the accreditation process is the inappropriate structure of the academic workers - the majority of workplaces suffers from lack of Associate professors and professors. Individual workplaces are separated from each other and this department resortism presents an obstacle in searching for points of intersection in teaching and research.

.What is the desired condition of the FF UHK at the end of the 2020's?



University of
Hradec Králové
Philosophical
Faculty

Also in the year 2030, the focus point of the faculty world should be the student. Without students, the UHK would become only a research institution that does not deserve self-administration and does not extend scientific knowledge towards the future generations. The student to whom the FF UHK wants to adhere, spent part of his/her studies abroad or in a foreign language and his/ her studies did not enrich him/her only by acquiring a sum of data, but it brought also new knowledge and abilities (includ-

ing soft skills, that he/she did not gain only within the studies but also within activities in students' groups or faculty bodies). The student is connected to the studies for his/her whole life and returns to school not only because of memories of fading pictures but because of further long-life education without which it is not possible to exist in this modern time. Even at the end of the decade, the FF UHK wants to maintain a variety of study fields that it provides at its beginning. There is no space to significantly extend

the offer of Bachelor and Master's study programmes and neither the demographic development of the society is favourable. Despite that, the FF UHK wants to open and establish a new study programme that will interconnect the currently offered study fields. Especially philosophy, history, political science and sociology. Apart from that, the FF UHK wants to develop focus on digital humanities where it will educate its students based on wide connection with the application sphere (especially memory institutions).

The FF UHK intends to establish new study programmes and gain sufficient numbers of applicants. In case of current study programmes, the FF UHK wants to at least maintain the number of applicants, in case of historical and related study fields to increase the number of students.

The student is priority No. 1 of the SZ. There are no students without lecturers. The teacher, who works at the FF UHK in 2030 has passed habilitation or intends to acquire habilitation in his career and in doing so is supported by the FF UHK. He/she is not only a specialist in his/her field but also disposes of pedagogical skills, masters a foreign language to such an extent that he/she is able to use it for teaching, is able to transmit complex topics in a comprehensible way and is able to use flexible forms of education as a necessary complement of face to face education. The face-to-face education remains the rule, is irreplaceable within training, practical training and

seminars oriented at acquiring abilities and enables closer connection between culture and language. Flexible forms of education are a necessary complement of face-to-face education and a teacher, who denies that, resembles a member of the Machine Breaker movement.

The lecturer at the FF UHK is not only a part of his/her workplace but also of the faculty as a whole.

The lecturer is a priority No. 2 of the SZ. The lecturer is a researcher at the same time. In justified cases, if the structure of the workplace is adequate the pedagogical worker can choose to be focused more on teaching or more on research. Research done at the FF UHK does not have any borders between individual workplaces and exceeds the borders of the faculty itself. The researcher publishes, seeks to achieve grants, participates in international cooperation and is able to extend knowledge of scientific research towards public. Even at the end of the 2020's, the FF UHK seeks scienti-

fic excellence in specific areas not breadth of coverage.

Ph.D. students are largely involved in science too. They deserve special support.

The scientist is the priority No. 3 of the SZ.

The student, teacher and scientist (as an academic worker) are part of the academic community of the FF UHK. It is an integral part of the UHK, the university with clear roots in the town and region. The FF UHK cooperates with practice and gets feedback from the employers that serves to adjust the study programmes within accreditation and serves as a basis for participation in contractual and applied research. The FF UHK is aware that it must represent a socially responsible institution, a good employer for academic workers and all other employees and a significant regional actor, who cultivates the relations not only in its location but also at the international level.

The FF UHK is open to public.

The community (not only as the academic community but also in sense of a wider community) is the priority No. 4

What was described above represents the desired state of the FF UHK at the end of the decade. At the following pages, the present rather building language will be changed by drier language of individual measures that will present the ways to achieve what has been set.



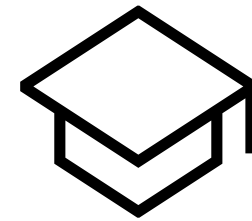
University of
Hradec Králové
Philosophical
Faculty



University of
Hradec Králové
Philosophical
Faculty

.Priority 1:

Student



Goal 1.1: Study programmes linked to: SZ UHK I.1

1

THE FF UHK INTENDS:

- To develop the structure of the study programmes. It is not primarily meant as extension of the offer but rather as modernization of the present programmes concerning the new knowledge of scientific fields and use of innovative pedagogical methods and forms of education. The development of the structure of the study programmes cannot be limited to the period of the preparation of accreditation, but it must be gradual. While developing the structures of the study programmes, students' evaluations and reflexions of the academic workers and employers will be taken into consideration too.

- To maintain the offer of traditional study programmes and unique study programmes as a complement. They make the FF UHK unique.
- In cooperation with the Council of Cooperation with Practice, gradually evaluate and optimize the structure of the study programmes concerning the demands of the employers not only in the town and in region. For each newly prepared accreditation, it will be necessary to consider if it is appropriate to accredit the profile of the presented study programme as professionally focused.
- To prepare and accredit a Bachelor study programme combining individual fields

that are already realized (esp. sociology, political science, philosophy and history). That gives students more time to consider what specialization they want to focus on (in the follow up Master's degree programme or in practice). As a result, this measure should result in reducing academic failure due to incorrect choice of the study field. When preparing the accreditation the FF UHK will make use of the results of the internal discussion same as knowledge of the International Advisory Board (an international advisory commission).

- To prepare and subsequently establish several study programmes in cooperation

with a university abroad (the so-called joint degree and double degree) and several programmes taught in a foreign language or with participation of foreign experts.

- *In case that UHK applies for institutional accreditation, the FF UHK will support the application by guaranteeing at least two areas of education.*
- *Not to apply for accreditation prolongation for unsuccessful study programmes. Those are study programmes, in which the applicants are not interested despite the PR campaigns and recruitment events.*
- *Within and outside the process of preparation of the accreditation applications, gradually strengthen the permeability of studies within the faculty, between the individual study programmes and eventually throughout the individual parts of the UHK.*
- *To involve the students and successful graduates of the study programmes in the preparation of accreditation applications and gradual evaluation of the study programmes.*

INDICATOS:

accredited (professional) study programmes, applications for accreditation of (professional) study programmes, number of students involved in preparations of accreditation applications, number of joint/double degree study programmes. Number of strategic partnerships, number of innovated study programmes, accreditation of multidisciplinary study programme, success rate of the completed studies

RESPONSIBILITY:

Dean, Vice - Dean for Study Affairs and Educational Activities, Vice - Dean for International Relations, heads of the workplaces, guarantors of the study programmes

FINANCING:

state budget appropriation, Programme to Support Strategic Management of Higher Education Institutions (hereinafter PPSŘ), own resources, specific operation programmes focused on study programmes innovation (e.g. operation programme Jan Amos Komensky (hereinafter OP JAK)), Erasmus+



.Goal 1.2: Preparation of students for their future career

linked to: SZ UHK I.1, I.3

.1

THE FF UHK INTENDS:

- To strengthen the role of practical trainings and internships of individual study programmes, to extend the possibilities or duties of practical trainings within and outside the studies. To promote the possibilities of national and foreign trainings and internships of the faculty students, to support the participation of students in practical trainings and internships abroad. The importance of a practical training during the studies applies for all stu-

dy programmes esp. Social work and Education. The provided support should help to enable that the majority of students are able to realize professional internship or practical training.

- To strengthen the importance of studies as a form of acquiring skills including language skills and the so-called soft skills (esp. intercultural communication and orientation in information and the ability of its critical elaboration). The students of academically oriented study programmes cannot do without a theoretical basis and

professional knowledge, despite that it is possible to increase their rate of acquiring abilities applicable in practice. For students of career oriented study programmes (see priority 1, goal 1.1 SZ), acquiring of specific competences is the central part of their studies. In this regard, a study stay abroad will be perceived as one of the most important means and will be supported as a priority in order to achieve that in 2030 at least 25% of all graduates of full time study programmes realize a mobility abroad during their studies.

- *To enhance the role and function of the Council for Cooperation with Practice and realize its session at least once a year. To invite the representatives of students' groups or Students' Chamber of the Academic Senate as guests. To ensure that the key regional employers in all areas of education provided at the FF UHK were at the same time the members of the Council for Cooperation with Practice. To cooperate in this regard with application guarantors of innovations, which should be developed for practice.*
- *To increase involvement of specialists from practice in the classes, excursions and preparation of seminar and qualification works making use of internal grant schemes among others.*
- *To introduce and maintain the system of language education, so that it serves as a significant support especially for study or practical stay abroad, partially also to master foreign-language terminology concerning the specific study programmes.*
- *To support excellent students and appreciate their activities. To give support to the students with specific education needs. To*

effectively help students with problems related to studies.

- *To enhance awareness about services of the Information, Counselling and Career Centre of the UHK.*

INDICATORS:

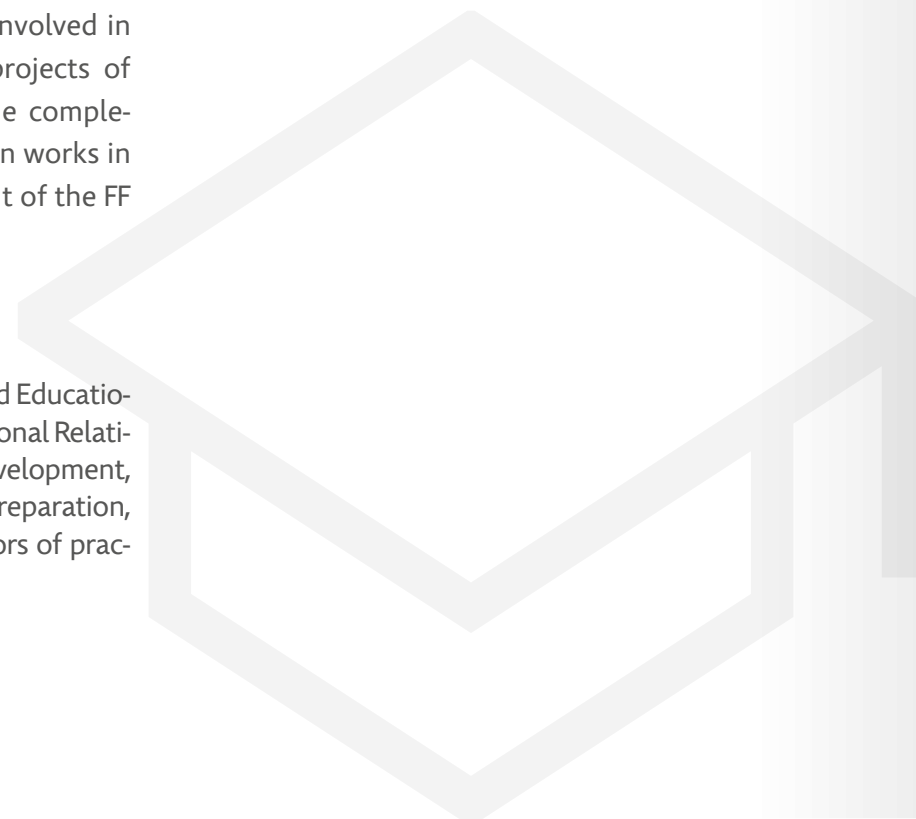
number of mobilities abroad, number of realized practical stays and excursions, number of sessions of the Council for Cooperation with Practice, number of experts involved in teaching, number of supported projects of grant schemes, success rate of the completed studies, number of qualification works in foreign languages, (un)employment of the FF UHK graduates

RESPONSIBILITY:

Dean, Vice-Dean for Study Affairs and Educational Activities, Vice-Dean for International Relations, Vice - Dean for Strategy and Development, head of the Centre of language preparation, heads of the workplaces, coordinators of practical trainings

FINANCING:

state budget appropriation, Erasmus+, operation programmes, internal grants (internal grant competition for support of pedagogical work of academic works and creative work of students in the area of flexible forms of education (hereinafter FFIGS), central development programmes, PPSŘ



.Goal 1.3: Flexibility of education and life-long education

linked to: SZ UHK I.4, IV.4

.1

THE FF UHK INTENDS:

- To implement the concept of development of the system of life-long education in the broadest sense of the word in cooperation with UHK. Part of this concept will be focused also on students in different periods of life from the usual age of the students of full-time form of Bachelor and Master's studies and different from the usual age of the students of the University of Third

Age. The platform for education of the applicants will be an established brand FF-free index, whose concept will be gradually updated. The education courses for other age groups of people in productive age will reflect the needs of further education, upskilling (or re-skilling) of the graduates of the study programmes provided by the FF UHK. At the same time, the FF UHK will offer courses concluded by a certified out-

put oriented at professions with legal obligation of gradual and further education.

- To increase flexibility and availability of the full-time education so that it is open to a highest number of students possible of different age categories. To reduce academic failure (among other supporting combination of study and family life) within the part-time form of studies.

- *To develop the so-called flexible forms of education (as for example e-learning, blended learning or MOOC). Flexible forms of teaching will be supported with use of internal grant schemes. In addition, creation of electronic education tools for face-to-face courses and e- courses for broader public will be supported. Distant teaching will be considered as an alternative of face-to-face courses in case of absence of the teacher at the workplace due to his/her participation in a conference or obstacles to work. The FF UHK will build on the experience and knowledge from the period of the COVID - 19 pandemic.*
- *To create and equip (ideally a mobile) recording studio of the FF UHK that can also serve for the needs of the UHK as a whole. The recording studio will be used not only for creation of electronic education tools, but also for promotion, podcasts broadcasting or practical teaching of students etc..*

INDICATORS:

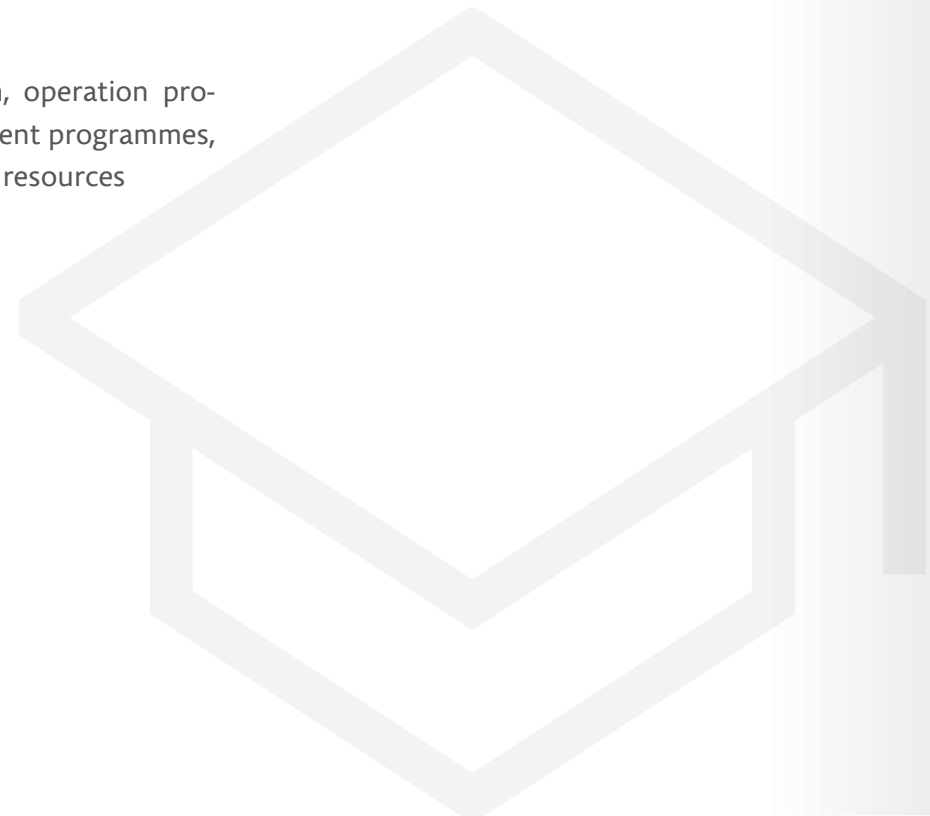
number of life-long education courses, number of e- courses and electronic study tools

RESPONSIBILITY:

Dean, Vice-Dean for Study Affairs and Educational Activities, Vice-Dean for International Relations, Vice - Dean for Strategy and Development, heads of the workplaces

FINANCING:

state budget appropriation, operation programmes, central development programmes, internal grants (FFIGS), own resources





.1



University of
Hradec Králové
Philosophical
Faculty

.Priority 2: Teacher

.Goal 2.1: Career development

linked to: SZ UHK I.1, I.2, III.3

.2

THE FF UHK INTENDS:

- To introduce by the decree of the Dean the Programme of support of habilitation that will be open for assistant professors of the FF UHK with 0,7 FTE and higher who seek to start the habilitation process. The applicants will present the habilitation plan at a specific university that will be evaluated by the commission after the assessment by the opponent is done. The output of the project will be presentation of the habilitation work and presentation of the proposal to start the habilitation process. The support results in reduction of the teaching workload and providing financial means to comply with the missing conditions to start the habilitation process.
- To participate in the activities of the UHK supporting the development of pedagogical knowledge of academic workers. In continuation, the FF UHK will reflect quality of the pedagogical work and ability to use flexible forms of education as one of the criteria for evaluation of academic workers. To develop and support language competences of academic workers so that the majority of them is able to teach at least in one foreign language. To develop skills in the area of information and communication technologies.
- To support, among others by internal grant schemes, the student-centered learning, to develop flexible forms of education, to focus on individuality of the student and interactivity of the classes.
- To introduce annual Dean's Award for pedagogical work and strengthen the prestige of teaching as an integral part of the work of the academic worker.
- If the situation at the workplace allows, to enable profiling of some academic workers rather as researchers and others focusing more on teaching (being aware that it is not possible that any academic worker completely resigns on the first or second part of the activity). The preferences of the academic workers will be

identified in regular interviews with their superiors.

- *To implement the centre of area didactics of humanities and social sciences. To accentuate the role of a didactic esp. in the area of learning for future teachers. These didactic educators can also be involved in developing the FF UHK academic workers' skills.*
- *To emphasize the importance and sense of the annual evaluation of the academic workers.*

INDICATORS:

number of new assistant professors/professors, activities to support development of pedagogical skills (number of supported academic workers), introduction of the prize of the Dean

RESPONSIBILITY:

Dean, Vice- Dean for Strategy and Development, heads of the workplaces

FINANCING:

state budget appropriation, Institutional Support for Long-Term Conceptual Development of a Research Organization (hereinafter DKRVO), PPSŘ, own resources



.Goal 2.2: Strategic management of the workplaces from the point of view of teaching and personal management

.2

linked to: SZ UHK IV.1, IV.2

THE FF UHK INTENDS:

- To reduce department resortism from the point of view of teaching. Teaching of complementary, extending or related subjects taught at the given department will be better realized by a different department with a professional focus on the subject.

At the same time, creation of such optional courses that can be offered to students of different study programmes (see the priority 1, goal 1.1 of SZ) will be supported. The above mention will be taken into consideration also during application for accreditation of the study programme (see priority 1, goal 1.1 SZ).

- To support the creation and offer of courses for students across individual departments and to reduce duplication of courses with similar content.
- To increase the number of staff members of the Centre of language preparation and to subsequently maintain this new number. To support teaching by native speakers.

- *To strengthen the synergy of workplaces in the area of teaching and creative activity. In cooperation with faculty authorities and advisory boards, evaluate the structure of the FF UHK workplaces. To integrate some departments in larger units if it is showed by the realized analysis.*
- *In continuation of the eventual restructuring of the departments, to strengthen the importance and role of the heads of the workplaces. These people will go through training of management techniques and skills organized by the UHK. The development of these competences will be also supported by the FF UHK.*
- *To reduce administrative burden of academic workers; in this regard to support more the activities of the Service centre of the UHK, esp. the workplace situated in the FF UHK building.*

INDICATORS:

number of workplaces, number of courses offered throughout the workplaces, number of staff members of the Centre of language preparation, number of completed courses

focused on managerial skills and leadership. number and type of language courses for employees, number of agenda of the Service Centre of the FF UHK that can be used by the academic staff

RESPONSIBILITY:

Dean, Vice-Dean for Study Affairs and Educational Activities, heads of the workplaces, schedule builders

FINANCING:

state budget allowance, operational programmes, central development programmes, internal grants (FFIGS), PPSŘ



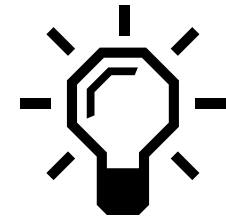


2



University of
Hradec Králové
Philosophical
Faculty

. Priority 3: Scientist



• Goal 3.1: Excellence, interdisciplinarity, internacionalization linked to: SZ UHK II.2

.3

THE FF UHK INTENDS:

- Not to support breadth of the scientific coverage but to concentrate on achieving excellence in specific research directions.
 - To support interdisciplinary approaches while respecting the specifics and needs resulting from the different characteristics of social science and humanities that are under the same roof of the FF UHK.
 - To strengthen extension of foreign ties
- within professional networks, consortia and scientific projects and international scientific teams (here among others also internal grant support). To continue opening the faculty to scientists from foreign universities, to establish more intensive cooperation with researchers from abroad. To improve quality of the motivation system concerning work of the foreign scientists at the faculty.*
- To maintain and extend relationships with excellent national workplaces.
 - To participate actively in the preparation of projects from operation programmes. To enter actively in discussion about involvement of the university or faculty in operation programmes calls.
 - To participate in preparation of applications or seek partnerships with suitable grant schemes (INTERREG, Visegrad Fund, EEA Grants and others). To provide cooperation in creation of strategic plans of the Kralovehradecky region, municipality Hradec Králové.

ve and ITI Hradec-Pardubice agglomeration. To prepare and seek grants of strict science and applied research within available calls (GA ČR, TA ČR, NAKI etc.). Using the administrative support of the university to try to acquire the international or European grants.

- Concerning social priorities, formulate research directions throughout the FF UHK workplaces and support formulated university research directions. To create an overview of research directions of individual academic workers. To support cooperation of specialists from different workplaces at the FF UHK and other professional workplaces during the preparation and solution of scientific and research projects. By optics of interdisciplinarity of scientific activities, the FF UHK will eventually proceed to connect workplaces in larger units and to its restructuralization if it results in strengthening the quality of the FF UHK as a whole.
- To ensure administrative support for development of science and acquiring national grants at the faculty level. To cooperate closely with the university Department of Science and Research in order to be provided with administrative support of multi-

national scientific grants.

- To regularly revise the Decree of the Dean about support of scientific activity. Remuneration for scientific activities will be centralized and will result from the above-mentioned criteria.
- By means of the Editorial Board FF UHK, support individual editorial boards of periodicals that are (co)published at the FF UHK. The goal of the FF UHK is that the published periodicals seek to be included in the international databases, eventually that they aspire for quality ranking in the given databases.
- To evaluate regularly scientific and creative performance of individual academic workers. To motivate academic workers to scientific and creative activities even by means of labour law. In case of fixed term work, scientific performance will be taken into account when considering prolongation of employment.

INDICATORS:

number of scientific outputs in indexed publication platforms (especially in the first and second quartile of the JCR Web of Science in

the first quartile of the Scopus database) and prestigious field periodicals, number of interdisciplinary and international outputs, number of acquired grants, revision of the Decree of the Dean about support of scientific activities, number of supported research positions, membership in scientific commissions, national and international scientific organizations and panels, number of host lecturers and duration of their stay, number of foreign employees (including postdoctoral students)

RESPONSIBILITY:

Dean, Vice - Dean for Science and Research and Creative Activities, Head of the Department of Science and Research, heads of the workplaces

FINANCING:

state budget allowance, operational programmes (structural funds), central development programmes, internal grants (FFIGS), grant schemes, DKR-VO, grant agencies, own resources

• Goal 3.2: Openness of science

linked to: SZ UHK II.1, II.3

THE FF UHK INTENDS:

- To get involved in preparation and implementation of the university strategy of sustainable development of the research organization and strategy of evaluation of research workers/ teams and a research organization as a whole.
- To promote cooperation of the faculty with relevant subjects (from the area of public administration and self - government and private subjects) in order to support contractual and applied research and support transfer of technologies. To support development of the town and region cooperating with local and regional subjects (Museum of Eastern Bohemia and other

regional museums, archival workplaces included under the State Regional Archive in Zámrsk, National Monument Institute, owners and administrators of cultural monuments, church, accredited workplaces of social work, schools etc.). Here the FF UHK will make use of the Council for Cooperation with Practice.

- To continue supporting realization of rescue archaeological research and further specialized services in the area of archaeology through the Centre of Field Archaeology (CETA).
- Within the paradigm of Open Science, implement especially politics of Open Access and Open Data.

- To put emphasis on popularization of science and extending scientific knowledge among broader public and amateur scientists. In this regard, among the most significant platforms for developing of these activities are the Archaeological centre Vřestary, projects of experimental and experiential archaeology and the Studio FF. The FF UHK will in this regard develop the so far not fully utilised potential of historical study pro-

.3

grammes, esp. in the area of use of advanced digital technologies or 3D print.

- *To evaluate regularly science realized at the faculty including evaluation by the International Evaluation Panel of the UHK, International Advisory Commission of the UHK and especially the International Advisory Board of the FF UHK. To evaluate regularly the adopted measures.*
- *To support organization of scientific conferences same as conferences focused on sharing academic knowledge with public and experts from practice (e.g. Hradec Days of Social Work).*

INDICATORS:

number of projects of applied research, number of popularization events for public, share of publications in the Open Access regime, evaluation reports about scientific activities

RESPONSIBILITY:

Dean, Vice-Dean for Science and Research and Creative Activities, Vice-Dean for International Relations, Head of the Department of Science and Research

FINANCING:

state budget allowance, operational programmes /structural fund), central development programmes, internal grants (FFIGS), grant schemes, own resources



• Goal 3.3: Doctoral studies linked to: SZ UHK II.4, II.5

THE FF UHK INTENDS:

- To seek acquiring of graduates of national and foreign universities to doctoral study programmes accredited at the FF UHK. To continue promoting doctoral study programmes at national and especially foreign universities and fairs. To identify the most quality students of Master's study programmes and motivate them to continue studying within doctoral studies at the faculty.
- To continue involving students especially of doctoral (but also Master's) study programmes in research activities within faculty teams or grant schemes (including specific research) enabling development

of individual and team research. To give support in form of financial incentives and scholarships, to the publication outputs of doctoral students and their scientific activities. If it is possible to choose, the FF UHK will prefer support of doctoral students.

- To map the concept and extent of the foreign stay in each doctoral study programme at the FF UHK. Within the study plans presented in accreditation process in accordance with the accreditation standards, accentuate the obligation of realizing a foreign practical stay/study stay or in justified cases (health condition, family and social situation) at least a virtual mobility. To strengthen the role of research

(eventually practical) stays with preference abroad as a compulsory part of studies.

- To enable that doctoral study is carried out under the joint guidance of two tutors (cotutelle) and thus especially in cases where the second tutor will be a foreign expert.
- In the long-term horizon, seek accreditation of at least one doctoral study programme at each department or institute of the FF UHK.

3

- *To support the university effort to elaborate motivation schemes in order to fulfil the study duties and early completion of doctoral studies (including increasing the sum of scholarships) and to set standards of the tutor especially concerning increasing the doctoral scholarships. The FF UHK will also support the university effort to increase technological equipment and instrumentation for work of doctoral students and implementation of the system of trainings esp. in the area of ethics of a scientific work, author's rights and pedagogical skills. The FF UHK will participate in regular evaluation of doctoral studies.*
- *To enable doctoral students who are at the same time lecturers of the FF UHK to reduce their obligation to teach in the last year of their studies so that they are able to finish their dissertation thesis on time.*
- *To create positions of foreign mentors for doctoral students so that the good practice can be shared. In this regard, the FF UHK will make use of the International Advisory Board.*
- *To enable doctoral students to participate in some trainings, seminars and courses*

for academic staff e.g. in the area of foreign languages, information and communication technologies or pedagogical skills.

INDICATORS:

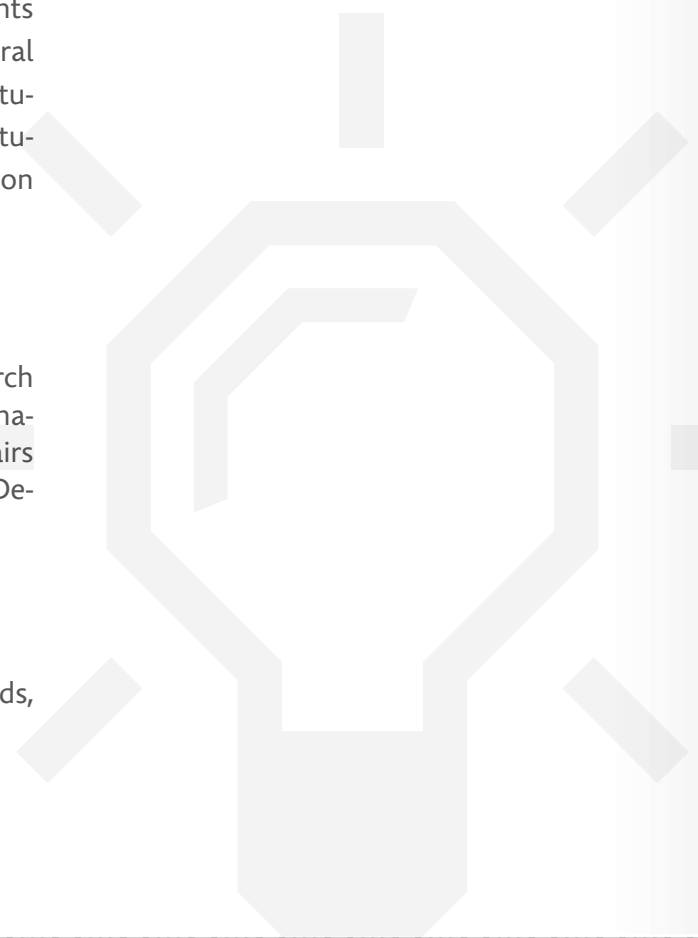
number of doctoral study programmes, number of doctoral students, number of projects and grants, in which the doctoral students are involved, average duration of doctoral studies, employability of the doctoral students' graduates, participation of doctoral students in conferences, number of publication outputs of doctoral students

RESPONSIBILITY:

Dean, Vice-Dean for Science and Research and Creative Activities, Vice-Dean for International Relations, Vice-Dean for Study Affairs and Educational Activity, Head of the Department of Science and Research

FINANCING:

state budget allowance, structural funds, Erasmus+ OP JAK, DKRVO, own resources





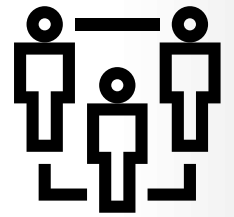
.3



University of
Hradec Králové
Philosophical
Faculty

• Priority 4:

Community



Goal 4.1: External Relations

linked to: SZ UHK III.1, III.4

4

THE FF UHK INTENDS:

- As an important regional institution, defend democratic and humanistic values.
- Concerning the conclusions of the climatic panel IPCC, face responsibly the increasing problems of the climate crisis in cooperation with other faculties of the UHK educate in this regard the academic and laic society.
- To dispel the myths transmitted in the society related to social science and humanities. To achieve that the FF UHK make use of its membership in the Association of the Deans of Philosophical faculties of the Czech Republic and the platform humanitky.cz among others.
- To cooperate with significant institutions of the town and region including primary and secondary schools. To achieve that the FF UHK make use of the Council for Cooperation with Practice among others.
- To cooperate with foreign partners also outside the area of science, research and teaching.
- After finalizing the reconstruction of the seat of the FF UHK to organize and realize at least once a year a Day for public. This event will not be primarily focused on recruitment of new applicants, (it is the aim of the Day of Open Door organized in cooperation at the university level) but it will be presentation of the institution and its seat.
- To open the faculty building, after finishing the reconstruction, toward the public. To make more professional and subsequently promote the current Lesák library as a library open to public. To enable the public to enter the faculty coffee shop/snack bar/background.
- In cooperation with the Association of Educators in Social Work, support adoption of social work as social priority in university education.
- To build and strengthen the brand FF UHK increasing gradually share of its presence in media and public space. To cooperate with non-profit organizations focused on education. To strengthen the connection with the faculty not only among students and graduates but also among the em-

employees of the FF UHK. To adapt the communication strategy of the FF UHK to the university communication strategy.

- To present the results of research of the FF UHK academic workers and doctoral students during the events for public (Researcher's Night, University Embankment, Graduates Day and invited lectures (for schools, business corporations, non-profit sector, Masaryk society, in libraries, museums etc.) Communication of scientific results, among others at the university website, faculty newsletter, podcast or at exhibitions with professional topics. In the area of science presentation, the FF UHK will participate in realization of the university platform of events for public.
- To focus systematically on preparation of potential applicants, e.g. within secondary schools competitions, summer schools, Olympiads, preparatory courses or specialized events for people interested in studies, strengthening of cooperation with secondary schools same as through students' ambassadors and groups. To create conditions for secondary school students' participation in research acti-

vities of individual workplaces of the FF UHK (e.g. in form of part time jobs within research activities or through leisure time activities). To make use of the FF free index brand and to update its content. To put emphasis on spreading information about the study offer of the FF UHK and popularization of the study fields among students and pupils, for example during visits to primary and secondary schools, study fairs, Days of Open Doors, through communication channels of the FF UHK etc. To promote the study fields realized at the faculty esp. fields that suffer from lower interest of students. To inform better the applicants about the content of the offered study programmes. To enable use of the internal grant schemes for these activities.

- Within the cooperation with the UHK Graduates' Club, to constantly build the relationship of the graduates (including foreign graduates) to the FF UHK, to strengthen and develop possibilities of cooperation with the graduates and services for the graduates. To receive impulses for innovation of studies and

promotion of the FF UHK and its study programmes through active cooperation with the graduates. To build connectedness of the graduates with their alma mater, to inform about the events at the FF UHK, e.g. in form of information emails, faculty newsletter and podcast, to invite them to faculty and university events.

- To claim the concept of socially and environmentally responsible institution. In this regard the FF UHK shares the university strategy of social events, will support generally beneficial activities of students' groups and charitable, awareness - raising or environmental events (e.g. A Night outside, faculty cleaning of the river Orlice). At the same time, the FF UHK will support students from countries with non-democratic regimes.
- To form strategic partnerships with chosen foreign universities. To make use of the cooperation with friendly institutions of university and non-university character, to establish its overview and update it.

INDICATORS:

number of PR events, number of Days for public, session of the Council for Cooperation with Practice, number of lectures and events for public, increase of measurable parameters of events of the FF UHK at social networks, number of socially responsible events, number of cooperating institutions

RESPONSIBILITY:

Dean, Vice-Dean for International Relations, Vice-Dean for Science and Research and Creative Activities

FINANCING:

state budget allowance, own resources, development programmes, structural funds, extraordinary grants



• Goal 4.2: Internal Relations

linked to: SZ UHK III.2, III.3

THE FF UHK INTENDS:

- To create appropriate conditions for the activity of the Academic Senate of the FF UHK, to develop its cooperation with the management of the FF UHK, to jointly support the participation of students and academic workers in the elections to this representative body.
- To support further education of academic and non-academic employees, esp. in the area of language skills, ICT skills and personal management.
- To develop possibilities of flexible forms of work for academic same as non-academic employees.
- To get involved in preparations of the university project HR Award and to implement its outputs. Here the FF UHK seeks to accentuate adaptation of newly hired employees to a new working environment (on boarding) and approval of the new ethical codex and its implementation.
- Through the services of the university centre Augustin, participate in deeper integration of students with special needs.
- To support (administratively, personally and financially) the students' social life and students' activities realized at the FF UHK; these are especially students' discussions seminars, conferences, workshops, invited lectures, events for international students etc.
- To extend services and administrative support for foreign employees, including translations of key documents at the FF UHK into English.
- To implement the Career system and regular evaluation of academic workers of the UHK. To organize regular selection procedures for the positions of the head academic workers.
- To regularly evaluate academic and non-academic workers and get their feedback. For that, purpose there is especially the Plan of Personal Career Development (POKR).

- *To organize events with the aim of strengthening the relationships at the workplace with participation of academic and non-academic staff. To carry out surveys about the employees' satisfaction with their working environment. After the consultation with the trade unions to introduce, benefit programmes for employees.*
- *To support further professional growth of non-academic workers in the areas of their specialization, including support of acquiring international experienc.*

INDICATORS:

number of courses for employees, creation of a manual for newly hired employees, number of supported students' events, number of supported students with special needs, number of students' groups, and number of members of students' groups

RESPONSIBILITY:

Dean, Vice-Dean for International Relations, Vice-Dean for Science and Research and Creative Activities

FINANCING:

state budget allowance, own resources, development programmes, structural funds, extraordinary grants



• Goal 4.3: Strategic management and infrastructure

linked to: SZ UHK IV.

THE FF UHK INTENDS:

- To carry out reconstruction and extension of its main seat and be established there after its completion. In relation with the inner reconstruction of the building to guarantee full space independence of the faculty on locations of other parts of the university and to guarantee creating of fully-fledged representative area. To open the building for public to the extent possible.
- To gradually modernize the material-technical background of individual workplaces and their laboratories to support not only scientific research but also pedagogical activity. To support further development of external scientific-pedagogical workplaces of the faculty with focus on practice (Prehistoric Archaeological Park Vřestary, digitisation workplaces in cooperating archives etc.)
- To renew IT infrastructure of the classrooms and employees' equipment. Especially concerning the development of flexible forms of teaching.
- To carry out regular revision of the SZ and adopt other strategic documents (including annual plans of realization of the SZ) with participation of esp. Academic Senate of the FF UHK, heads of the faculty workplaces, International Advisory Board and the Council for Cooperation with Practice.
- To analyse and if necessary adapt the inner structure of the Dean's office FF UHK described in the inner and organization rules.

- *To analyse regularly and if necessary to cancel the inner regulations and rules of the FF UHK and internal acts.*
- *To introduce the inner system of dividing financial means in accordance with SZ.*
- *To support the effort of the university to implement internal systems and tools in order to achieve digitalized and effective circulation of documents and their connection with the system of electronic record-management*

INDICATORS:

number of courses for employees, creation of a manual for newly hired employees, number of supported students' events, number of supported students with special needs, number of students' groups, and number of members of students' groups


RESPONSIBILITY:

Dean, secretary, Vice-Dean for Strategy and Development, head of the Project Department

FINANCING:

state budget allowance, operation programmes (structural funds), central development programmes, internal grants (FFIGS) own resources, other grant schemes, PPSŘ





**Annex: Strategy
of Internationalization
of the Philosophical faculty
University of Hradec Králové
for the period of 2021- 2030**

Starting points



University of
Hradec Králové
Philosophical
Faculty

...

The Strategy of Internationalization of the Philosophical faculty University of Hradec Králové for the period of 2021–2030 (hereinafter “SI”) is an annex to the document called Strategic Plan of the Education and Creative Activities for the period of the years 2021 – 2030 (“SZ”) while building on the Strategic Plan of the University of Hradec Králové since the year 2021 (SZ UHK) and simultaneously on the independent document called Strategy of Internationalization of the University of Hradec Králové since 2021 (“SI UHK”).

WHAT IS THE STARTING POINT OF INTERNATIONALIZATION OF THE FF UHK AT THE BEGINNING OF THE 2020´S?

Despite its young age and size, the FF UHK is in a long-term horizon one of the most internationalized philosophical faculties in the Czech Republic. The FF UHK is proud of this fact and perceives activities connected to the international agenda as the key aspect of its identity. Nevertheless, as it understands internationalization as a complex process beyond students’ mobilities, it is at the same time well aware of the reserves and directions in which it is necessary to further stimulate this process. It applies especially for the area internationalization at home, strategic partnerships, internationalization of science or promotional activities. The following decade will be defined not only by introducti-

on and development of new directions in the area of internationalization but also strengthening of current weaknesses that FF UHK sees especially in the decreasing numbers of students’ mobilities, excessive dispersion of partnership networks, volatile participation of individual workplaces in processes promoting internationalization of the faculty, insufficient international dimension of scientific activities and absence of institutionalized internationalization.

WHAT IS THE DESIRED CONDITION OF INTERNATIONALIZATION AT THE FF UHK AT THE END OF THE 2020´S?

In the future decade the FF UHK will put emphasis on development of global competences of students and employees, preparation and realization of study programmes including significant internationalization



elements, co-creation of steady international partner networks and guarantee of inclusive and attractive environment for international students and employees, including support of sensitivity towards local specific features of the Czech Republic, Hradec Králové and the FF UHK. Our goal is to build a glocal profile of the FF UHK as an institution established in significant global networks, an institution that creates and cares for its own international environment and at the same time is aware of its local roots, ties and specifics that are maintained and communicated. Its priorities are the key actors themselves as defined in SZ. Therefore in the structure of the SI on the following pages, these actors are superior to the individual general directions of internationalization development same as to the specific goals and measures.

OUR MOTTO IN THIS REGARD WILL BE:

**“Free
to Teach
and Study
at UHK” ...**

• Priority 1: Glocal profile of students

1

Glocal profile of the student is a process during which the individual students in the course of their studies will receive quality and organized preparation and opportunities for the development of language, professional and practical knowledge and skills guaranteeing orientation and applicability in the global world and intercultural environment of the Czech Republic with regards to the local specifics and sensitivity.

• Goal 1.1: Profile of the student linked to: SI UHK 2.B, 3.B, 3.C

Level of involvement into international activities by students of the FF UHK significantly differs not only concerning the individual abilities and preferences but also in accordance with the study programmes. At the moment, the FF UHK aims at internationalization of its students and will further do so especially by providing obligatory and obligatorily- elective language courses, wide and constantly extending offer of courses taught in a foreign language in obligatory same as obligatorily – elective blocks with regular contributions of the UHK employees same as host lecturers. Among the key tools of students' internationalization are study and practical stays abroad (e.g. Erasmus+ including International Credit Mobility, internal programme

of non-European mobilities), support of participation at international conferences and involvement in international professional networks.

The goal of the FF UHK is creation of such study programmes and conditions of studies that will generate internationalized graduates in all study programmes. The management of the FF UHK will create and during the decade gradually specify the profile of the internationalized graduate that will include experience with a stay abroad or an international experience and preparation to acquire intercultural competences within the so-called internationalization at home. We will seek for internationalized graduates

same as internationalized Czech and foreign-language study programmes and thus:

- *Improvement of the language courses offer including courses for foreign students and self-payers. The graduate will master at least one foreign language at such a level that it enables him/her to realize a stay abroad. The offer of language courses will be enriched by flexible forms of teaching that will enable to pass the course in a distant form.*
- *Improving of the offer of foreign-language courses. The student will obligatorily take at least one foreign-language professional course. The students of doctoral study*

programmes will also be supported to teach foreign-language courses in Bachelor and Masters' programmes. The offer of foreign-language courses will be enriched by flexible forms of teaching that will enable to pass the course in a distant form.

- Creating of international environment at the FF UHK including the environment of international classes with the aspect of intercultural education.
- Support of deeper integration among FF UHK students and exchange foreign students e.g. their participation in the activities of students' groups.
- Support of students' mobilities (see priority 1, goal 1.2 SI).
- Creating of internationalized Czech and foreign-language programmes that will include obligatory courses in a foreign language and the so-called mobility window (see priority 1, goal 1.2 SI).
- Support of students' qualification works written in a foreign language (especially English).

INDICATORS:

number of offered language courses, number of offered courses taught in a foreign language, number of graduates of languages courses, number of graduates of courses taught in a foreign language, number of students' mobilities, and number of study programmes taught in a foreign language and joint study programmes, evaluation of study programmes

RESPONSIBILITY:

Dean, Vice-Dean for Study Affairs and Educational Activity

FINANCING:

state budget allowance, Erasmus+ and resources from the EU, own resources, PPSŘ

• Goal 1.2: Students' mobilities linked to: SI UHK 2.C, 3.A

The FF UHK perceives students' mobilities as a key element ensuring the internationalized profile of the graduates and one of the indicators of the rate of institutional internationalization. In order to realize the students' mobilities the FF UHK currently uses the Erasmus+ network, including the International Credit Mobility, bilateral agreements with Non-European workplaces, which is enabled especially due to strong ties of the Department of Political science in the area of Africa and Latin America. The students' mobilities have seen increasing interest by the so-called incoming students from non-European countries and at the same time, the participation of students in the area of the so-called outgoing mobilities is low. Our aim is:

- *To strengthen existing strategic ties also through students' mobilities within the programme Erasmus+, including International Credit Mobility and within internal programme of non-European mobilities (especially in the area of Africa, Latin America and Central Europe).*
- *To be established in new international programmes that will make the offer of students' mobilities more attractive (e.g. CEEPUS).*
- *To acquire new perspective partners, for example in the area of Latin America, Africa and Europe.*
- *To support the realization of practical stays abroad that increase intercultural competences and applicability of the graduates at the global market in case of outgoing same as incoming students.*
- *To support research expeditions organized by the academic staff of the FF UHK with active participation of the students.*
- *To support creation of the so-called mobility window with newly accredited study programmes.*
- *To support new types of mobilities including blended and virtual mobilities (including the domestic offer of virtual courses).*
- *To motivate students to acquire external financial resources for the realization of their mobilities (e.g. DAAD, Fulbright scho-*

- larship, AKTION).
- To support research stays abroad and participation of doctoral students in conferences abroad.
- To provide students with support before departure for a mobility abroad (language and intercultural courses, virtual mobilities and tasters, technical background), during the stay (scholarship programmes, support for disadvantaged groups) and after arrival back home (including the possibility of facilitating the experience among students.)
- To support the flow of information and make the administration easier (e.g. by digitalization)
- To increase students' motivation (recognition of study stays, financial support, promotion – e.g. making use of the foreign experience of the students and academic staff.)
- Continue realizing regular evaluations and research of mobility experience including constant introduction of necessary changes.

- To achieve 25% of students' participation in mobility schemes (including 100% participation in doctoral study programmes and blended or virtual mobilities).
- To eliminate non-active and non-perspective partner ties.

INDICATORS:

number of individual types/calendar year, amount of acquired external financing for mobilities /calendar year, number of supported expeditions abroad, number of supported research stays and participations at conferences by doctoral students, number of foreign partner institutions, number of types of active foreign networks

RESPONSIBILITY:

Dean, Vice-Dean for International Relations, International Office

FINANCING:

state budget allowance, Erasmus+ and resources from the EU, own resources, PPSŘ

• Goal 1.3: Foreign language and joint study programmes linked to: SI UHK 2.B, 3.C, 5.C

At the present, the FF UHK offers in total five accredited study programmes in English. However, the interest in these programmes is small. At the same time, first agreements about double degree programmes with partner institutions abroad are being concluded. In the following decade, the FF UHK intends to make the offer of foreign-language study programmes and joint study programmes more attractive. The student of these programmes acquires during his/her studies language and cultural competences that enable him/her to fully participate in local life. The

graduate will have language, cultural and professional skills and abilities so that enable them to apply at the global labour market. In order to achieve these goals, we will:

- Evaluate and improve the level of the offered study programmes.
- Monitor and support the interest of potential applicants (especially for strategic partners and countries that have potential to build such partnerships, see the priority 3 SI).
- To realize targeted promotional cam-

paigns of the offered study programmes.

- Based on the reflection of the demand and proper possibilities, extend the current offer of foreign language and joint study programmes especially at the level of doctoral but also follow-up Master's studies.
- For teaching in individual study, programmes make use of the offer of courses taught in a foreign language in related programmes.
- Promote a more intensive integration among students of foreign-language and Czech study programmes e.g. by including them in the

activities of the students' groups.

- React constantly to the needs related to staffing of new study programmes.
- Support students' mobilities (study stays and practical stays, blended and virtual mobilities).
- Revise and create transparent and motivating scholarship programmes for students of these programmes.
- To improve the quality of care for students with use of the UHK institutional possibilities (e.g. Information, Counselling and Career Centre) same as FF UHK (International Office, Study Department, Department of Science and Research, cooperation with non-university organizations and faculty students' groups).
- To dedicate attention to participation of foreign students in non-university local life and thus since the time before they started their studies (e.g. adaptation courses, summer schools, virtual preparatory courses) until the period of their graduation, e.g. the Graduates' Club/Alumni Club).
- To implement internationalization ele-

ments (including the so-called mobility window and internationalization at home) into study programmes that are taught in a foreign language.

INDICATORS:

number of study programmes taught in a foreign language, number of joint study programmes, number of students studying in study programmes taught in a foreign language, number of students in joint study programmes, students' evaluations, evaluations of the lecturers, number of innovated study programmes and courses, number of lecturers working full time in these programmes, the remuneration for lecturers, guarantors and non-academic staff responsible for the programme, number of intercultural trainings, evaluation of lecturers and guarantors, number of realized targeted promotion campaigns

RESPONSIBILITY:

Dean, Vice-Dean for International Relations, Vice-Dean for Study Affairs and Educational Activities, guarantors of the study programmes

FINANCING:

state budget allowance, Erasmus+ and resources from the EU, own resources, PPSŘ



● Priority 2: Glocal profiles of the employees

Glocal profiling of the employee is a process, in which within the framework of their work, the individuals are provided with quality and organized preparation and opportunities for the development of language, professional and practical knowledge and abilities that enable their orientation in global intercultural environment and sensitivity towards local specifics, including their transmitting to students and promotion.

.Goal 2.1: Executive staff and coordinators of internationalization

linked to: SI UHK 1.A, 1.B

2

The Vice-Dean for International Relations is the person in charge of internationalization of the FF UHK. However, due to the fact that the internationalization agenda overlaps with study affairs and science and development activities, the Vice-Dean communicates actively with other Vice-Deans, the secretary and the Dean not only during the regular Dean's board sessions. The Vice-Dean for International Affairs methodologically guides the workers of the International Office and communicates especially with its head. They have regular joint meetings with coordinators

of internationalization of individual workplaces. These key actors are responsible for creating and constant update of strategic points of the faculty internationalization in all its dimensions, flow of information and implementation of intentions. The quality strategic management of internationalization, support of the development of competences and effective communication of the management is one of the priorities of the current executive management of the FF UHK. In this regard, the following steps are being planned:

- *To promote participation in specialized trainings in current internationalization topics, the area of personal management and intercultural communication for executive workers.*
- *To develop specialized professional (managerial, pedagogical and scientific) international teams. Advisory bodies like International Advisory Board will be used too.*
- *To promote more effective communication within the faculty and throughout the institution with help of digitalization*

- *To strengthen the role of coordinators of internationalization and their involvement in the internationalization process at the FF UHK.*

INDICATORS:

regular meetings of coordinators of internationalization, number of completed trainings, number of sessions of the International Advisory Board

RESPONSIBILITY:

Dean, Vice-Dean for International Relations, Vice-Dean for Study Affairs and Educational Activity, Vice-Dean for Science and Research, Vice-Dean for Strategy and Development, coordinators of internationalization

FINANCING:

state budget allowance, Erasmus+ and resources from the EU, own resources, PPSŘ

.Goal 2.2: Teacher

linked to: SI UHK 1.B, 2.A, 2.C, 3.C

.2

Big space and potential for internationalization can be seen in the development of pedagogical skills. So far internationalization of teaching at the FF UHK has focused on providing foreign language study programmes and to a lesser extent joint study programmes like double degree, stable extension of the offer of courses taught in a foreign language throughout workplaces (in the academic year 2020/2021 in total 93) and long-term stays of host lecturers offering classes of specialized courses. We are planning to continue with that. Despite the presence of high quality pedagogical staff, the current state in the area of university teaching can be considered as dismal, especially because of absence of institutionalized support of the development

of pedagogical skills not even for teaching in the Czech study programmes. Nevertheless, quality teaching of students is essential for functioning of the universities. Internationalization of teaching will in the future apply for Czech same as foreign language study programmes. In order to support internationalization of teaching the following steps will be realized:

- *Participation of academic staff in specialized trainings in the area of internationalization at home and intercultural communication will be supported.*
- *Development of language, pedagogical and ICT skills of the academic staff for international teaching will be supported.*
- *Teaching of foreign language courses (including blended and virtual forms) will be supported.*
- *Accepting of foreign academic staff (e.g. host professor) through existing or new schemes, including hiring will be supported.*
- *Projects of joint (interdisciplinary and international) teaching including the flexible forms of education (e.g. MOOC, COIL and co - creation of virtual campuses) will be supported.*
- *Offer of foreign language and joint study programmes will be improved and their*

complex internationalization will be ensured.

- *Complex internationalization of the Czech study programmes will be ensured.*
- *Teaching of foreign language courses will be taken into account in the Dean's Award for Pedagogical Activity.*
- *Language skills of academic staff members will be taken into account during the selection process.*

INDICATORS:

number of trainings in the area of internationalization at home, number of ICT trainings, number of foreign academic staff members, number/attendance of foreign language courses, number of foreign language study programmes, number of courses taught by host lecturers

RESPONSIBILITY:

Dean, Vice-Dean for International Relations, Vice-Dean for Study Affairs and Educational Activity

FINANCING:

state budget allowance, Erasmus+ and resources from the EU, own resources, PPSŘ

• Goal 2.3: **Scientist**

linked to: SI UHK 1.C., 2.A, 2.C,
4.A, 4.B, 4.C, 4.D

.2

Science is international by definition and a scientist is the key actor and bearer of this characteristic. The scientist acquires international outreach not only because his/her language abilities by maintaining active international network of personal contacts and publishing in quality foreign journals but also by his/her own participation in international professional organizations and research topics. The activity rate at the international level at the FF UHK differs significantly not only among individuals but also at the level of individual departments, which is consid-

ered unsatisfactory. In this area, we are planning to support:

- *Participation in specialized trainings in the area of international scientific cooperation and international research grants for academic and scientific workers.*
- *Development of language skills of academic and scientific workers.*
- *Academic and scientific workers preparing grant applications for international projects, professional consultancy and language proofreading.*
- *Participation of individuals or research teams in international (not only) research projects.*
- *Membership of academic and scientific workers in international professional organizations.*
- *Institutional membership in international professional organizations.*
- *Short-term and especially long-term stays of the academic and scientific staff members abroad with aim of participation at scientific conferences, trainings, research activities etc.*

- *Publishing in international prestigious journals and publishing houses.*
- *Increasing of the number of foreign scientists at the FF UHK making use of the existing or new schemes (e.g. host lecturers, postdoctoral projects).*
- *Enhancing prestige of our scientists abroad and creating of attractive environment for internationally recognized scientists.*

INDICATORS:

number of foreign academic workers, number of scientific outputs in indexed foreign platforms, number of memberships in international professional organizations, number of memberships in international scientific teams, number of acquired foreign grants

RESPONSIBILITY:

Dean, Vice-Dean for International Relations, Vice-Dean for Science and Research

FINANCING:

state budget allowance, Erasmus+ and resources from the EU, own resources, DKRVO, grant agencies

Goal 2.4: Non-academic workers

linked to: SI UHK 1.B, 2.C, 4.B, 4.C

.2

Non-academic employees are often a less visible part of the FF UHK staff. Nevertheless, if our goal is to create a fully-fledged international environment at the FF UHK, these employees deserve at least the same attention and care, as they are those, who often communicate with the outer world and are responsible for the logistics. In this regard, the key workplace is the International Office that in the year 2021 has eight employees and is thus the biggest department of its type at the UHK. At the same time, it is necessary to include the Study Department that communicates with students in foreign language programmes, the Department of Science and Research that is in charge of administration and communication within interna-

tional scientific projects and with foreign academic workers and Project Department in charge of administration and communication in international projects. We also think about all administrative workers especially secretaries and assistants of the departments where the language skills are volatile. In the area of internationalization of non-academic workers, we will:

- *Optimize the division of agenda between the departments and inside the departments and permeability of information in order to make the provided services more effective*
 - *To support the executive workers in individual departments to participate in trainings in the area of team -*
- management and current topics related to their agenda.*
 - *To support membership in organizations dedicated to internationalization (e.g. EAIE, NAFSA).*
 - *To support participation in specialized trainings in the area of international cooperation and administration of international projects.*
 - *To promote development of language, intercultural and ICT skills.*
 - *To support participation in international meetings and short stays in order to par-*

ticipate in specialized trainings including the so-called shadowing.

- *To reduce the current administrative burden for example by use of digitalization of administrative processes.*
- *To promote bilingual environment at the FF UHK including translations of key documents and communication.*

INDICATORS:

number of completed trainings/calendar year, evaluation of working environment of non-academic staff

RESPONSIBILITY:

Dean, TAJEMNÍK Vice - Dean for International Relations, Vice – Dean for Study Affairs and Educational Activity, Vice-Dean for Science and Research, Vice-Dean for Strategy and Development

FINANCING:

state budget allowance, Erasmus+ and resources from the EU, own resources, PPSŘ

. Priority 3: Glocal profiling of the institution

.3

Glocal profiling of the institution means the process, in which the FF UHK will have a character of an institution fully involved and established in international networks, the institution that will create and care for its international environment and at the same time is aware of its local roots, ties and specifics that are maintained and communicated to the public. The FF UHK sees big space for development in the period of the following ten years at the level of institutionalized internationalization and foreign promotion.

• Goal 3.1: Institutionalization of internationalization

linked to: SI UHK 2.B, 3.A, 3.B, 3.C, 4.B

The current state of institutionalized internationalization at the FF UHK can be seen especially in the existence of the function of Vice-Dean for International Relations and the International Office, foreign – language and developing joint study programmes and obligatory foreign mobilities for students of doctoral study programmes. Institutional establishment of internationalization as complex processes is the central challenge of our ten-year intention. At this level, we are planning:

- *To develop foreign language and joint study programmes.*
- *To create internationalization block within all newly accredited study programmes.*
- *To support including of obligatory long-term mobility in all newly accredited study programmes (the so-called mobility window) including blended and virtual mobilities.*
- *To establish processes of the so-called internationalization at home in all study programmes (especially internationalization of curriculum of study programmes and individual courses, possibilities of blended and virtual mobilities and shared international classrooms).*
- *To support participation in international networks type European University Initiative or KA2 Partnerships for Cooperation.*

INDICATORS:

number of mobilities, number of foreign language study programmes, number of memberships in international networks, number of internationalization agents, number of internationalization agents' networks

RESPONSIBILITY:

Dean, Vice-Dean for International Relations, Vice-Dean for Study Affairs and Educational Activities

FINANCING:

state budget allowance, Erasmus+ and resources from the EU, own resources, PPSŘ

.3

• Goal 3.2: Creating of the international brand of the FF UHK linked to: SI UHK 4.D, 5.A, 5.B

The FF UHK perceives its international dimension as part of its own identity. Although this fact is supported by the results of its work and comparative interfaculty and interuniversity evaluation, it has not yet been managed to satisfactorily create and promote its international brand. It represents one of the big challenges for the next ten-year period of its existence that shall be overcome especially by the International Office in accordance with the description of its work. The FF UHK plans to make the maximum use of thus targeted university activities of the

UHK, at the same time it wants to emphasize its own specifics in the promotional activities. In this regard, we are planning:

- *To create internationally known and respected brand of the FF UHK as a part of the UHK that will accentuate its inclusive and intercultural environment and local field specifics.*
- *To unify the graphic image of the FF UHK in printed and online materials and promotional objects.*
- *To promote the specific offer of the FF*

UHK at international fairs and partner institutions.

- *To promote the brand FF UHK and its internationalized image on the Internet (especially social networks and other platforms supported in the future) and thus individually same as in cooperation with the rectorate.*
- *To create and update constantly the strategy of promotion of the internationalized FF UHK abroad and in the Czech Republic and thus independently same as in cooperation with the rectorate.*

- *To create and constantly update the strategy of promotion of the study programmes focusing on their internationalized curriculum.*
- *To create and constantly update the promotion strategy of all foreign language and joint study fields.*

INDICATORS:

number of international fairs with participation of the FF UHK, number of targeted promotional campaigns for foreign language and joint study programmes, number of students – self-payers, number of foreign students in study programmes taught in Czech language

RESPONSIBILITY:

Dean, Vice-Dean for International Relations, head of the International Office

FINANCING:

state budget allowance, Erasmus+ and resources from the EU, own resources, PPSŘ

.3

• Goal 3.3: Strengthening of relationships with public linked to: SI UHK 1.B, 1.C, 4.D

The FF UHK is an institution that for a longer period enters in active relationships with other institutions not only of a university character. Relations with other universities, research and education institutions but also with public administrative and business institutions are perceived as very important also in the area of development of the proper international dimension. The FF UHK considers important the partnerships with foreign and national institutions that aim at development of international topics. In the future, we are planning to:

- *Develop cooperation with regional and national organizations focusing on international relations and especially in the area of research and students' works.*
- *To promote internationalization outreach of the FF UHK by public lectures of academic workers and activities of students' groups.*
- *To realize targeted campaigns in the media and on the Internet (including providing English versions of social networks or similar future platforms).*
- *To creatively create other means how to spread abroad awareness about humanities and social science taught at the FF UHK (e.g. similarly to humanitky.cz or UHKaFFé).*
- *Active participation in foreign fairs.*
- *To support academic workers in active promotion of the FF UHK during their visit abroad.*
- *To guarantee bilingual environment at the FF UHK including translations of key documents and communication towards public.*

INDICATORS:

number of international fairs with participation of the FF UHK, number of promotional campaigns

RESPONSIBILITY:

Dean, Vice-Dean for International Relations, International Office

FINANCING:

state budget allowance, resources from the EU, own resources, PPSŘ, DKRVO

.3



University of Hradec Králové
Philosophical Faculty