



University of Hradec Králové

**The Implementation Plan of the
Strategic Plan of Educational
and Creative Activities of the Faculty
of Science, University of Hradec Králové
for the year 2021**

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Introduction

The Implementation Plan of the Strategic Plan of Educational and Creative Activities of the Faculty of Science of the University of Hradec Králové for the year 2021 (IPSP PřF UHK 2021) specifies the objectives set out in the Strategic Plan of Educational and Creative Activities of the Faculty of Science of the University of Hradec Králové (SP PřF UHK 21+) for the year 2021, sets deadlines for implementation and defines responsibilities for the implementation of the objectives. The PřF incorporates its activities in relation to the objectives formulated in the basic strategic documents of the University of Hradec Králové.

Priority I: UHK Attractive and Inspiring

Our Goal 1: Valuable and attractive learning

- We will monitor the interest of applicants in the PŘF study programmes and the enrolment rate. We will evaluate the attractiveness of individual study programmes based on the data. We will also monitor the employment of graduates on the basis of regular reports from the Labour Office.
 - Responsibility: Vice-Dean for Education and Internal Relations
 - Deadline: November 2021
 - Output: Identified unattractive study programmes in terms of applicant interest and employability
- We will evaluate comprehensively the existing information on academic failure, with a particular focus on identifying factors that influence academic failure.
 - Responsibility: Vice-Dean for Education and Internal Relations
 - Deadline: November 2021
 - Output: Identification of factors of academic failure
- We will monitor continuously the strengthening of the international dimension of educational activities, especially the outgoing and incoming student mobility, the number of courses taught in English, and the number of final theses in English. We will seek actively students for study programmes taught in English.
 - Responsibility: Vice-Dean for International Relations, Vice-Dean for Education and Internal Relations
 - Deadline: Continuously
 - Output: At least 10 student-months of outgoing mobility, 10 student-month of incoming mobility, 10 courses taught in English for non-self-pay students, 5 final theses submitted in English, at least 3 self-pay students studying in study programmes taught in English
- We will make agreements on cooperation with a foreign higher education institution in joint implementation of study programmes.
 - Responsibility: Vice-Dean for Strategy, Development and Legislation
 - Deadline: September 2021
 - Output: Signed agreement on cooperation with a foreign higher education institution in the joint implementation of at least two study programmes
- We will establish study programme councils accredited at the Faculty, whose structure, powers, term of office of its members and detailed scope of activities will be anchored in the Dean's act of management. A student or graduate within 5 years of graduation will be members of each council.
 - Responsibility: Vice-Dean for Education and Internal Relations
 - Deadline: September 2021 (act of management), November 2021 (established study programme councils approved by the PŘF Research Board)
 - Output: Dean's act of management, appointed council for all study programmes

Our Goal 2: Optimised teaching and development of study programmes

- We will create a list of courses that go beyond a single degree programme.
 - Responsibility: Vice-Dean for Education and Internal Relations + guarantors of study programmes
 - Deadline: December 2021
 - Output: List of courses with potential for joint teaching in different study programmes

Our Goal 3: Systematically prepare learners for future employment

- We will expand opportunities for internships and placements in the Czech Republic and especially abroad.
 - Responsibility: Vice-Dean for Education and Internal Relations, Vice-Dean for International Affairs
 - Deadline: Continuously
 - Output: Number of different domestic institutions where the PřF students have completed internships; at least 5% of graduates who have completed internships abroad
- We will expand the involvement of experts from practice in teaching and in the preparation of seminar and qualification papers
 - Responsibility: Vice-Dean for Education and Internal Relations, guarantors of study programmes
 - Deadline: Continuously
 - Output: A list of practitioners involved in teaching, at least 10 submitted theses supervised or consulted by a practitioner

Our Goal 4: Flexibility in education

- We will increase the proportion of educational activities carried out by means of distance communication means and blended learning.
 - Responsibility: Vice-Dean for Education and Internal Relations, guarantors of study programmes
 - Deadline: Continuously
 - Output: At least 100 online educational resources made available
- We will organize an international virtual summer school.
 - Responsibility: Vice-Dean for International Relations
 - Deadline: September 2021
 - Output: At least 1 virtual international summer school
- We will develop, accredit and launch in September further education courses for existing primary school teachers to extend their qualifications by one subject.
 - Responsibility: Vice-Dean for Education and Internal Relations
 - Deadline: March 2021 (accreditation), September 2021 (course launching)

- Output: At least 3 accredited continuing education courses, at least 20 participants

Priority II: UHK Dynamic and Excellent

Our Goal 1: Strategically Controlled and Open UHK in Scientific, Research and Creative Activities

- We will create a plan for implementing the university's strategy for sustainable Faculty development.
 - Responsibility: Vice-Dean for Science and Creative Activities
 - Deadline: December 2021
 - Output: Implementation plan for the sustainable development strategy of the UHK
- We will launch a competition to support the Faculty's main research directions with an emphasis on the community needs.
 - Responsibility: Vice-Dean for Science and Creative Activities
 - Deadline: September 2021
 - Output: Announced competition to support the Faculty's main research directions, five selected projects with financial support starting in 2022
- In order to encourage an increase in the proportion of Open Access publications, we will introduce a system of financial support to cover the cost of publication fees.
 - Responsibility: Vice-Dean for Science and Creative Activities
 - Deadline: April 2021
 - Output: Established system of financial support, overview of the amount of funds spent by the faculty on publication fees
- We will monitor the Faculty cooperation with the application sphere and support the establishment of spin-off companies.
 - Responsibility: Head of Strategic Projects Office
 - Deadline: Continuously
 - Output: Volume of funds raised from contract research, at least one spin-off company established
- We will assess the current state of various presentation platforms and activities in creative activities and will actively present, promote and popularize the results of the creative activities of the Faculty and its key scientific personalities.
 - Responsibility: Promotion and Communication Officer, Vice Dean for Science and Creative Activities
 - Deadline: Continuously
 - Output: Evaluation of presentation activities and platforms in the field of science popularization

Our Goal 2: Promoting excellence, internationalisation and interdisciplinarity

- We will modify the incentive schemes supporting publications in excellent journals and expansion of foreign links of the PŘF staff so that the incentive schemes are financially sustainable and reflect the differences between the academic staff and researchers without teaching duties.
 - Responsibility: Vice-Dean for Science and Creative Activities
 - Deadline: August 2021 (act of management), continuously (Q1 publications)
 - Output: An act of management setting out incentive schemes. At least 120 published articles in the WoS database in the first quartile, at least 50% share of publications with foreign co-authors
- We will create a system of administrative and professional support in the preparation and submission of applications for research projects from domestic providers and major international projects.
 - Responsibility: Vice-Dean for Science and Creative Activities, Head of the Strategic Projects Office
 - Deadline: December 2021
 - Output: An act of management setting out the rules for support for major project applications. Volume of funding for research projects.

Our Goal 3: Evaluating creativity as a means of scientific growth

- We will launch systematic and regular (annual) benchmarking in the field of science and research.
 - Responsibility: Vice-Dean for Science and Creative Activities
 - Deadline: December 2021
 - Output: Creation of standardized overviews of publication and project activities, comparison within faculties of science in the Czech Republic, EU and worldwide
- We will also develop a system of internal evaluation of creative activity.
 - Responsibility: Vice-Dean for Science and Creative Activities
 - Deadline: By December 2021
 - Output: Adjustments to the internal evaluation system for creative activities, evaluation strategies for researchers, teams and the Faculty as a whole
- We will begin preparations for the establishment of the Faculty International Advisory Board.
 - Responsibility: Vice-Dean for International Relations, Vice-Dean for Science and Creative Activities
 - Deadline: December 2021
 - Output: Dean's decision on the IAB establishment

Our Goal 4: Efficiency and Quality of Doctoral Studies

- We will update the incentive schemes for fulfilling study obligations and timely completion of doctoral studies at the PŘF, especially with regard to increasing doctoral scholarships and rewards for supervisors for timely completion of studies.
 - Responsibility: Vice-Dean for Science and Creative Activities
 - Deadline: October 2021
 - Output: Updated incentive schemes for supervisors and PhD students
- We will introduce a student competition for the “Superdoctoral Student Status at the PŘF”. Based on this competition, selected Faculty doctoral students will receive a special doctoral scholarship for one year.
 - Responsibility: Vice-Dean for Strategy, Development and Legislation
 - Deadline: April 2021
 - Output: 5 supported PhD students
- We will evaluate the current qualification requirements and standards for PhD supervisors at the PŘF and compare them with the requirements of similar faculties in the Czech Republic.
 - Responsibility: Vice-Dean for Science and Creative Activities
 - Deadline: December 2021
 - Output: Analysis of requirements and standards for supervisors
- We will organize a seminar for incoming PhD students focused on the specifics of research work in the field of natural sciences.
 - Responsibility: Vice-Dean for Science and Creative Activities
 - Deadline: September-December 2021
 - Output: A seminar with participation of at least 10 PhD students

Priority III: PŘF Open and Responsible

Our Goal 1: Socially and environmentally responsible faculty

- We will engage in society-wide national and international initiatives.
 - Responsibility: Vice-Dean for Strategy, Development and Legislation
 - Deadline: Continuously
 - Output: Involvement in at least one society-wide initiative
- We will nominate experts from the PŘF to advisory bodies and commissions of the city and the region concerning society-wide topics
 - Responsibility: Vice-Dean for Strategy, Development and Legislation
 - Deadline: Continuously
 - Output: At least three memberships of experts from the PŘF in advisory bodies

Our Goal 2: PŘF as a responsible employer

- We will supplement the UHK Career System through an act of management to reflect the PŘF specifics.
 - Responsibility: Secretary
 - Deadline: August 2021
 - Output: Dean's act of management supplementing the UHK Career System
- When issuing acts of management, internal regulations, strategic and other documents of the PŘF, we will provide parallel translations into English. We will provide English translations of the internal regulations and the most important acts of management of the PŘF.
 - Responsibility: Vice-Dean for Strategy, Development and Legislation, Dean's Office
 - Deadline: Continuously
 - Output: Translated documents

Priority IV: PŘF Modern and Efficient

Our Goal 1: A strategically managed faculty

- We will involve a wide range of relevant stakeholders in the preparation of strategic documents. Priorities and objectives will be presented to the academic community, partners and the public.
 - Responsibility: Vice-Dean for Strategy, Development and Legislation
 - Deadline: March - April 2021
 - Output: Prepared strategic documents and their presentation
- We will prepare a new system for allocating funds to individual workplaces and submit it to the Academic Senate and the academic community.
 - Responsibility: Secretary, Vice-Dean for Science and Creative Activities
 - Deadline: November 2021
 - Output: A new system for allocating funds to individual workplaces

Our Goal 2: Effective process management at the PŘF

- We will strengthen the role of the Strategic Projects Office in the process of preparing external projects and their implementation, and we will set up uniform reporting of the entire Faculty project portfolio.
 - Responsibility: Head of the Strategic Projects Office
 - Deadline: March 2021 (action plan) and October 2021 (completion of implementation)
 - Output: Action plan and its implementation.
- We will improve the process of managing the economic and personnel agenda. The main task is to supervise the use of approved funds in terms of time and volume and to manage and control the available human resources.
 - Responsibility: Secretary
 - Deadline: April 2021 (action plan) and November 2021 (completion of implementation)
 - Output: Action plan and its implementation
- By setting up processes for cooperation with the application sphere, we will improve the possibilities of this cooperation. We will conduct an internal “market research” of current needs and willingness of entrepreneurs to invest. We will prepare a Faculty offer of potential services and laboratory techniques for a fee.
 - Responsibility: Vice-Dean for Science and Creative Activities.
 - Deadline: April 2021 (action plan) and November 2021 (completion of implementation)
 - Output: Action plan and its implementation

Our Goal 3: Modern infrastructure of the PŘF

- We will perform an audit of the functionality of all systems of the PŘF building. We will take measures (in cooperation with the Technical and Operational Unit) to eliminate the identified deficiencies.

- Responsibility: Secretary
 - Deadline: March 2021 (audit), continuously (implementation of measures)
 - Output: An audit report and actions taken.
- We will equip the PŘF classrooms with the state-of-the-art technology enabling full use of the distance learning possibilities.
 - Responsibility: Vice-Dean for Strategy, Development and Legislation
 - Deadline: June 2021
 - Output: Two equipped classrooms



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