University of Hradec Králové

Annual Activity Report University of Hradec Králové 2020

University of Hradec Králové

ANNUAL ACTIVITY REPORT

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List of Abbreviations

APAIE	Asia-Pacific Association for International Education
APUA	University Staff Association
AS	Academic Senate
AZV ČR	Czech Health Research Council
CTBT	Centre for Transfer of Biomedical Technologies
LL	Lifelong Learning
CRC	Czech Rectors Conference
CR	Czech Republic
DZS	Czech National Agency for International Education and Research
EAIE	European Association for International Education
ESF	European Social Fund
ESN HK	Erasmus Student Network Hradec Králové
EUA	The European University Association
FF	Philosophical Faculty
FIM	Faculty of Informatics and Management
GACR	Czech Science Foundation (Grant Agency of the Czech Republic)
ITI	Integrated Territorial Investments
ICCC	UHK Information, Counselling and Career Centre
JCR	Journal Citation Reports
TTO	Technology Transfer Office
IEP	UHK International Evaluation Panel
MICHE	Monitoring Internationalization of Czech Higher Education
IAB	International Advisory Board
MPO	Ministry of Industry and Trade of the Czech Republic
MPSV	Ministry of Labour and Social Affairs of the Czech Republic
MŠMT	Ministry of Education, Youth and Sports of the Czech Republic
NAFSA	Association of International Educators
NAKI	Programme to Support Applied Research and Experimental Development of National and Cultural Identity
NAB	National Accreditation Bureau for Higher Education
PBD	Personal Bibliographic Database
OP RDE	Operational Programme Research, Development and Education
PdF	Faculty of Education
PR	Public Relations
PřF	Faculty of Science
Qn	Quartile
CHEI	Council of Higher Education Institutions
TACR	Technology Agency of the Czech Republic
TAE	Technical and Administrative Employees
U3A	University of the Third Age
UHK	University of Hradec Králové

Rector's Foreword

Dear colleagues, friends and patrons of the University of Hradec Králové,

You are just opening the Annual Activity Report of the University of Hradec Králové for the year 2020, which, as we all know well, was strange, different, and dramatic. At the very beginning of this document, one cannot but recall the fact that the coronavirus pandemic, unfortunately, also affected severely the UHK, its units, employees, students, partners, in a word all the activities and areas of our university. But even though the year 2020 brought many hard and painful events including lost human lives and enormous economic losses, it, on the other hand, as if unawares, joined people together, inspired them and gave rise to waves of solidarity. This, naturally, was also the case of the activities at the University of Hradec Králové.

Immediately from the first moments, the university, through its students and employees, took an active part in the fight against the pandemic. Dozens of volunteers from our students started producing protective face shields on 3D printers in their free time. With the subsequent assistance of other partners and thanks to the improvements made in the technology, they managed to produce and distribute about thirty thousand of them. Students also became involved in the nationwide protective mask sewing campaign and, within the social and teaching subjects, they also helped caring for the children of the frontline healthcare workers and cared for senior citizens and people in need in the community care and other welfare facilities. We gave extra classes to children who had problems with distance learning and we donated and brought computers to the children's homes where they had not enough equipment for online teaching. Our employees helped testing new types of face masks, produced disinfection gels and taught healthcare providers how to work in the conditions of highly infectious virus occurrence. The application of the UHK's scientific potential was also confirmed to have sense in times of crisis, with the result of the work being, for instance, the bed sensors used to predict the development of the condition of Covid-19 patients in hospitals. In 2020, tens and hundreds of stories about solidarity, willingness and fellowship were written at the University of Hradec Králové in this subject, the authors mostly being our students and employees. From the pandemic outbreak in the spring of 2020, not a single day passed I would not be proud of the UHK's engagement in the fight against Covid-19. The UHK has established itself as a stable, strong and reliable partner not only within the region of East Bohemia but also all over the Czech Republic. We have come out of the crisis strong, knowledgeable, and unified. We honoured our promises and commitments, and never refused to help anyone in need.

I would like to make use of this opportunity to thank all our students with all seriousness and sincerity for the responsible and dignified way they have approached the crisis. Not only did they help where needed, but in doing so they also managed to meet their own study obligations, even if very often associated with the inconveniences and pitfalls of online learning. I am equally grateful to all the academics and lecturers who often went beyond their comfort zones and, in order to maintain the high standard of online teaching, recorded and streamed lectures and worked late into the night preparing study support materials, doing everything they could to ensure that the quality of teaching did not suffer. I know it was not easy, and even more so I hold this engagement in the highest esteem. And finally, I would like to thank all the non-academic staff of our university. It was owing to them and their work that we managed to keep our university going even in these hard times. Within the study departments, they were available to our students; our colleagues from the IT department had to cope with daily technical difficulties associated with distance learning, and they succeeded in coping with the challenge to transfer the entire life and all activities of the university into the online environment. If I had to name one example, it would be the traditional Night of Scientists, which, in the "UHK Studio", had the audience of 4,500 visitors.

In the last year, the UHK started the preparation of its strategic plan for the next ten years. It comprises a set of crucial materials, laying down the path of UHK development and priorities in education, science and research, university's third role, internationalization, and investment activities. In 2020, we also worked intensively on supporting documents within a project aimed at winning a HR Award, which define new parameters for human resources development and will be sent to the European Commission for evaluation.

Although the year 2020 did not favour activities, trips and visits abroad, we definitely did not remain passive observers of the decline of activities in relation to our international partners. The university obtained an expert statement within the Monitoring Internationalization of Czech Higher Education (MICHE) and had its three-year action plan approved. The UHK also prepared an internationalization strategy for the period 2021-2027, setting up the main objectives and a strategy for their achievement as a separate attachment to the strategic plan of the university for the next period. Even though, due to the Covid-19 pandemic, the number of international mobilities decreased, the quality of UHK's care for incoming students remained at a high level and was awarded by the Czech National Agency for International Education and Research (DZS) in the programme of Erasmus+ of higher education for the year 2020. Solution of international projects with our foreign partners was also started within the Erasmus+, as well as the European Economic Area (EEA) and Norwegian funds.

In 2020, the UHK received a decision concerning the granting or extending of accreditation for 26 study programmes in total from the National Accreditation Bureau, of which 19 are in Czech language and 7 are in English, across all the study programme types. When preparing their accreditation applications, the faculties drafted their study programmes so as to reflect the current states of the scientific disciplines and also the requirements from practice. In spite of all the restrictions associated with the Covid-19 pandemic, the successful start of our graduates in the labour market was supported in 2020

by organizing students' meetings with their employers in the form of online conferences. Through workshops, we strengthened further their competences and abilities to succeed in selection procedures, to adapt successfully to the work processes and to become members of work teams. The support given to the development of the professional and academic study programmes, permeability among the programmes and flexibility in the education forms and in supporting students with specific needs was described in the strategic plan of the university to develop its direction for the next ten years. We also managed to set up foundations for the UHK Ambassador Club, through which the university wants to be nearer to grammar and other secondary school students not only in our region but also all over the Czech Republic.

Similarly as at other universities in the CR, the UHK's year 2020 in science and research was focused on evaluation of the last five-year cycle within the Methodology 2017+, in which our university completed successfully the final phase of preparation of supporting documents for meeting with the International Evaluation Panel within the Modules 3-5, which, unfortunately, due to the Covid-19 disease, had to be held online and the international panel members were thus deprived of the opportunity to appreciate fully the beauties of our town, the "At the Confluence" campus premises and the historical buildings in the town's centre. The Committee highly appraised all our four faculties and the rectorate, providing also a number of suggestions for further growth in connection with the long-term increase both in the number and, mainly, in the quality of periodical publications where, as against 2019, we grew in 2020 from less than hundred to almost 150 publications in the best first quartile according to IF JCR WoS, which is a widely recognized measure of quality. In total, we closed the year 2020 with 80 % of periodical publications in the best half according to IF JCR WoS, which is not only a considerable achievement but also a challenge for further methodical work of our scientists, who will be assisted in their effort by a number of projects of basic and applied research supported by the Grant Agency of the CR, the Technological Agency of the CR, the Ministry of Industry and Trade and other providers, as well as by a new excellent project of the Grant Agency of the CR called EXPRO, which was received by the Philosophical Faculty. While reflecting the social needs in connection with the coronavirus pandemic, we also obtained applied research support funds GAMA 2 COVID from the Technological Agency of the CR and supported the implementation of four projects at the Faculty of Science and at the Faculty of Informatics and Management.

In addition to the above-mentioned achievements, we were also pleased in the science and research area by the growing number of students engaged in research activities and by becoming attractive for international students in doctoral degree programmes, of whom as many as 23 were studying at our university in 2020.

In the last year, we started fundamental reconstruction works in the building of the Philosophical Faculty, for which we had been preparing in the previous three years together with an even more extensive reconstruction in the building of the Faculty of Education, the investment plan of which was also supported by the MŠMT. Following the tender and project preparation, the Philosophical Faculty reconstruction works were started in September 2020. The building will undergo a complete reconstruction of the interiors and will be extended with a carefully designed addition to provide sufficient capacities for the educational, scientific and research activities of the faculty. In 2020, the university also continued to maintain the other buildings it owned, as evidenced by further repairs performed in the UHK's Halls of Residence and by the project documentation drawn up for minor construction and reconstruction works. The UHK's information systems also underwent considerable development. In 2020, intensive analytical phases were commenced to implement a management system to be used in the years to come as another of the supporting systems applied to due management of the allocated funds and to prepare analytical materials for the university management at all management levels. The university also reached another milestone in consolidating the legal structure of the property in the "At the Confluence" campus premises. Thus, the agreement on conditions for the transfer of other pieces of land to UHK's ownership gradually creates a firm basis for the investment development which aims at the construction of new sports grounds shared for both educational and free-time activities.

Within the global society, the year 2020 tended to slow down, stop, complicate or destroy all activities. To a certain extent, it was also the case of the University of Hradec Králové, which, in spite of that, as I believe is obvious from the facts described above, stood the difficult test owing to its employees and students. I am very sorry that the UHK Social Evening could not be organized on the occasion of the November 1939 and 1989 events as we got accustomed to. But it did not prevent me from awarding with the UHK Rector's Medal all the university volunteers who did their best to mitigate the pandemic impacts by working beyond all their regular duties. That the UHK, thanks to such activities, managed to strengthen its role of a socially relevant, accountable and reliable partner in the Czech society in a crisis, was confirmed, among other things, by the award of the Minister of Education, Youth and Sports for an extraordinary contribution for the year 2020 to Klára Rybenská, student of the Faculty of Education, who took a crucial part in the said activities.

Let us carry on doing what we have started also in the upcoming period. Let us teach, educate, create, and help.

Wishing you all, your nearest, your families and friends, the best
Kamil Kuča

PART I – MAIN PART

UHK History, Present Day and Objectives

The University of Hradec Králové ("UHK") is a public higher education institution of a university type per Act No. 111/1998 Sb., on higher education institutions and on the amendments of and supplements to some other acts (the "Higher Education Act"), as amended (the "Act"). The university was given the present name in 2000 pursuant to Act No. 210/2000 Sb., which changed the name of the then College of Education in Hradec Králové. The history of the university in Hradec Králové, however, reaches as far back as to 1959 when the Pedagogical Institute in Hradec Králové was established. But the tradition of education of teachers in the town is even much longer, starting as early as in 1775 within Maria Theresa's educational reform.

The UHK offers studies in accredited Bachelor's, Master's, post-Bachelor's and doctoral degree programmes in both full-time and combined forms. The range of the teaching activities covers the economic, informatics, management, teaching, artistic, philological, humanistic, natural, technical, social and humanistic fields of study.
The university enjoys a constant interest in studies and a relatively stable demand for graduates from most degree programmes.
As of 31 December 2020, the UHK had 6390 active studies in total, of which 4368 were in Bachelor's study programmes (3002 in the full-time and 1366 in the combined form of study), 594 were in Master's study programmes (492 in the full-time and 102 in the combined form of study), 1222 were in post-Bachelor's study programmes (695 in the full-time and 527 in the combined form of study) and 206 were in doctoral degree programmes (135 in the full-time and 71 in the combined form of study).
As of 31 December 2020, the UHK employed 403 academic and 116 scientific and research workers in total, of which 37 were professors (9.2 % of the total number of the academic staff), 80 were associate professors (19.9 %) and 226 were assistant professors (56 %), while the number of lecturers takes up almost 15% of the total number of the academic staff (60 persons). The proportion of women in the academic positions is 45.4 %.
The UHK works together with the bodies of the town and of the region and establishes close relationships with enterprises and institutions in the region and with other universities in the Czech Republic. The university is also engaged in a wide international cooperation implemented within the bilateral treaties and programmes of the European Union.
The main objectives set up by the UHK in its strategic documents (especially in the "Long-term Plan of UHK Educational and Scientific, Research, Development and Innovation, Artistic and Other Creative Activities for the Period 2016–2020" and in the 2020 implementation plan) can be summarized into five fundamental strategic priorities which also give the names to the next chapters of this Annual Report:

- Education
- Science & Research
- Internationalization – the international dimension
- Infrastructure and Human Resources
- UHK's Third Role and Interconnection with Practice

Education

The mission of the University of Hradec Králové is to provide tertiary education in Bachelor's, Master's and doctoral degree programmes, as well as in general lifelong learning, whereby creating opportunities for the wide public interested in developing further their abilities and skills, to enable such development by providing top-quality educational programmes, and to contribute to increasing competitiveness of the region and the quality of life of the local people.
The quality of the educational activities within the study programmes is increased especially through the comprehensive evaluation of the study programmes; through feedback from the members of the academic community and graduates as to the teaching quality, study organization, study facilities and infrastructure; through evaluation of the qualification and possibly also of the Advanced Master's theses; by monitoring the conditions, course and results of the admission procedure and study including the assurance of equal approach to the admission procedure and study; by monitoring the graduates from the study programmes as they strive to win their positions in the labour market; through the knowledge of the requirements of the leading potential employers for the UHK graduates' profiles; and by making use of the results of the students' evaluation of the educational activities. The above-mentioned tools are used in regular evaluation at several levels, namely at the levels of study subjects, study programmes, individual faculty units, faculties, and at the level of the university as a whole. The evaluation is carried out for all types and forms of study including those of lifelong learning where it takes place predominantly in the form of student and graduate evaluations.
The UHK creates opportunities for applicants coming from the wide public. We search actively for and encourage potential applicants for higher education and lifelong learning, provide a broad range of educational programmes, and systematically pursue popularizing lecturing and publication activities. We also pay special attention to developing the talented youth.

INNOVATION OF STUDY PROGRAMMES TO MEET THE REQUIREMENTS OF PRACTICE, TO INCREASE QUALITY, COOPERATION WITH THE CONSUMER SPHERE, ETC.

Study programmes are optimized by the individual faculties, reflecting the needs and requirements of the application sphere. The institute of the Councils for Cooperation with Practice is mainly used for cooperation with the application sphere. The Councils for Cooperation with Practice are established at the individual faculties to discuss, among other things, the preparation of study programmes. The members of the study programme boards reflect the subject orientation of the individual faculties. Subsequently, knowledge obtained from the Council for Cooperation with Practice members and other cooperating professionals from the application sphere is discussed with the study programme boards and/or with the relevant departments and shown in the plans of study.
Another factor which allows optimizing study programmes is the data and analyses providing information on employability of the graduates of the respective programmes. They follow from the empirical enquiries made and from the data obtained from the UHK Information, Counselling and Career Centre ("ICCC").
The faculties also pay attention to the statistical data concerning the courses and results of the entrance examinations, which allow assessing the prospects of the individual study programmes.
On the basis of thus obtained data, the faculties amend the structure of the offer of their study programmes continuously, usually in connection with the procedure of obtaining new accreditations.
In 2020, the UHK was granted accreditation by the National Accreditation Bureau for Higher Education ("NAB") for 26 study programmes, of which 14 received accreditation for ten years, 11 received accreditation for five years and, in one case, accreditation was extended for the period corresponding to the accreditation of the respective study programme.

When amending the plans of study, where expedient, subjects focused on practice or practical activities performed in enterprises or other institutions are incorporated in the study programmes. At the same time, cooperation with the partner enterprises and institutions is used in this respect to make it possible for students to gain practical experience when taking part in the implementation of joint projects and of the subject matters of their term and final papers based on their internships. In 2020, however, these activities were affected adversely by the anti-epidemic measures, with a great number of student internships taking place in an alternative (online) way, however in full cooperation with the facilities, faculty teachers and other workers involved.
The UHK strives to extend the base of the cooperating enterprises and institutions, with cooperation in the area of practical training being mostly substantiated with contracts. The scope and nature of internships are determined by the specificities of the study programme in question. The ICCC keeps increasing the list of cooperating employers and focusing on addressing other subjects with request for cooperation (in 2020, cooperation was established with 43 new subjects). The involved employers then have the possibility to offer students and graduates free practical training, temporary jobs or internships through the Career Web or other social networks. In 2020, 172 work, temporary job or internship offers were published on the Career Web pages.
Further, in 2020, the ICCC organized questionnaire research among the UHK graduate employers, with the results of which being used as feedback, among other things in the area of the competences required in the graduate students.

LIFELONG LEARNING

The "Lifelong Learning at the UHK" project funded by the Operation Programme Research, Development and Education ("OP RDE") continued in 2020. The project is focused primarily on setting an integral lifelong learning ("LL") system at the institution level including the necessary internal control documents and quality assurance in LL. The project also includes increasing the competences of the UHK employees for lifelong learning assurance. To verify the function of the set-up LL system, four new lifelong learning programmes focused on job performance will be established within the project. The project will cover two faculties (the Philosophical Faculty and the Faculty of Science) where the said pilot programmes will be developed. The Philosophical Faculty ("FF") prepares two new study programmes, namely "The Current Trends in Processing the Cultural Heritage and Making It Available to the Memory Institution Workers" and "The Contemporary Political, Economic, Social and Cultural Development in Africa, Asia, Europe and Latin America". Study programmes titled "Toxicology and Analysis of Pollutants" and "Modern Analytical Methods" are being prepared at the Faculty of Science ("PřF").
All faculties evaluate and update their offers of LL courses regularly. Typically, they are mainly the University of the Third Age ("U3A") courses, further education of teachers, and qualification deepening and compensatory courses for students.
Further development in this area was concentrated on a proposal of new LL web pages with the aim to ensure a consistent offer of UHK LL programmes which would, with their functionalities, meet the specificities of the courses offered by all university units.
In 2020, teaching was offered in 114 courses (focused on job performance and U3A), which were attended by 1625 students. The number of the courses was lower as against 2019 due to the extraordinary measures taken during the year. For this reason, some of the courses were transferred to the following year and some were cancelled. The courses were mostly moved online.
For more information, please see also "Other Educational Activities" in the Texts and Tab. 2.6 and 2.7 in the Charts.

INTERCONNECTION OF STUDY AND SCIENTIFIC & RESEARCH ACTIVITIES

The number of students involved in scientific and research projects keeps increasing continually. The students of Master's and doctoral degree programmes in most faculties engage regularly in the student grant competition of specific higher education research. In 2020, 89 projects were supported in this competition, of which 8 continued projects from 2019. 126 students of Master's study programmes and 132 students of doctoral degree programmes in total participated in the solution, of whom 40 were leading researchers in the programmes. In 2020, 9 students of Master's study programmes and 35 students of doctoral degree programmes were also parts of faculty research teams. Especially the greater involvement of the students of doctoral degree programmes in projects subsidized from external sources should be evaluated positively. In addition to specific research projects (where students often have the obligation – implemented in their respective plans of study – to apply for internal research grants), students are also involved actively in external grant projects, such as those of the Czech Science Foundation ("GACR") and of the Technological Agency of the Czech Republic (TACR), in the Programme to Support Applied Research and Experimental Development of National and Cultural Identity ("NAKI"), in the project of the Ministry of Industry and Trade of the Czech Republic ("MPO"), in the project of the Ministry of Education, Youth and Sports of the Czech Republic ("MŠMT") V4–Korea, etc. The number of publications elaborated by the students of doctoral degree programmes under the leadership of their supervisors increased in 2020. The faculties also support actively the trips of postgraduate students to conferences abroad and motivate them in the form of rewards to publishing activities beyond the scope of their obligations under their individual plans of study. Due to the restrictions implemented in connection with the coronavirus pandemic, however, the numbers of students attending subject-recognized conferences decreased, and many announced conferences either did not take place at all or did in an online format only. Further, the faculties support students in the form of methodical support when they submit their projects (science departments or Educational Research Centre). The motivational programmes of the faculties also apply to doctoral degree students similarly as to the members of the academic staff. The study and research activity results are evaluated regularly by the supervisors and, subsequently, by the subject-area boards, with the scholarship amount for the full-time students being dependent on the evaluation results.
Obligatory research internships abroad are incorporated in all the plans of study for the doctoral degree programmes when preparing for new accreditations. In the course of the year, hybrid and virtual mobilities also proved

to be an important means of implementation, which in the future will represent an alternative (but not the only) option for students' stays abroad, especially taking into account their specific situation. The demands concerning the doctoral degree programmes are increased continually in connection with improvements in their staffing and organization, especially where the extent and quality of the publication activities of doctoral degree students are concerned. In 2020, in spite of the unfavourable conditions, it was possible to maintain (and in most disciplines even to increase) the regular publication activity of doctoral degree students in international teams, as evidenced by the publications published with foreign co-authors in international journals in Q1/Q2 JCR ISI Web of Knowledge.

DEVELOPMENT OF SERVICES FOR STUDENTS AND SUPPORT PROVIDED TO STUDENTS, APPLICANTS AND GRADUATES

The ICCC provides support, assistance and information to UHK students, applicants and graduates in its effort to further their professional and personal development and to ensure first-class conditions for their studies, for finishing them successfully and for subsequent successful integration in practice.
The Centre is divided into five mutually interconnected sections: contact point and information service, social counselling, psychological and therapeutic support, support for students with specific needs called Augustin, and the Career Centre.

The ICCC Contact Point is located in the UHK's Common Education Facility. At the time of the extraordinary measures taken which did not allow personal contact, the ICCC services were provided via the MS Teams and Skype applications. In 2020, the ICCC provided 281 pieces of information of a study and operational nature and references to the counselling services within the information service (questions concerning the same topic received in one day are summarized under a single piece of information), which is an increase of approximately 20 %.
The ICCC workers deepen their knowledge continuously as regards the current topics with the aim to improve and extend the services.
In order to improve the awareness of the services provided, the ICCC gave a separate presentation on the UHK Open Day and took part in the Night of Scientists, the regular fair of employment opportunities was organized and the Centre's social network pages were in active use. Further, the Centre organized an ICCC Open Day to familiarize the interested visitors with its activities and with the counselling and other services provided free of charge to students and other people.
The ICCC activities were promoted on the UHK web pages, also in connection with the Covid-19 pandemic.
In addition to the individual services tailored to clients' needs, the ICCC also carries out group activities (online in 2020) which allow all interested students to develop their potential.
We continue deepening our cooperation with the counselling centres of other universities not only within the organizations of the Association of University Advisors and of the Association of Service Providers for Students with Specific Needs. Although one meeting of career centres only took place in Ostrava in 2020, cooperation with other universities continued in the form of virtual activities.

The scientific and research activities and teams are supported, inter alia, with science and research support programmes at the UHK. One of them is the conceptual programme of university-wide research directions focused on supporting the development of the formulated university-wide topics as multidisciplinary and transdisciplinary opportunities for interconnecting and strengthening the potentials of the individual faculties. These topics are Healthy Ageing and Quality of Life, Security and Sustainable Development in Digital Society, and New Challenges in Education. The other science and research support programmes are: Excellence, Postdoc, Best Scientists, and Research Faculties.

ANALYSIS AND SELECTION OF RESEARCH AREAS OF EXCELLENCE BY UHK FACULTIES

The UHK analyses continuously its potential in science and research and the scientific outputs and the running projects are evaluated regularly by the faculties and individual units. In 2020, the results in science and research were also evaluated using the internal methodology of UHK budget allocation within the so-called "quality bonus". The selection process of prospective science and research areas is conducted in a consistent way at the UHK as a whole and at the individual faculties.

In preparing projects, workers are guided methodically by the Science and Knowledge Transfer Office and the individual science and research offices at the faculties. Workshops are organized for academic staff members to consult the project submittal and other matters. Teams and centres are set up throughout the departments with the aim to achieve multidisciplinary cooperation in research, being also attended by international research workers. Both Czech and international researchers are being involved continuously in the science and research area to prepare and execute projects with excellent potentials. As against 2019, the number of excellent publications in Q1 JCR increased considerably in 2020 per the impact factor (from 96 to the current 146).

In 2020, the UHK succeeded in its effort to increase the number of pending research projects from prestigious grant agencies. The UHK faculties received support in 2020 for 11 TACR projects, 4 GACR projects and 4 projects of the Ministry of Industry and Trade of the Czech Republic. In 2020, the UHK implemented 23 GACR projects, 22 TACR projects, 2 NAKI programme projects of the Ministry of Culture, 1 project of the Ministry of Agriculture, 2 projects of the Ministry of Health and 3 projects of the MŠMT. Further, the UHK took part in 7 MPO projects, 2 AZV ČR projects and 2 projects of the Capital City of Prague focused on the environment, as well as one international project within the Visegrad Group (V4)–Korea.

The UHK scientific research teams are supported, among other things, by the science and research support programme titled "Research Faculties". For the purposes of this programme, financial means were allocated from the long-term conceptual development of the research institution. The said resources are intended for the individual faculties to support the activities carried out by their respective research teams.

Both the university and the faculties have science and research personnel, administrative and financial support system set up with the aim to obtain support from external providers for top research projects and to direct publication outputs to professional periodicals included in the prominent international databases and to monographs published in foreign languages and in the renowned international research literature publishing houses.

The Councils for Cooperation with Practice of the faculties also contribute by making it possible to create preconditions for close cooperation with the application sphere. The UHK has a uniform commercialization system established as provided in the relevant Rector's Decree on Intellectual Property Protection at the UHK updated in 2020. Cooperation with institutions and subjects in the application sphere is developed individually according to the branch specializations of the individual units of the UHK.

INTERNATIONAL SCIENTIFIC TEAMS

The UHK and its faculties strive to support the engagement of foreign experts in their scientific teams and to make use of the opportunities they have in this respect. On the basis of our cooperation with a number of foreign universities and research institutions (the most prominent ones out of Europe being, for instance, those from Malaysia, South Korea, China, Brazil, India and Singapore), we succeed in engaging other international experts in our excellent research subjects.

The support for the formation of international teams is also possible thanks to the excellence projects pursued at the university-wide and faculty levels. Such teams also include many international experts as co-researchers. In 2020, 27 international teams worked at the UHK, in which 58 international experts in total were engaged. The engagement of the experts takes place especially within the UHK Mobility programme and the "visiting professor" positions.
At the faculty level, international experts are further engaged by way of grant projects or internal grant competitions (such as the International Research Teams at the FF). The most important result of the work of the international teams is the joint publication results; for instance, approximately 65 % of the articles published on the Web of Science at PřF in 2020 were produced in cooperation with international research workers. The Faculty of Informatics and Management ("FIM") takes part in through the activities of the Basic and Applied Research Centre; in 2020, it concerned continual research of FIM and PřF together with the Biomedical Research Centre of the Teaching Hospital in Hradec Králové in the area of searching for new medicines by means of powerful supercomputers. It will be developed also within the computational time granted by IT4Innovation where the project succeeded and received a relatively high computational time to implement the declared intentions.

Organizing international conferences at the UHK within which it is possible to promote effectively the science and research performed by the expert teams at the university is also important for building the UHK international teams. Due to the extraordinary measures taken, a considerably lower number of conferences were organized in 2020, with their environment being changed in a majority of cases to a virtual one. Prominent international specialists gave their lectures, for instance, at Hradec Days of Social Work, Socialia conference or at the international conference named Archaeological Approaches to the Study of the Potter's Wheel.

The development of international cooperation allowing a wide-range exchange of students and staff in education and research is the long-term strategic priority of the UHK. In 2020, the UHK reached an exceptional number of 201 mobilities within the International Credit Mobility with a financial contribution of EUR 781,523, which accounted for 70 % and 33 % of all the funds allocated for Latin America and Africa respectively.

INTERNATIONAL COOPERATION IN TEACHING

The UHK organizes regular events to popularize and promote studies and internships abroad, publishes the UHK Guide, cooperates with student associations and organizations, is active on social networks, and prepares promotional materials. These university-wide activities are accompanied by the faculties with their own promotional events.
The traditional UHK International Day is one of the most important events of this type. Due to the restrictions being implemented, we could not organize this event in 2020 in the traditional form of an all-day programme in the university campus, but the UHK arranged for an adequate information campaign to include presentations of partner universities, information on mobility opportunities and other activities motivating to internships abroad. The campaign was posted on the UHK social networks for a period of several weeks.
UHK representatives participate in the top international fairs of higher education (NAFSA, EAIE, APAIE) and specifically oriented students' fairs regularly. The promotion of the UHK traditionally also takes place by way of university and faculty delegations or by receiving the representatives of (new) partner institutions in Hradec Králové. In 2020, however, such activities were affected considerably by the pandemic and had to take place online. In the both mobility directions, the Erasmus+ programme including the International Credit Mobility is used in most cases (2018–2021: Armenia, Brazil, Ethiopia, Japan, Kenya, Colombia, Malaysia, Mexico, Nigeria, Nicaragua, Russian Federation, Taiwan, USA; 2019–2022: Argentina, Armenia, Bolivia, Brazil, China, Ecuador, Ethiopia, Ghana, South Korea, Kenya, Colombia, Malaysia, Mexico, Namibia, Nigeria, Russian Federation, Taiwan, Thailand, Zambia; 2020-2023: Argentina, Armenia, Brazil, Bolivia, China, Ghana, Kenya, Colombia, Kosovo, Malaysia, Mexico, Namibia, Nigeria, Peru, Russian Federation, Taiwan, Thailand, Uganda, Ukraine, USA, Uruguay, Zambia), as well as bilateral agreements entered into with predominantly non-European universities.
In 2020, the extraordinary measures taken in connection with the Covid-19 pandemic paralysed, in a substantial way, the growing trend of mobilities at the UHK, with their numbers seeing a considerable year-to-year decrease. In the last year, there were 498 incoming (1578.1 student-months) and 182 outgoing (451.6 student-months) students. In connection with the pandemic measures taken, however, virtual mobilities were being developed and supported broadly, with 23 UHK students and 183 incoming students taking part in this form of mobility.

The opening of the first fifteen double degree study programmes is one of the principal goals of internationalization at the University of Hradec Králové. This was the reason for the UHK to start in 2019 the "Education Internationalization at the UHK" project including an infrastructure-complementary project titled Education Internationalization at the UHK – Infrastructure (funded by OP RDE), with the aim being to prepare 15 double degree programmes in total in cooperation with international partner institutions. The negotiations with the selected partner institutions and the associated preparatory works for new joint study programmes continued in 2020. The programme preparatory works receive a central methodical support by providing personal support, for instance, sharing well-tried procedures, preparing internal methodical materials, providing advisory services, and also ensuring registration in the Egracons platform which enables two European (or possibly even non-European) universities to develop conversion charts for their different marking systems within common double degree study programmes.
The above-mentioned 15 study programmes include 11 double degree ones being prepared together with Slovak universities. With respect to the amendment of the higher education act being planned in Slovakia, a series of risks have occurred to be eliminated bilaterally with the aim to reach the intended number of joint study programmes.

The university runs a yearly update of the catalogue of courses for incoming students. The outgoing students together with the academic and non-academic staff members engaged in promoting studies at the UHK. The faculties use a scholarship support for incoming students within their own motivation schemes. The development of scientific cooperation and personal contacts of the UHK workers is also important for the development of mobilities. The specific UHK's feature is the developed and still developing contacts with universities in Latin America, Africa and Southeast Asia. Students are kept informed about the mobility opportunities on the social networks, web pages, information screens and notice boards located in the faculty rooms. In 2020, publicity was being developed mainly in the online environment, with information provided to students and employees on the "Coronavirus" web page with regular updates concerning the current measures. The UHK strives actively to place itself and advance higher within the international ratings; see the "UHK's International Ranking" in the Texts section.

INTERNATIONAL SCIENTIFIC COOPERATION IN RESEARCH

Due to the measures ordered in connection with the coronavirus pandemic impacts, trips to the universities abroad with which joint research activities were being carried out or expected could not be made. In spite of that, the UHK communicated in a target-oriented manner with the individual facilities abroad with the aim to prepare and execute joint research activities. The UHK strives to maintain and to continue developing the current relationships with the international institutions by offering participation of its academic and administrative staff members in a number of international conferences and fairs, as well as involvement in foreign projects and scientific communities. The FF introduced a new motivational measure aimed at stimulating its research and publication cooperation at an international level, thanks to which the faculty succeeded in increasing the numbers of first-class publication outputs in cooperation with international experts. International scientific cooperation takes place at the faculty mainly by way of carrying out grant projects, such as EXPRO of the GACR. By involving its staff in international teams, the FIM produces important joint publication outputs participated by author teams from several countries. The most beneficial cooperation in this respect was the participation in the Horizont 2020 Action COST projects (where FIM is represented in 4 of them). In 2020, the PřF took part in the execution of excellent biomedical research in an international research team within the international research project V4–Korea. Other joint works in this area take place within the joint research centre named "University of Hradec Kralove –Yangtze university/ Yangtze university – University of Hradec Kralove Joint Laboratory of Toxicology". Further, research workers are involved in international teams at the faculty mainly in the framework of external grants. The best results of UHK workers' involvement in international teams include the increasing common publication outputs of our scientists with their colleagues from abroad where teams of authors coming from many countries are established. We expect high citation responses from such outputs.
The current links to the foreign institutions are cultivated further through doctoral internships and/or shorter (monthly) internships of academics. The university offers its academics and administrative workers an opportunity to take part in a number of international conferences, fairs and foreign projects. The results of the cooperation at the level of international research teams are recorded continually in the Personal Bibliographic Database ("PBD") and sent to the Register of Information on Results.

The present UHK's infrastructure comprises 9 university's own buildings and other leased ones. In 2020, the UHK started reconstructions of the FF building in the monument preservation area of Hradec Králové and continued the step-by-step modernization of the accommodation capacities in the university's Hall of Residence.
In the area of staff care, the UHK adopted several managing acts which institutionalize the Career System for the academic staff members, employee appraisal and conditions of reconciliation of personal and professional life, and define the possibilities of flexible working hours.
At the beginning of 2020, the UHK entered the HR Award (HRS4R – Human Resources Strategy for Researchers) project with the aim to be awarded the European certification of quality of personnel processes HR Award. The UHK committed itself to implement a strategy in human resources to improve working conditions in compliance with the European Charter for research staff and with the Code of Conduct for recruiting research staff.

RECONSTRUCTION OF BUILDINGS OWNED BY THE UHK AND MODERNIZATION OF FACILITIES

In 2020, reconstruction and modernization works were started in the FF building at Svobody Square. Tenders were invited for a supplier of the building reconstruction works and a contract was signed with the wining supplier in mid-September. On the basis of the contract, the FF building interior will be reconstructed completely in the next 19 months to comply with the requirements for a modern study infrastructure and the current trends in classroom and office equipment. The layout of the building is also planned to be extended by a newly constructed wing to allow to extend the teaching capacities of the faculty. Due to the performance of the FF building reconstruction works, the entire FF offices had to be moved during the summer months of 2020 to the substitute spaces in Building E in Víta Nejedlého Street.
Another phase of modernization of the accommodation capacities for UHK students was also carried out in this period, with more than 50 % of the apartments being reconstructed to increase comfort and provide an adequate infrastructure meeting the requirements of the contemporary trends in accommodation and appurtenances.
In 2020, the UHK filed an application for registration in the MŠMT programme funding scheme of the project for reconstruction of the building of the Faculty of Education ("PdF"). This reconstruction is scheduled to follow the finishing of the FF building reconstruction works.
During the year, the UHK carried out a number of minor investment projects, such as the complete reconstruction of the flat in Zieglerova Street, finished the reconstruction of the heat-exchanger station in the Common Education Facility, started works on reconstruction and extension of the rectorate offices, and drawn up project documentation for reconstruction of the cellar rooms in the rectorate building and of the catering facility in the Common Education Facility.
The year 2020 saw a significant progress in the unification of the property structure in the "At the Confluence" locality where the UHK managed to agree on conditions for the purchase of the land crucial for further development of the premises, especially in preparation of a zoning decision project.

In order to enhance instrumentation quality and capacity, the below-mentioned projects funded by the OP RDE were carried out at the UHK. The subsidy funds made it possible in a considerable way to develop the instrumentation intended primarily for teaching; in the IT4Neuro(degeneration) project, they concerned infrastructure for research activities. The modernization of facilities has also been scheduled for the years to come in which the projects will continue to be implemented.
In 2020, the project of modernization and extension of instrumentation continued with the aim to modernize classrooms and laboratories and to improve the conditions for teaching and for research and artistic activities with the help of the resources of the OP RDE operation programme (namely the projects titled Infrastructure for Strategic Development of the University of Hradec Králové – ERDF, Internationalization of Education at the UHK – Infrastructure, IT4Neuro(degeneration and Toxicology – Infrastructure.
The most important in terms of volume and number were the investments in information technologies, laboratory instruments and classroom equipment in all UHK units. The information and communication technology equipment was also modernized at the university-wide level (generation renewal of the core server infrastructure and disk storage in the total amount of almost CZK 11 million.)

FURTHER EDUCATION OF UNIVERSITY STAFF AND HUMAN RESOURCES

Every year, the UHK evaluates the Personal and Career Development Plans with all the members of the academic staff (motivational interviews clearly focused on career growth, appraisals, research teams structuring, etc.), which were

systematized through the newly published Career System and regular appraisals of the UHK academic staff members. This document determines the basic principles and motivation elements of staff career growth. Career growth is supported by means of direct provision (by reducing teaching duties, by providing sabbatical leave, by supporting internationalization, by enabling professional and personality growth, and by creating modern workplace facilities), indirect support (arrangement of working conditions) and other support elements (e.g., advisory services). The key motivation factor for qualification growth also consists in the system of bonuses introduced at a central level and specified and developed further by the faculties. The faculties also use financial initiatives to encourage their employees to submit (and mainly to obtain) research grants (GACR, TACR, departmental grants, etc.).
All faculties have their own motivational systems in place in the form of deans' decrees (with emphasis put on excellent outputs) and financial bonuses for meeting results in creative activities. The bonuses are paid out either continually or in the fixed phases of the year. Every year, the best scientists of the faculties are nominated for the UHK's Rector's award. Excellent results in teaching are also appraised at the faculty levels ("Teacher of the Year" at the FIM and FAMOS at the PdF).

In 2020, the system of assessment of non-academic employees was institutionalized and the process of evaluation of and support for non-academic employees was formalized by the Rector's Decree "Evaluation of UHK Employees". The UHK develops conditions systematically for increasing UHK employee competences, with employee evaluation being one of the key tools to map out employee requirements and to contribute to their meeting and to higher satisfaction in employment. The non-academic workers can enhance their competences through their professional internships within ERASMUS+ (mobilities for technical and administrative employees (TAE), so-called Staff Week, exchanges of TAE, shadowing), training courses (e.g., in the legislation area) organized by various entities (APUA, among others), and workshops (with the areas being defined to employee needs). And, last but not least, the staff of the project and research offices attend regularly the seminars for applicants and receivers organized by different subsidy providers (OP RDE, GACR, TACR, etc.).
To increase teaching, information-technological and language competences, professional courses were organized in 2020 for the UHK academic staff. In information technologies, the courses were focused predominantly on the forms and possibilities of distance teaching and communication. In language education, some faculties provide their employees (both the academic and non-academic staff) with free attendance in English, Spanish and Chinese courses at various levels of knowledge.

To enhance the employee care and environment quality, the UHK undertook to improve the working conditions and processes in human resources in line with the European Charter for research staff and with the Code of Conduct for recruiting research staff and entered the HR Award project in order to be granted the European quality certificate HR Award.
In November 2020, the UHK organized anonymous questionnaire research to obtain feedback from employees in the professional and ethical aspects, working conditions and social security, development, education, and performance evaluation. The questionnaire was filled in by 581 respondents, which were 61 % of the addressed employees and 38 % of the addressed doctoral degree students. A complete questionnaire research evaluation report will be published in 2021.

SUPPORT FOR DEVELOPMENT AND INNOVATIONS IN SUPPORTING PROCESSES

In 2020, the UHK was developing mainly the information and communication structure in connection with the Covid-19 pandemic impacts. The university's electronization processes were being adapted quickly during the year to cope with the restrictions. Further, the UHK was developing information systems in the areas of cooperation, e-learning and videoconference platforms. A key server infrastructure based on state-of-the-art and robust technologies was implemented.
The UHK is establishing a comprehensive managerial information system to control and evaluate quality in the UHK; the analytical phase of defining indicators and interconnection of the individual information systems as regards the individual processes of administration of electronic documents took place in 2020.
The study agenda information system was being developed continually and, together with the suppliers of this agenda, proposals were prepared for electronization of documents and of the process of paperwork circulation and delivery.
The UHK has the "Administration of Research Infrastructure Capacities" information system available, which was implemented gradually in the UHK environment in 2020, while systematizing the process, access rights and introducing all the data needed for the start-up which will follow this introductory phase which took place in 2020. The system will provide a prompt and operational overview of the instrumentation for the creative activities at the UHK and for making reservations for scientific and research activities of the UHK experts.

EMPLOYABILITY OF GRADUATES IN THE LABOUR MARKET

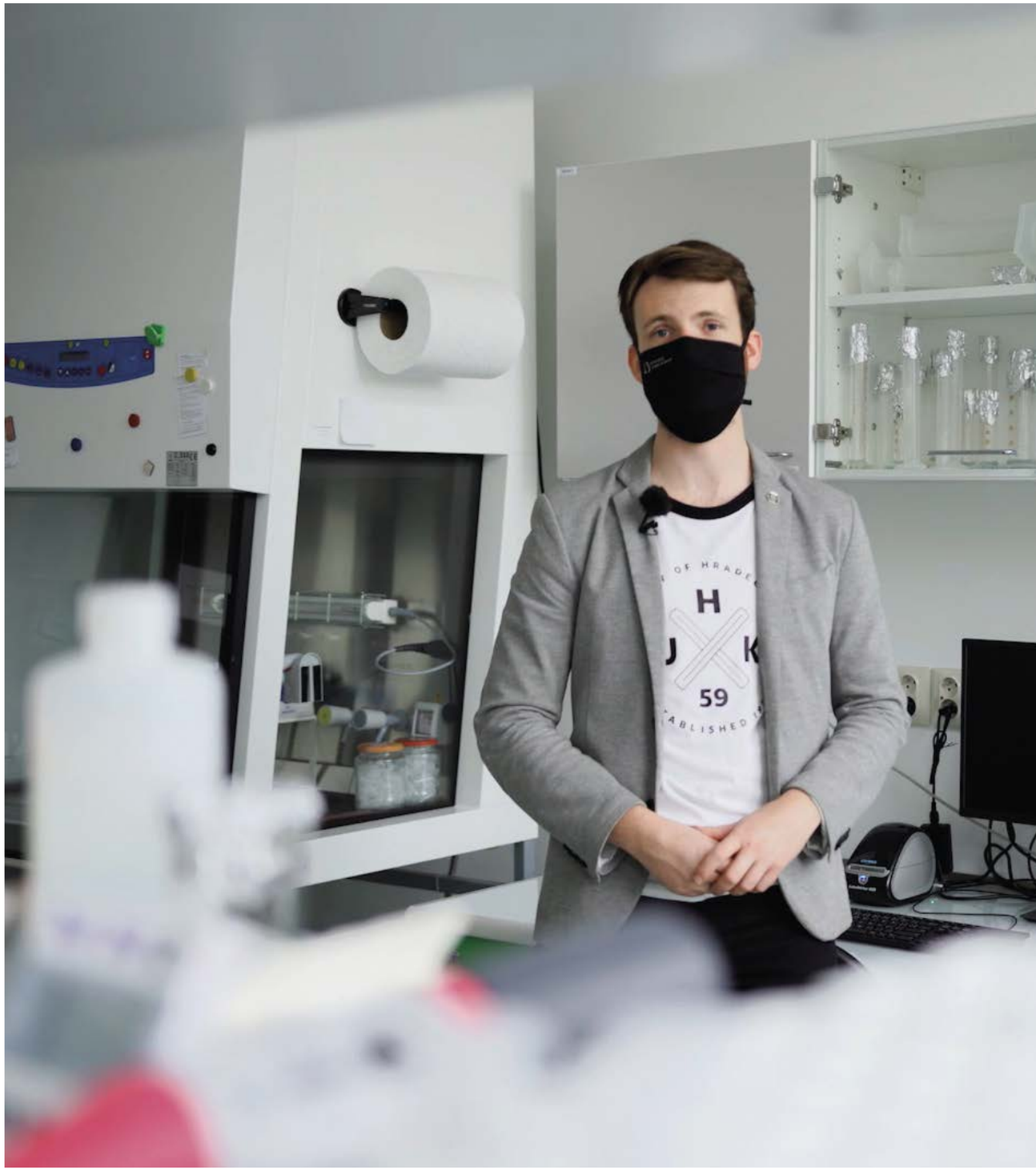
The UHK monitors the development of unemployment of its graduates and takes active measures to increase their employability in the labour market by way of amending the profiles of the study subjects (programmes), by providing counselling services and by improving the opportunities of gaining practical experience during studies.

The UHK's Career Centre analyses continuously the unemployment of the UHK graduates, using the data provided by the Czech Statistical Office and by the Ministry of Labour and Social Affairs ("MPSV"). In 2020, the UHK's Career Centre made two unemployment analyses based on the data provided by the MPSV. The fundamental research of unemployment using the MPSV data available showed that the UHK graduate unemployment rate increased in the second monitored period, causing a year-to-year growth of 2.81 %. According to the analysis, the number of unemployed graduates registered by the Employment Offices in the period from 1 May 2019 to 30 April 2020 was 18 only of the total number of 1090 graduates, i.e., 1.51 %. In the following period from 1 May 2020 to 30 September 2020, 27 out of the total number of 627 graduates were registered (4.31 %). The total unemployment rate for the period from 1 October 2019 to 30 September 2020 is 3.99 %.
To increase the employability and competitiveness of graduates in the labour market, the ICCC ensures preparation of future graduates to selection procedures and offers practical workshops focused on the abilities of presentation, self-presentation and communication while putting emphasis on the provision of individual career advisory services focusing predominantly on the topics of orientation in the labour market and selection of suitable work concentration based on the professional competencies gained by studying at the UHK and on the personal qualifications of students.
In addition to the comprehensive services provided to the students and graduates, the Career Centre, a section of the ICCC, also cooperates with the application sphere. The task of the Career Centre is to extend the portfolio of partner institutions, firms and employers. In 2020, cooperation was concluded with 43 new subjects. The Career Web, which is used to offer vacancies, inform about the events being planned, and to provide career advisory and mentoring services, is currently being updated and reworked with the aim to achieve better arrangement and more sophisticated functionalities, especially in the section of advertisements for employers and information for students and graduates to increase their employability and to develop their personal potentials.

As a standard, the UHK faculties operate Councils for Cooperation with Practice to identify and reflect the demands of the application sphere. The resulting needs and demands are then taken into account when drawing up study plans for the next academic years or for accreditation applications. Faculty students also have the opportunity to attend practically focused classes organized in cooperation with partner enterprises, firms and institutions. The faculties also support students' participation in practical training home and abroad, and some of them motivate students under specific decrees, mainly as regards internships outside the CR. Students and graduates can also visit the regular labour fairs held in the UHK premises. The FIM organizes the job opportunities fair called HIT Career where other possibilities are presented for cooperation with the business sphere and where feedback is obtained from the application sphere as to the study programmes and the graduates' profiles. In 2020, another year of the university-wide labour fair JobStart took place, aiming at providing employers and students with opportunities to start working together and to get awareness of the labour market possibilities. Given the pandemic measures, the fair took place in an online form, which, however, did not affect the import of and interest in the event. The online environment was arranged so as to secure enough space for mediation of individual communication between students and employers and for presentations of successful UHK graduates.

PUBLIC RELATIONS, PUBLICITY AND COMMUNICATION

The University of Hradec Králové, the largest educational, scientific and research institution in the region, gets on well in strengthening further its brand and the awareness of people as to its activities with responsibility towards the society. Even though the year 2020 was difficult given the impossibility to organize events for the public, most of the UHK's activities in this field were transferred in a flexible manner to the online environment.
Science popularization and innovation potential communication are one of the set priorities of the university-wide publicity efforts. The UHK publishes and communicates scientific topics both towards the lay public through the standard media and towards the professional public through professional media channels such as the Science and Research portal and the Universitas journal. Organization of popularization events, which are an integral part of traditional communication of the university's research potential and scientific results towards the wide public, was made impossible in 2020. Owing to the prompt adaptation to the changing conditions and situation develop-



ment, however, the most visited activity of this type, the Night of Scientists, which took place completely online, reflected the scientific activities of all university units and attracted an audience of thousands to their screens. During the year, the UHK developed two podcast programmes aiming to inform about the UHK activities, familiarize with interesting projects and introduce the notable personalities working at the university.
The all-year-round communication of our study and educational activities takes place mainly through the applicants' web and social media. In 2020, the applicants' web was extended with new applications, such as the interactive virtual tour of the UHK environment and facilities. The traditional gatherings within the fairs of study opportunities and the Open Days presentations are an indispensable part of the promotion of study possibilities. While the Open Days could take place in 2020, and they enjoyed the presence of many visitors once again, the traditional fairs of the year end could not be held due to the anti-epidemic measures; the UHK had to adapt to the contents and forms of the online variants of similar tools, and it used them at their full capacity.
Foundations were also laid in 2020 for the UHK Ambassador Programme to expand the publicity of studies at the UHK through direct contact and work with secondary school students.
The UHK still continues its active cooperation with the media and targeted advertisement to strengthen the university's brand and to promote its educational and scientific potential. In 2020, in addition to the regional media, the selected UHK topics also resonated on the nationwide ones, which was the case especially at the beginning of the year in connection with the UHK activities supporting the fight against the coronavirus pandemic. In this area, the UHK launched a comprehensive professional marketing campaign as to the production and distribution of UHK face shields, the contents of which we managed to spread all over the CR. Thanks to this and also other volunteer activities, the UHK succeeded in establishing itself as a socially relevant, accountable and reliable partner of the Czech society in a crisis, which fact was, among other things, appreciated by the Minister of Education, Youth and Sports by awarding a PdF student who took part in the activities for her exceptional contribution.

EU SUBSIDIES

UHK representatives attend the regular meetings of the Integrated Territorial Investments ("ITI") of the Hradec-Pardubice Agglomeration and the activities of the minor ITI working groups focused on education, science and research. The UHK is represented in Work Group No. 3 – Education of the ITI of the Hradec-Pardubice Agglomeration and in Work Group No. 4 – Universities and Entrepreneurs of the ITI of the Hradec-Pardubice Agglomeration. The UHK is also represented in the steering committee of the ITI of the Hradec-Pardubice Agglomeration. In addition to this, the UHK is part of the Regional Standing Conference of Hradec Králové Region and of the Council for Research, Development and Innovations of Hradec Králové Region. By working in the above-mentioned bodies, the university representatives contribute to the synergetic development and cooperation of the institutions of our town and region.
In the period in question, the Strategic Project Office ensured the complete project management for the projects being implemented, namely those funded from the OP RDE of the MŠMT. In 2020, the challenges were monitored actively, especially those in the OP RDE, within which two new projects were prepared by the UHK, of which one was started in 2020 and the other will be started in 2021 (both being approved by the subsidy provider).
The set targets, i.e., increase in the number of OP RDE projects being implemented or finished, were fulfilled, namely through the total number of 25 won and implemented projects. Three projects were finished in 2020. In 2021, as mentioned above, one new approved project will be started. No further project applications are being expected to be drawn up within the OP RDE, as the UHK is in the process of step-by-step preparation for the new programme period starting in 2021.

UHK INVOLVEMENT IN MŠMT DEVELOPMENT PROJECTS

In 2020, the UHK took part in the solution of ten centralized MŠMT development projects with funding provided in an amount of CZK 7.471 million, of which capital funds amounted to CZK 529 thousand.

The subsidy was granted to implement the following partial projects:

- Sustainable development of the economic information system in the network of universities.
- Mutual cooperation of universities in the electronization of processes and technical development of administrative and study agendas.
- Strengthening and development of the functional communication platform of universities as popularizers of science and organizers of the Nights of Scientists in the CR.
- Project management incubator for international grants.
- Development and effective use of subsidy tools in compliance with the legislation and subsidy conditions.
- Joint procedure of philosophical faculties in enhancing quality and prestige of humanistic and social sciences II.
- Popularization of the range of IT subjects.
- Development and quality assurance of Joint degree type study programmes implemented in cooperation with international universities.
- Intercultural and international networking II (3uni interNET II).
- Partner network for strengthening the social accountability of universities in cooperation with partners in regions.
- Strengthening the social accountability of universities in fulfilling the innovation strategy of the CR 2019-2030.

The UHK worked as a coordinator in the projects "Development and effective use of subsidy tools in compliance with the legislation and subsidy conditions", "Joint procedure of philosophical faculties in enhancing quality and prestige of humanistic and social sciences II" and "Popularization of the range of IT subjects".
The course of the solution, outputs and results of all parts of the centralized development projects of the UHK for the year 2020 was evaluated according to the methodology and rules set up in advance by the provider. Final reports were submitted to the subsidy provider. The goals, outputs and results set for all the projects were achieved.

The benefits for the UHK lie predominantly in entering into cooperation in the solution of key topics within the individual consortia, development of a network of experts for the given topics, experience sharing, obtaining know-how and, last but not least, contribution to the fulfilment of the national and institutional strategic objectives.

UHK INSTITUTIONAL PLAN

Within the UHK institutional plan for the years 2019–2020, the UHK received an amount of CZK 21,277 thousand in 2020. The amount was used to achieve the objectives of all the UHK priorities following from the Long-term Plan of UHK Educational and Scientific, Research, Development and Innovation, Artistic and Other Creative Activities for the Period 2016–2020 and from its updates for the year 2020. With regard to the coronavirus pandemic impacts, the MŠMT allowed to extend the objective fulfilment deadline to the middle of 2021. The activities and monitoring indicators of the 2020 institutional plan were also modified partially in connection with the extraordinary course of this year (especially in internationalization).

CONCLUSION

Although the year 2020 was an absolutely specific period affected by the coronavirus pandemic impacts, the UHK did its best to keep its activities within the standards it strives to build up. During the year, the university adapted to the changed conditions, streamlining its activities so that its students and employees would suffer from the current situation as little as possible. The study activities were transferred online where the UHK spent the means and care to ensure the highest efficiency of the distance form of education. The university provided a technical support for processes and innovations of the technological equipment, as well as instructions for the distance form of education.
In the course of the year, the UHK provided continuous information about the current measures on the UHK web page and on the social networks, as well as by means of internal communication with all students and employees. To increase the level of informedness, a "Coronavirus" web page was established to provide, in addition to the current information, also instructions as to how to use the distant communication means and other supporting systems. The web page also kept students informed about classes, travels abroad, psychological and advisory support, etc.
From the very beginning of the pandemic, the UHK engaged in volunteer activities, to which it also encouraged its students and employees, who participated intensively in the volunteer activities both in and out of the region; the specific activities are broken down in the conclusion of the Texts section of this report.
Although the pandemic affected all activity areas of the university, the UHK did its best to secure all its activities running and to organize the traditional events. In spite of all these efforts, the university was forced to cancel a number of activities or to transfer them to the next year; for this reason, considerable decreases in the shown indicators were recorded in some areas (especially in internationalization) in 2020.

The Annual Activity Report of the University of Hradec Králové for the year 2020 including annexes provides an integral overview of the fundamental activities conducted by this public higher education institution. Within its capacity limits, the UHK provides access to higher education to all applicants from the Czech Republic and abroad who meet the defined admission requirements. The university provides studies within a wide range of Bachelor's, Master's, post-Bachelor's and doctoral degree programmes, using both full-time and combined forms of study.
The UHK constantly records a high interest in studies, as one can see in the number of applications for study (in 2020, the study departments of all university units registered a total number of 7,635 applications, and 2,501 students enrolled for their first year of study). The UHK creates first-class study conditions for its students. It has modern infrastructure facilities available in the "At the Confluence" campus, offers accommodation in its own halls of residence, and continues to modernize the environment and equipment. At present, the accommodation capacity of the University Halls of Residence is 869 beds.

Joint work with universities in the Czech Republic and abroad contributes significantly to UHK's development. Cooperation with the regional administration bodies, namely the Municipal Council of the City of Hradec Králové and the Office of Hradec Králové Region, is at a high level.

As follows from the individual chapters, overviews and charts of the present Annual Report, the UHK was doing its best also in 2020 to achieve improvement in all areas and to continue being one of the unsubstitutable links of the higher education system of the Czech Republic. Our university has good preconditions created to develop educational, scientific, research and artistic activities. Together with the faculties of Charles University located in Hradec Králové and with the Faculty of Military Health Sciences of the University of Defence, it forms a centre of education, science and culture in Hradec Králové Region.

PART II – TEXTS

TITLE AND SEAT OF THE UNIVERSITY OF HRADEC KRÁLOVÉ AND OF ALL UNITS

The public higher education institution titled the University of Hradec Králové was established in 2000 pursuant to Act No. 210/2000 Sb. of 21 June 2000, which changed the name of the then College of Education in Hradec Králové.

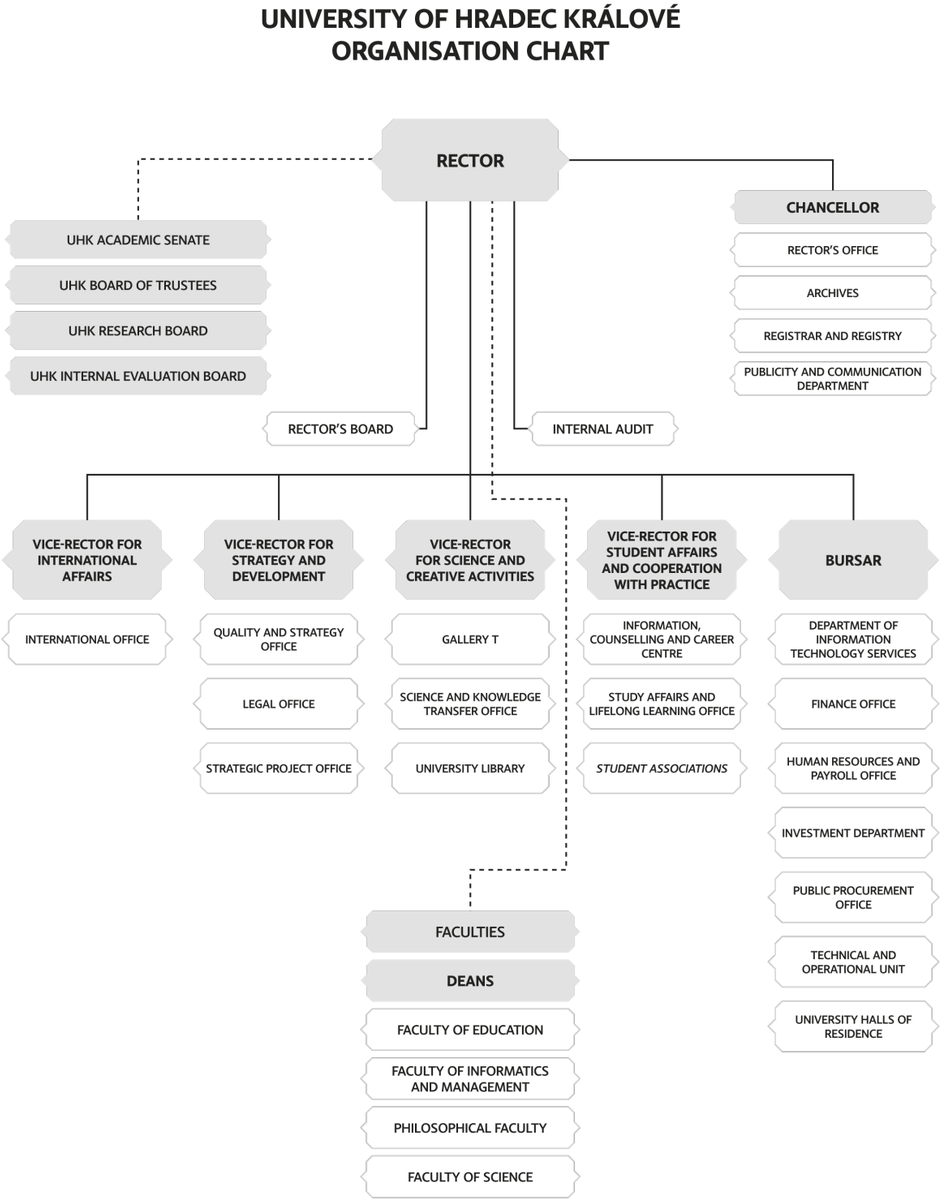
University of Hradec Králové
Abbreviation: UHK
UHK web page: http://www.uhk.cz
UHK address: Rokitanského 62, 500 03 Hradec Králové
Tel. Exchange No: +420 493 331 111, Fax: +420 493 332 544
UHK FACULTIES
Philosophical Faculty
Abbreviation: FF
Address: nám. Svobody 331, Hradec Králové until 31 July 2020
Víta Nejedlého 573, Hradec Králové from 1 August 2020
Faculty of Informatics and Management
Abbreviation: FIM
Address: Hradecká 1249/6, Hradec Králové
Faculty of Education
Abbreviation: PdF
Address: nám. Svobody 301, Hradec Králové
Faculty of Science
Abbreviation: PřF
Address: Hradecká 1285, Hradec Králové

UHK BUILDINGS

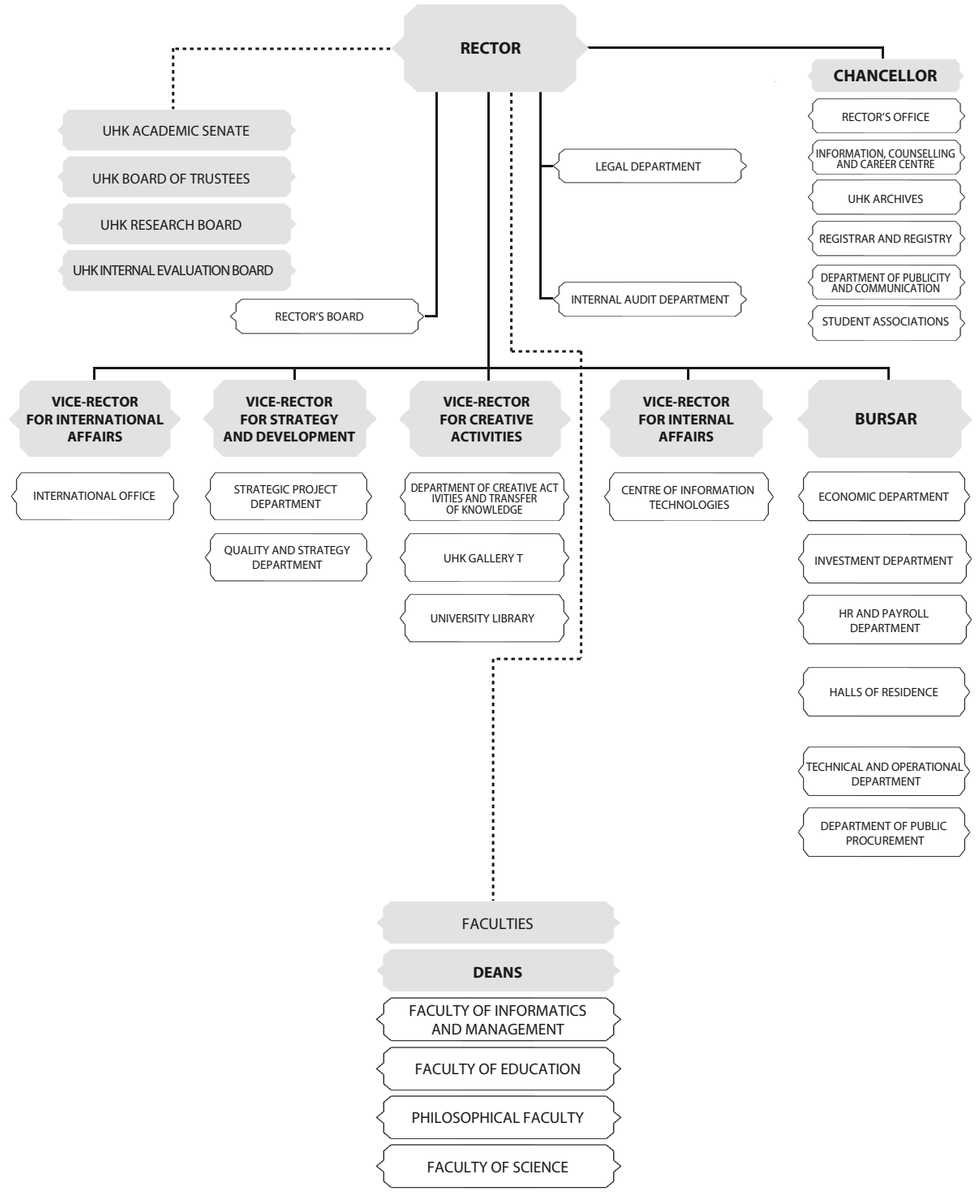
A – Hradecká 1227 - Common Education Facility
B – nám. Svobody 331 - FF Dean's Office (until 31 July 2020)
C – nám. Svobody 301 - PdF Dean's Office
E – Víta Nejedlého 573 - FF Dean's Office (from 1 August 2020)
F – Velké náměstí 32 - New Adalbertinum
H – U Pivovarské flošny 296
J – Hradecká 1249/6 - FIM Dean's Office
K – Palachova 1129 - Halls of Residence
P – Pivovarské náměstí 1244
R – Rokitanského 62 - UHK Rectorate
S – Hradecká 1285 - PřF Dean's Office

UHK ORGANIZATION CHART

Organization Chart until 30 June 2020



Organization Chart from 1 July 2020



UHK RESEARCH BOARD, BOARD OF TRUSTEES, ACADEMIC SENATE AND INTERNAL EVALUATION BOARD

UHK Research Board until 30 June 2020

Chairman of the Research Board:

prof. Ing. Kamil Kuča, Ph.D.	Rector of the University of Hradec Králové

Members:

doc. RNDr. Martin Balej, Ph.D.	J. E. Purkyně University in Ústí nad Labem, Faculty of Science
prof. PhDr. Beáta Balogová, PhD.	University of Prešov, Faculty of Arts
PhDr. Zdeněk Beran, Ph.D.	University of Hradec Králové, Philosophical Faculty
doc. RNDr. Miroslav Brzezina, CSc.	Technical University of Liberec, Faculty of Science, Humanities and Education
prof. RNDr. Josef Hynek, MBA, Ph.D.	University of Hradec Králové, Faculty of Informatics and Management
doc. Ing. Václav Janeček, CSc.	University of Hradec Králové
doc. PharmDr. Daniel Jun, Ph.D.	University of Defence, Faculty of Military Health Sciences
prof. Ing. Jiří Kraft, CSc.	Technical University of Liberec, Faculty of Economics
prof. Ing. Ondřej Krejcar, Ph.D.	University of Hradec Králové, Faculty of Informatics and Management
doc. RNDr. Jan Kříž, Ph.D.	University of Hradec Králové, Faculty of Science
prof. PhDr. Robert Kvaček, CSc.	Charles University in Prague, Faculty of Arts
prof. PhDr. Milena Lenderová, CSc.	University of Pardubice, Faculty of Arts and Philosophy
prof. Ing. Miroslav Ludwig, CSc.	University of Pardubice, Faculty of Chemical Technology
prof. RNDr. Eva Milková, Ph.D.	University of Hradec Králové, Faculty of Science
PhDr. Nella Mlsová, Ph.D.	University of Hradec Králové, Faculty of Education
prof. PharmDr. Kamil Musílek, Ph.D.	University of Hradec Králové, Faculty of Science
prof. PhDr. Dana Musilová, CSc.	University of Hradec Králové, Philosophical Faculty
prof. RNDr. Jaroslav Peregrin, CSc.	University of Hradec Králové, Philosophical Faculty
prof. PhDr. Tomáš Petráček, Ph.D., Th.D.	University of Hradec Králové, Faculty of Education
doc. RNDr. Petra Poulová, Ph.D.	University of Hradec Králové, Faculty of Informatics and Management
doc. Mgr. Vladimír Richter	Masaryk University, Faculty of Education
Mgr. et Mgr. Pavlína Springerová, Ph.D.	University of Hradec Králové, Philosophical Faculty
Mgr. Leona Stašová, Ph.D.	University of Hradec Králové
doc. PharmDr. Tomáš Šimůnek, Ph.D.	Charles University in Prague, Faculty of Pharmacy in Hradec Králové
doc. RNDr. PaedDr. Pavel Trojovský, Ph.D.	University of Hradec Králové, Faculty of Science
Mgr. Zuzana Truhlářová, Ph.D.	University of Hradec Králové, Institute of Social Work
doc. Ing. Pavel Tuleja, Ph.D.	Silesian University in Opava, School of Business Administration
doc. PhDr. MgA. František Vaníček, Ph.D.	University of Hradec Králové, Faculty of Education
doc. Mgr. art Dušan Zahoranský	Academy of Performing Arts in Prague

UHK Research Board from 1 July 2020

Chairman of the Research Board:

prof. Ing. Kamil Kuča, Ph.D.	Rector of the University of Hradec Králové

Members:

prof. MUDr. Václav Báča, Ph.D.	College of Polytechnics Jihlava
doc. RNDr. Martin Balej, Ph.D.	J. E. Purkyně University in Ústí nad Labem, Faculty of Science
doc. PhDr. Zdeněk Beran, Ph.D.	University of Hradec Králové, Philosophical Faculty
doc. RNDr. Miroslav Brzezina, CSc.	Technical University of Liberec, Faculty of Science, Humanities and Education
doc. RNDr. Jiří Dolejší, CSc.	Charles University in Prague, Faculty of Mathematics and Physics
prof. Ing. Jakub Fischer, Ph.D.	Prague University of Economics and Business, Faculty of Informatics and Statistics
doc. PhDr. Jan Hábl, Ph.D.	University of Hradec Králové, Faculty of Education
doc. Ing. Radovan Hudák, PhD.	Technical University of Košice, Faculty of Mechanical Engineering
prof. RNDr. Josef Hynek, MBA, Ph.D.	University of Hradec Králové, Faculty of Informatics and Management
prof. PhDr. Bohumil Jiroušek, Dr.	University of South Bohemia in České Budějovice, Faculty of Arts
doc. PharmDr. Daniel Jun, Ph.D.	University of Defence, Faculty of Military Health Sciences
prof. Ing. Jiří Kraft, CSc.	Technical University of Liberec, Faculty of Economics
prof. Ing. Ondřej Krejcar, Ph.D.	University of Hradec Králové
doc. RNDr. Jan Kříž, Ph.D.	University of Hradec Králové, Faculty of Science
prof. Ing. Miroslav Ludwig, CSc.	University of Pardubice, Faculty of Chemical Technology
doc. Ing. Mgr. Petra Marešová, Ph.D.	University of Hradec Králové
PhDr. Nella Mlsová, Ph.D.	University of Hradec Králové, Faculty of Education
prof. Ing. Hana Mohelská, Ph.D.	University of Hradec Králové, Faculty of Informatics and Management
prof. PharmDr. Kamil Musílek, Ph.D.	University of Hradec Králové, Faculty of Science
prof. RNDr. Jaroslav Peregrin, CSc.	University of Hradec Králové, Philosophical Faculty
prof. PhDr. Tomáš Petráček, Ph.D., Th.D.	University of Hradec Králové, Faculty of Education
doc. RNDr. Petra Poulová, Ph.D.	University of Hradec Králové, Faculty of Informatics and Management
Mgr. Jan Prouza, Ph.D.	University of Hradec Králové, Philosophical Faculty
JUDr. et Mgr. Filip Rigel, Ph.D.	University of Hradec Králové, Philosophical Faculty
prof. Ing. Vladimír Sedlařík, Ph.D.	Tomas Bata University in Zlín, Faculty of Technology
Mgr. et Mgr. Pavlína Springerová, Ph.D.	University of Hradec Králové
Mgr. Leona Stašová, Ph.D.	University of Hradec Králové
prof. PharmDr. Tomáš Šimůnek, Ph.D.	Charles University in Prague, Faculty of Pharmacy in Hradec Králové
doc. RNDr. PaedDr. Pavel Trojovský, Ph.D.	University of Hradec Králové, Faculty of Science
doc. Ing. Pavel Tuleja, Ph.D.	Silesian University in Opava, School of Business Administration
doc. PhDr. MgA. František Vaníček, Ph.D.	University of Hradec Králové, Faculty of Education
doc. Mgr. art Dušan Zahoranský	Academy of Performing Arts in Prague

UHK Board of Trustees

Chairman of the Board of Trustees:

Ing. Oldřich Vlasák	Councillor, Municipal Council of Hradec Králové

Members:

Mgr. Zuzana Ceralová-Petrofová	Petrof, spol. s r.o., President
prof. Ing. Jiří Drahoš, DrSc.	Member of the Senate of the Parliament of the Czech Republic
MUDr. Zdeněk Fink	Medical doctor, member of the Council of Hradec Králové Region
doc. MUDr. Leoš Heger, CSc.	Medical doctor, the Teaching Hospital in Hradec Králové
JUDr. Jan Holásek, LL.M.	Member of the Senate of the Parliament of the Czech Republic, owner of a lawyer's office
Mgr. Martin Horák	Section Director of the Regional Branch of the Employment Office of the Czech Republic in Hradec Králové
František Kinský	Mayor, Kostelec nad Orlicí
Ing. Tomáš Mertlík, MBA	Managing Director, Batist Medical
Ing. Miroslav Procházka, Ph.D.	Director, Oblastní nemocnice Trutnov a.s. (District Hospital Trutnov)
Ing. Josef Středa	Regional Business Centre Manager, AutoCont CZ a.s.
doc. Ing. Zdeněk Trojan, CSc.	Chairman of the Czech Committee of the European Federation of National Engineering Associations

UHK ACADEMIC SENATE

Chairman:

doc. Ing. Hana Tomášková, Ph.D.	University of Hradec Králové, Faculty of Informatics and Management

Vice-Chairman for the Chamber of Academic Staff:

doc. Mgr. Karel Kouba, Ph.D., M.A.	University of Hradec Králové, Philosophical Faculty

Vice-Chairman for the Student Chamber:

Dominik Šípoš	University of Hradec Králové, Faculty of Education

Other members of the Chamber of Academic Staff:

doc. Mgr. Martin Paleček, Ph.D.	University of Hradec Králové, Philosophical Faculty
doc. PhDr. Martin Šandera, Ph.D.	University of Hradec Králové, Philosophical Faculty
doc. Ing. Mgr. Petra Marešová, Ph.D.	University of Hradec Králové, Faculty of Informatics and Management, from 30 June 2020
Ing. Libuše Svobodová, Ph.D.	University of Hradec Králové, Faculty of Informatics and Management
doc. PhDr. Václav Bělík, Ph.D.	University of Hradec Králové, Faculty of Education
PhDr. Lukáš Zábranský, Ph.D.	University of Hradec Králové, Faculty of Education
Mgr. art Mária Hromadová, ArtD.	University of Hradec Králové, Faculty of Education
RNDr. Jiří Lipovský, Ph.D.	University of Hradec Králové, Faculty of Science
Mgr. Jitka Kühnová, Ph.D.	University of Hradec Králové, Faculty of Science
PharmDr. Adam Skarka, Ph.D.	University of Hradec Králové, Faculty of Science

Other members of the Student Chamber:

Mgr. Marcela Turay	University of Hradec Králové, Philosophical Faculty
Mgr. Matyáš Strnad	University of Hradec Králové, Philosophical Faculty
Vít Bednář	University of Hradec Králové, Philosophical Faculty
Radek Cvejn	University of Hradec Králové, Faculty of Informatics and Management
Bc. Dominik Horníček	University of Hradec Králové, Faculty of Informatics and Management
Ing. Bc. Lucie Novotná	University of Hradec Králové, Faculty of Informatics and Management
Michal Pajer	University of Hradec Králové, Faculty of Education
Nikola Blahynková	University of Hradec Králové, Faculty of Education
Mgr. Žofia Chrienová	University of Hradec Králové, Faculty of Science
Mgr. et Mgr. Dominik Miškář	University of Hradec Králové, Faculty of Science
Bc. Karolína Štěpánková	University of Hradec Králové, Faculty of Science, until 3 March 2020
Martin Hrubý	University of Hradec Králové, Faculty of Education, from 4 March to 6 October 2020
Bc. Monika Věříšová	University of Hradec Králové, Faculty of Science, from 7 October 2020

UHK Internal Evaluation Board until 14 September 2020

Chairman:

prof. Ing. Kamil Kuča, Ph.D.	University of Hradec Králové

Vice-Chairman:

doc. RNDr. Tatiana Gavalcová, CSc.	University of Hradec Králové, Faculty of Informatics and Management

Members:

doc. Ing. Hana Tomášková, Ph.D.	University of Hradec Králové, Faculty of Informatics and Management
Bc. Jakub Voves	University of Hradec Králové, Faculty of Education
prof. PhDr. Dana Musilová, CSc.	University of Hradec Králové, Philosophical Faculty
doc. Mgr. Jaroslav Daneš, Ph.D.	University of Hradec Králové, Philosophical Faculty
Mgr. art. Mária Hromadová, ArtD.	University of Hradec Králové, Faculty of Education
PhDr. Dana Soušková, Ph.D.	University of Hradec Králové, Faculty of Education
doc. RNDr. Jaroslava Mikulecká, CSc.	University of Hradec Králové, Faculty of Informatics and Management
prof. Ing. Hana Mohelská, Ph.D.	University of Hradec Králové, Faculty of Informatics and Management
prof. RNDr. Eva Milková, Ph.D.	University of Hradec Králové, Faculty of Science
doc. Ing. Miroslav Lísa, Ph.D.	University of Hradec Králové, Faculty of Science

UHK Internal Evaluation Board from 11 December 2020

Chairman:

prof. Ing. Kamil Kuča, Ph.D.	University of Hradec Králové

Vice-Chairman:

doc. RNDr. Tatiana Gavalcová, CSc.	University of Hradec Králové, Faculty of Informatics and Management

Members:

doc. Ing. Hana Tomášková, Ph.D.	University of Hradec Králové, Faculty of Informatics and Management
Mgr. Lukáš Klobása	University of Hradec Králové, Faculty of Education
prof. PhDr. Dana Musilová, CSc.	University of Hradec Králové, Philosophical Faculty
doc. Mgr. Jaroslav Daneš, Ph.D.	University of Hradec Králové, Philosophical Faculty
Mgr. art. Mária Hromadová, ArtD.	University of Hradec Králové, Faculty of Education
PhDr. Dana Soušková, Ph.D.	University of Hradec Králové, Faculty of Education
doc. RNDr. Jaroslava Mikulecká, CSc.	University of Hradec Králové, Faculty of Informatics and Management
prof. PhDr. Marek Franěk, CSs., Ph.D.	University of Hradec Králové, Faculty of Informatics and Management
prof. RNDr. Eva Milková, Ph.D.	University of Hradec Králové, Faculty of Science
doc. Ing. Miroslav Lísa, Ph.D.	University of Hradec Králové, Faculty of Science

UHK REPRESENTATIVES IN HIGHER EDUCATION AUTHORITIES UHK

The UHK was represented in the Czech Rectors Council by prof. Ing. Kamil Kuča, Ph.D.

UHK representatives in the Council of Higher Education Institutions (CHEI):

Ing. Libuše Svobodová, Ph.D. – UHK Faculty of Informatics and Management, Member of the Board of the CHEI
Ing. Eva Hamplová, Ph.D. UHK Faculty of Informatics and Management, Member of the Economic and Legal Committee

UHK representatives in the CHEI for the faculties:

PhDr. Michal Tošner, Ph.D. – Philosophical Faculty
Mgr. et Mgr. Marcel Pikhart, Ph.D. – Faculty of Informatics and Management
Mgr. Martin Skutil, Ph.D. – Faculty of Education
RNDr. Jiří Lipovský, Ph.D. – Faculty of Science

UHK representative in the Student Chamber of the CHEI:

Dominik Šípoš

UHK representative's substitute in the Student Chamber of the CHEI:

Aneta Kulbová

UHK MISSION, VISION AND STRATEGIC OBJECTIVES

The mission of the University of Hradec Králové is to provide tertiary education in Bachelor's, Master's and doctoral degree programmes, as well as in general lifelong learning, whereby creating opportunities for the wide public interested in developing fully their abilities and skills, to enable such development by providing top-quality educational programmes, and to contribute to increasing competitiveness of the region and the quality of life of the local people. The UHK's strategic objectives follow from the Long-term Plan of UHK Educational and Scientific, Research, Development and Innovation, Artistic and Other Creative Activities for the Period 2016–2020 and its implementation plan for the year 2020 as drawn up by the MŠMT of the CR, and are focused on relevancy, efficiency, and availability.

The UHK's vision is to be a respected university firmly incorporated in the nationwide educational system, making use of a well-developed network of international scientific and educational cooperation which follows the excellent directions of research conducted in an up-to-date and inspirational environment.

The UHK's main priorities and objectives are as follows:

1. To create opportunities for applicants from the wide public for full development of their abilities and skills means for the university the following in particular:

- To search for actively and encourage the prospective applicants for higher education as well as various life-long learning forms;
- To provide a wide range of educational programmes as to the extent, level of specialization and forms of studies, and to respond in a flexible manner to the needs of individuals, groups, enterprises, and institutions;
- To pursue lecturing and publication activities aimed at popularization systematically, to work together with schools at all education levels and to pay special attention to caring for talented children and youths.

2. To enable the development of individuals' abilities by providing top-quality educational programmes means for the university the following in particular:

- To monitor systematically the development of the relevant subjects and to accept any new knowledge and trends in a flexible manner, as well as to put emphasis on the corresponding results of the university's own scientific, research and artistic activities;
- To meet the national and European standards of teaching quality and comparability in respect of content, organization, and administration;
- To maintain solid professional relations with other educational institutions and with different public and private subjects both in the country and abroad in order to secure a continual process of improving teaching;
- To use the information obtained within the quality evaluation process in an efficient manner and to reinforce the importance of, and to improve continually, the system of internal quality evaluation in all the units of the university.

3. To contribute to increasing competitiveness of the region and the quality of life of the local people and to fulfil the third role of the higher education institutions means for the university the following in particular:

- To cooperate actively with public and private subjects in science, applied research, development and innovations and to assist universally in transferring the knowledge gained into practice;
- To support the regional and local educational system at the pre-school, primary, secondary and vocational school levels;
- To take part in the regional and local social and cultural development by organizing cultural, sporting, social, public-beneficial and other activities enriching the lives of people both in the town and in the region;
- To develop international cooperation allowing a wide exchange of students and employees while using the partnerships of the town and region efficiently.

The individual principal and partial objectives of the UHK follow from an analysis of the strengths and weaknesses, opportunities and threats of its further development with respect to the intended long-term specialization of the UHK. On the basis of this analysis, strategic priorities have been set and specific tools and means have been identified to be used for the fulfilment thereof. The five fundamental strategic priorities of the UHK are as follows:

- Education;
- Science and research;
- Internationalization – international dimension;
- Infrastructure and human resources;
- UHK's third role, interconnection with practice.

CHANGES IN UHK INTERNAL REGULATIONS

The following UHK's internal regulations were introduced in the course of 2020:

Accreditation Rules of the University of Hradec Králové, approved by the AS UHK on 10 Feb 2020, registered by the MŠMT on 22 May 2020 under Ref. No. MSMT-21051/2020-1.
Rules of the Quality Assurance and Internal Evaluation System of the University of Hradec Králové, approved by the AS UHK on 10 Feb 2020, registered by the MŠMT on 22 May 2020 under Ref. No. MSMT-21051/2020-2.
Code of the Internal Evaluation Board of the University of Hradec Králové, approved by the AS UHK on 10 Feb 2020, registered by the MŠMT on 22 May 2020 under Ref. No. MSMT-21051/2020-3.
Constitution of the University of Hradec Králové, approved by the AS UHK on 10 Feb 2020, registered by the MŠMT on 22 May 2020 under Ref. No. MSMT-21051/2020-4.
Rules of Procedure of the Academic Senate of the University of Hradec Králové, approved by the AS UHK on 7 Oct 2020, registered by the MŠMT on 10 Nov 2020 under Ref. No. MSMT-42176/2020-1.
Rules of Procedure of the Research Board of the University of Hradec Králové, approved by the AS UHK on 7 Oct 2020, registered by the MŠMT on 10 Nov 2020 under Ref. No. MSMT-42176/2020-2.
Code of the Internal Evaluation Board of the University of Hradec Králové, approved by the AS UHK on 7 Oct 2020, registered by the MŠMT on 10 Nov 2020 under Ref. No. MSMT-42176/2020-3.
Wages Regulation of the University of Hradec Králové, approved by the AS UHK on 4 Nov 2020, registered by the MŠMT on 20 Nov 2020 under Ref. No. MSMT-43124/2020-1.

The following faculty internal regulations were also introduced:

Constitution of the Philosophical Faculty of the University of Hradec Králové, approved by the AS FF UHK on 28 May 2020, approved by the AS UHK on 30 Jun 2020.
Constitution of the Faculty of Education of the University of Hradec Králové, approved by the AS PdF UHK on 16 Sep 2020, approved by the AS UHK on 7 Oct 2020.
Rules of Procedure of the Research Board of the Philosophical Faculty of the University of Hradec Králové, approved by the AS FF UHK on 5 Oct 2020, approved by the AS UHK on 7 Oct 2020.
Rules of Procedure of the Research Board of the Faculty of Education of the University of Hradec Králové, approved by the AS PdF UHK on 16 Sep 2020, approved by the AS UHK on 7 Oct 2020.
Rules of Procedure of the Research Board of the Faculty of Informatics and Management of the University of Hradec Králové, approved by the AS FIM UHK on 6 Oct 2020, approved by the AS UHK on 4 Nov 2020.
Rules of Procedure of the Research Board of the Faculty of Science of the University of Hradec Králové, approved by the AS PřF UHK on 14 Oct 2020, approved by the AS UHK on 4 Nov 2020.
R**ules of Procedure of the Academic Senate of the Philosophical Faculty of the University of Hradec Králové**, approved by the AS FF UHK on 5 Oct 2020, approved by the AS UHK on 4 Nov 2020.
Rules of Procedure of the Academic Senate of the Faculty of Education of the University of Hradec Králové, approved by the AS PdF UHK on 14 Oct 2020, approved by the AS UHK on 4 Nov 2020.
Rules of Procedure of the Academic Senate of the Faculty of Science of the University of Hradec Králové, approved by the AS PřF UHK on 14 Oct 2020, approved by the AS UHK on 4 Nov 2020.
Student Disciplinary Code of the Faculty of Science of the University of Hradec Králové, approved by the AS PřF UHK on 14 Oct 2020, approved by the AS UHK on 4 Nov 2020.

INFORMATION PROVISION PER SECTION 18 OF ACT NO. 106/1999 SB., ON FREE ACCESS TO INFORMATION

To provide information per Act No. 106/1999 Sb., on free access to information, the UHK has a process in place through which requests for information provision can be submitted orally, by phone or through an electronic communication network or service directly to any UHK employee being competent in respect of his/her position. Where possible, such employees are obliged to provide the requested information immediately or refer the person submitting the request to already published information. If no information is provided to the requester as an answer to his/her submitted request or if he/she does not consider the provided information to be sufficient, the request must be submitted in a written form. Written submittals of employees, students and citizens are received by the Rectorate of the UHK, and the requests are then attended to in collaboration with the Rector's Office, Legal Department and Economic Department of the Rector's Office. Other university's units and workplaces provide the above-mentioned offices with assistance as required. In 2020, one written request for information provision per Act No. 106/1999 Sb., on free access to information, was filed and registered. The request was complied with. Therefore, no decision was issued about request refusal and no appeal against was filed, as well as no procedure was registered for reviewing the legality of a request refusal decision. The UHK neither granted any exclusive licence per Section 14(a) of the law on free access to information nor registered any complaint filed per Section 16(a) of the same law.

Study Programmes, Study Organization and Educational Activities

ACCREDITED STUDY PROGRAMMES

The total number of accredited study programmes provided by the UHK is 201, of which 57 are full-time and 23 are combined at the PdF, 14 and 13 respectively at the FIM, 30 and 15 respectively at the FF, 37 and 7 respectively at the PřF, and 3 and 2 respectively at the UHK (from 1 September 2017, they are taught at the FF), as follows from Tab. 2.1 Accredited Study Programmes (counts).

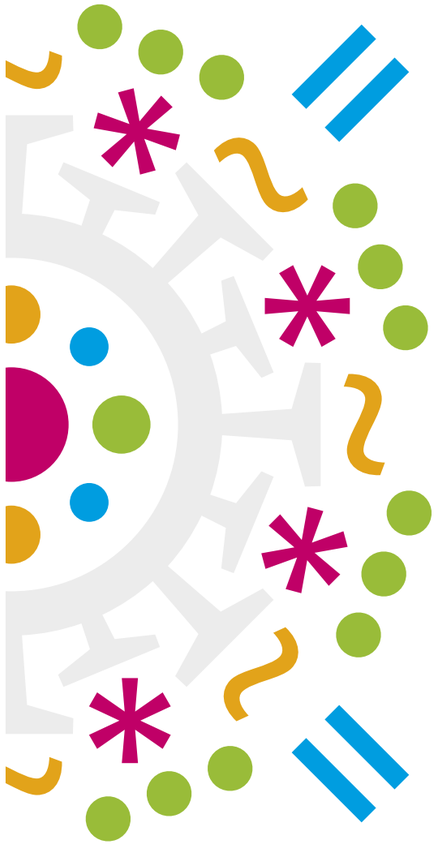
In 2020, the PdF was granted accreditations for 12 study programmes, of which 9 were Bachelor's ones (Grafická a intermediální tvorba, Graphic Arts and Intermedia, Sociální patologie a prevence, Social Pathology and Prevention, Speciální pedagogika, Textilní design, Textile Design, Transkulturní komunikace and Transcultural Communication) and three were post-Bachelor's study programmes (Sociální pedagogika, Social Pedagogy and Učitelství výtvarné výchovy pro ZUŠ a SŠ). Further, the faculty obtained extension of Bachelor's study programme Jazyková a literární kultura with a combined form of study.
In 2020, the FIM accredited Bachelor's study programme Management cestovního ruchu and two post-Bachelor's study programmes Ekonomika a management/Economics and Management (both in Czech and English languages) and Datová věda.
In 2020, the FF was granted accreditation for Bachelor's study programme Filozofie a společenské vědy and post-Bachelor's study programme Pomocné vědy historické a archivnictví.
In 2020, the PřF was granted accreditations for 7 study programmes, of which 5 were post-Bachelor's study programmes (Učitelství fyziky a matematiky pro střední školy, Učitelství chemie a biologie pro střední školy, Učitelství matematiky a chemie pro střední školy, Učitelství informatiky a fyziky pro střední školy, Učitelství informatiky a matematiky pro střední školy) and 2 doctoral degree programmes (Biologie a ekologie and Biology and Ecology, being the Czech and English variants of the same study contents).

APPLICATION SPHERE PARTICIPATION IN CREATION AND IMPLEMENTATION OF STUDY PROGRAMMES

The institute of the Councils for Cooperation with Practice is mainly used for cooperation with the application sphere. The Councils for Cooperation with Practice are established at the individual faculties to discuss the process of preparation of study programmes. The composition of the Study Programme Boards reflects the subject orientation of the individual faculties. The application sphere takes part in the implementation of the study programmes by teaching some subjects through professionals, by assisting in leading qualification papers or in the form of practical projects in the course of which students are enabled to work on real projects led by partner enterprises. In 2020, 197 practitioners took part in teaching and other 60 experts supervised students' theses. Students' internships which, in 2020, were ensured in the respective institutions by 669 experts are an integral part of the contribution of the application sphere to the implementation of study programmes (see Tab. 8.2 Experts from Application Sphere Participating in Teaching and Practical Training in Accredited Study Programmes). Invited lectures and workshops focused on selected topics are another form of the application sphere's involvement. The conferences which are organized regularly by the individual units of the UHK and to which experts from the specific spheres are invited to speak represent important opportunities for students to meet with professionals.
The involvement of the application sphere in the implementation of study programmes is appraised by means of regular evaluation of the lectures taught by the application sphere professionals. Feedback is also provided to the faculties by the graduates of their study branches, which allows the faculties to assess the involvement of the application sphere in the study and in students' readiness for subsequent practical work with a hindsight after obtaining practical experience.

OTHER EDUCATIONAL ACTIVITIES

In addition to the implementation of study programmes, the UHK also carried out other educational activities in 2020, with the lifelong learning courses forming a largest group of these activities. Due to the anti-epidemic measures, however, the year-by-year number of the courses decreased, and 114 lifelong learning courses took place attended by 1625 students; see Tab. 2.6 and 2.7 Lifelong Learning Courses at the University.
The life-long learning offer also includes the U3A which, with its offer of 18 courses, attracted 525 people in 2020. The U3A programmes extended over several years and one-year courses, as well as a line of lecture cycles aimed at presenting knowledge in various scientific subjects to the students.
The educational activities of the faculties also covered study preparatory courses, enhancement and compensatory courses for students, lectures for the public, and lectures and workshops for primary and secondary schools. Due to the extraordinary measures, most educational activities were carried out online.
The UHK is among the few universities authorized to teach the Cisco Certified Network Professional courses. Being provided for by the FIM, the courses enable not only students but also the wide public to prepare for the commercially recognized certification by CISCO. The faculty is one of the twelve examination points which organize language and life & customs exams for the purposes of granting Czech citizenship.
Given the anti-epidemic restrictions in 2020, the university could not carry out all the traditional educational activities but, for instance, the Night of Scientists took place in an online form including a stream programme.
Although the organizers had to cancel some important events in 2020 such as the International Physics Olympiad, the PřF continued caring for talented students and organizing several preparatory workshops for the representative team of the Czech Republic. Instead of the International Olympiad, two other competitions took place, in which Czech representatives supervised by members of the UHK academic staff won three bronze medals and two certificates of merit at the European Physics Olympiad, and two silver and three bronze medals at the International Distributed Physics Olympiad.



As of 31 December 2020, the total number of active studies was 6390, of which 2831 studies were at the PdF, 1592 studies were at the FIM, 1062 studies were at the FF, 653 studies were at the PřF, and 252 active studies in total were registered for the study programmes focused on social work (where the UHK is the accreditation holder and classes are provided by the FF); see Tab. 3.1 Students in Accredited Study Programmes. The number of active studies increased by 0.73 % as against the previous year, making the UHK to fulfil the trend of a year-to-year increase in the number of studies.

REDUCING THE DROPOUT RATE

The measures taken to reduce the dropout rate at the UHK are developed at two principal levels. In the first place, they consist in caring for study applicants, who are provided with a comprehensive information support at several levels. The Information, Counselling and Career Centre (ICCC) offers its counselling services for the selection of a suitable study programme so that the subsequent study fulfils the needs and expectations of the applicants. Further, the ICCC provides a series of counselling services including social counselling, support for students with specific needs, career counselling, and psychological and therapeutic advisory centre services. In addition to providing support, the UHK concentrates on increasing awareness of the study programmes for the applicants to have a thorough understanding of the study offered at the university, including information about the potential employment of graduates in the application sphere. Publishing the relevant study plans is an integral part of the information provided. Preparatory courses are also offered to applicants in some subjects.
The second level of measures is concentrated on enrolled students, especially those entering their first years. The faculties organize activities to help students to enter the higher education studies successfully (such as the online course titled First Steps at the FIM, the every-year introductory lecture Welcome to the FIM, and the STAR(T) event at the PdF), whereby doing their best to facilitate students' transition from the secondary school level to the university study system. The ICCC prepares regular workshops and seminars for students to increase their study competences and to develop their personal potentials (such as, working with texts, presentation skills, etc.). On the day of enrolment, students obtain the Freshman's Guide updated every year to help the first-year students to find their feet in the university environment, with useful hints and a calendar of events. The brochure includes QR codes with links to the different points on the university's web page for the students to orientate themselves more easily and quickly on the UHK web page. Another effective support is provided by the mobile applications interconnected with the study agenda and developed to offer their users a number of useful functions.
When implementing the study programmes, the use of e-learning platforms increases considerably, with study supports being innovated or new ones being prepared. The faculties also offer students compensatory courses for specific studies with the aim to deepen their knowledge and skills.

In an effort to better understand the dropout rate causes and to take the most appropriate measures to reduce it, in 2020, the university began systematically collecting feedback from students who dropped out or failed to continue their studies. This feedback is collected on an ongoing basis through a study agenda information system, and the students concerned are informed of the opportunity to complete a short questionnaire after leaving their studies. Within the first cycle of this survey conducted from September to December 2020, the UHK received 199 completed questionnaires from the total number of 894 terminated studies, with the rate of return thus being 22 %. The three most frequently mentioned study termination factors were family, health or other personal reasons, the time demands of their studies and the way of combining them with their personal and professional life, and unfulfilled expectations from the study programme. The ranking of these factors varied according to the form of study. This evaluation showed that it is desirable for the university to continue to develop the activities and services of the counselling centre and to increase students' awareness of its offer. It is also necessary for the UHK to focus on the reflection of the organization of the combined form of study and to look for new ways to make it easier to combine studies with work and personal life. Last but not least, the university will evaluate the way in which information about study programmes is provided and look for ways to make applicants even more familiar with the contents of study programmes and with their future careers.

INVALIDITY OF STATE FINAL EXAMINATIONS, THEIR PARTS OR OF DOCTORAL THESIS DEFENCE

No proceedings were held in 2020 at the University of Hradec Králové for bringing in a verdict of invalidity of a state final examination or of a part thereof or of a doctoral thesis defence per Sections 47(c), 47(f) and 47(g), or of appointment as associate professor per Sections 74(a), 74(d) and 74(e) of Act No. 111/1998 Sb.

MEASURES TAKEN TO RESTRICT STUDY PERIOD EXTENSION

One legal measure against study period extension is the fees charged for extending one's study, the amount of which is several times higher at the UHK than is the statutory minimum rate. The achievement scholarship is the motivational component paid out for excellent study results and, hence, also for finishing one's studies on time. Students can use the counselling services of the UHK's Information, Counselling and Career Centre.
Other measures are taken by the individual faculties, such as the setting of study plans (especially on accreditation of new study programmes), which define the prerequisite subjects more rigorously. When finishing one's studies, the measures against study extension also concern the way of determining the dates and organization of the state final examinations. Finishing one's Bachelor's degree studies within the standard study period can be taken into account in the rules set up for the admission procedure for the post-Bachelor's degree programmes to increase students' motivation to finish their studies on time.
The preventive measures also include the supporting activities responding to potentially problematic situations of students. Individual units offer counselling services of study programme guarantors, teachers or study advisers, who can advise students on how to fulfil their study plans so that they do not have to prolong their studies (e.g., which subjects to focus on primarily during the examination period, where to find additional information, how to manage study obligations effectively including practical works, etc.). Lecturers are motivated to respond flexibly to student queries, to ensure the necessary level of graduate work, etc. In doctoral degree programmes, the relationship between supervisor and student is key to avoiding study extension.

SCHOLARSHIP AND BURSARY PROGRAMMES

The Scholarship and Bursary Rules of the UHK govern the granting of achievement, extraordinary, doctoral, accommodation and social scholarships and bursaries. Extraordinary scholarships are granted for the solution of research and development tasks, for excellent scientific, research, development, artistic or other creative results, outstanding sports results, for significant activities performed in favour of the university, faculties and academic community, etc. Scholarships are also paid to students for their work on specific research projects and are also granted to support specialist internships and study stays abroad (being financed predominantly from the Erasmus+ programme and the UHK Institutional Plan), with some of the faculties having their own specific motivation schemes set up to support mobilities.
In 2020, the FIM continues the bursary programme for talented students from developing countries and from those affected by natural disasters or conflicts, which supported two Bachelor students from Transcarpathian Ukraine and two post-Bachelor students from Bosnia and Hercegovina. They study at the expenses of the faculty within the study programmes accredited in English language. In 2020, the FIM also continued the "Superdoktorand" programme aimed at supporting financially the students who are active in doctoral studies, allowing them to concentrate on the solution of their research tasks associated with the subjects of their degree theses. The FF has a system of extraordinary motivational scholarships, which is intended to increase study quality and to extend preparation of graduates for their employability in the application sphere. The scholarship frameworks concern support for activities of students' associations, for passing internationally recognized language examinations, for practical training and internships at home, for study trips combined with teaching, for faculty representation at professional contests and specialist conferences, and faculty representation in the form of promotional activities and students working as assistant researchers.

COUNSELLING SERVICES

The UHK provides its students with counselling services focused on supporting their personality and professional development and on clearing away barriers possibly causing study interruption or premature termination. In particular, such services develop the student's potential and provide him or her with support in overcoming difficult events or situations they may have encountered. The student counselling services are centralized by the UHK in the ICCC.
The specific counselling services are focused on the following areas:

- Social counselling
- Career counselling
- Psychological and therapeutic counselling
- Support for students with specific needs provided by Augustin Centre
- Low-threshold contact point and information service

The ICCC team is made up of an accredited career advisor, a social advisor, a certified career coach, psychologists and therapists, social pedagogists and other experts, all of whom undergo further development and training and work under supervision. External recorders and digitizers work together with the ICCC, and other services such as individual teaching or consultancy are provided in collaboration with the faculties to meet the students' needs.

In addition to the individual services tailored to clients' needs, the ICCC also carries out group activities which enable all interested students to develop their potentials. In 2020, all the group activities were carried out due to the epidemic situation associated with Covid-19 affecting the entire society.

The ICCC Contact Point is located in the UHK's Common Education Facility and is available to students five days a week. From March to December 2020, the services of the Centre were provided predominantly online. The ICCC provided 281 pieces of information of a study and operational nature and references to the counselling services within the information service, which is a year-to-year increase of 20 %.

STUDENTS WITH SPECIFIC NEEDS

Students with specific needs are supported at the UHK by an ICCC section called Augustin. This section helps students with sight, hearing or movement handicaps, specific learning disorders, disturbed communication abilities, and psychic or chronic somatic diseases to overcome their study barriers. The study conditions are accommodated through service measures taken to make study literature, writing-down service, interpreting service, individual teaching, personal and study assistance, orientation in space, diagnostics of specific learning disorders, organizational and administrative assistance, time compensation, technical and technological equipment available.

The provision of such services to students is governed by the rules set up by the Ministry of Education, Youth and Sports which arrange for the payment of allowances to cover the financial needs of students with specific needs related to their studies at higher education institutions.

Students and applicants for study can apply for the above-mentioned support or accommodation of study conditions to their specific needs. If an applicant mentions that he or she has specific needs already in his or her electronic application for study, he or she can make use of the support as early as during the admission procedure. Applicants interested in study can even contact the ICCC before filing applications to consult their selection of study branches. For these cases, the ICCC (Augustin) has an analysis of suitability of study branches elaborated. Students can ask for the support at any time during their studies. The student interested in the service will submit an acceptable document to prove his or her entitlement to the support, upon which functional diagnostics are conducted and interviews are held for setting the support individually.

In 2020, 135 orders for support during admission procedures were registered, out of which 68 counselling sessions were held. Given the epidemic situation and the new conditions of conducting entrance examinations, six clients were supported actually in the end. 92 students in total were supported during their studies through face-to-face or online meetings and e-mail/telephone communication.

EXCEPTIONALLY TALENTED STUDENTS AND STUDY APPLICANTS

At the UHK, talented students are engaged in specific research projects, are offered opportunities to join projects of applied and basic research, or they can take part in other professional activities. For their excellent study results, students are granted achievement scholarships, and the UHK faculties also award prizes for best theses. Exceptional students were also among the university personalities awarded by the UHK Rector.
Musically talented students can become members of the UHK's chamber orchestra or mixed choir. Students talented in arts can present their works in the gallery of the university. PdF students concentrating on arts are supported in their participation in competitions, shows, fairs, exhibitions and concerts both in the CR and abroad. Supported also are the sporting activities of students, who can obtain extraordinary scholarships for their excellent results in representing the UHK at sports contests.
Achievements of secondary school students can be taken into account in the admission procedure. Members of the UHK academic staff engage as supervisors and assessors of secondary-school students' professional activities on the district and regional levels of the competition.
The PřF strives to aim at talented applicants with above-standard interest in the natural sciences by co-organizing

Olympiads in natural sciences (biology, chemistry, physics and mathematics), and provides its classrooms and laboratories for the competitions including the practical laboratory parts thereof (in physics, biology and chemistry). Support for talented students was among the topics of the discussions in individual subject didactics at the faculties. A central support for talented students is planned for the next year.

STUDENTS WITH SOCIO-ECONOMIC DISADVANTAGES

In compliance with the law (Section 91(3)) and the UHK's Scholarship and Bursary Rules (Article 8), the university provides the social bursary to those students who prove their meeting of the conditions for granting it. Students submit requests for social bursaries. According to the Scholarship and Bursary Rules (Article 4(1)(c)), an extraordinary bursary can also be granted to help in student's extraordinarily grave social situation.
The socio-economic situation of UHK students is also taken into account in the event they have been charged a fee for study extension. Within an appeal procedure, the fee can be reduced or exempted completely for social reasons, or its payment date can be postponed. The social situation of UHK students is also taken into account when attending to the requests which can be submitted by them according to the Study and Examination Code of the UHK and which concern the study matters.
Students with socio-economic disadvantages are supported through the services provided by the ICCC. They concern fundamental social counselling and information needed to cope with problems connected with an unfavourable socio-economic situation, social-legal issues, welfare support, financial literacy, study financing, indebtedness problems, etc. The UHK students can use all the services offered free of charge.

PARENTS AMONG STUDENTS

The UHK supports the parents among students in line with the rules set by the law and by the UHK Study and Examination Code. The recognized parenthood period is deducted from the number of days of study when setting up fees for extended study. Students always have the right to interrupt their studies due to pregnancy, childbirth, or parenthood, and this study interruption period is not counted in the total study interruption period. In connection with the care for their children, students are entitled to have their time limits for meeting their study obligations or for passing their state final examinations extended by the period of taking their maternity leave or by the period for which the maternity leave would otherwise last. Students are informed about their rights concerning parenthood through the web pages, among other things.
Parenthood and care for children can also be taken into account within a procedure of appeal against the charging of a fee for extended study, which can be reduced or exempted completely or its payment date postponed. Parenthood and care for children can also be taken into account when attending to other requests which can be submitted by them according to the Study and Examination Code of the UHK and which concern the study matters.
Some UHK buildings have children's corners with equipment (such as a diaper changing table) available. Students-parents can also use the services of the ICCC especially in social counselling and psychological-therapeutic support to match parenthood with their studies and/or parenthood with studies and work.

The numbers of the graduates of the study programmes implemented by the UHK faculties are shown in a well-arranged manner in Tab. 4.1 Graduates of Accredited Study Programmes. In 2020, 1236 students finished their studies at the UHK.

COOPERATION AND CONTACTS WITH GRADUATES

The university does its best to keep in contact with its graduates mainly through the Alumni Club, which offers all-year-round activities to them, encouraging them to keep in contact with their alma mater. Graduates are offered to take part both in free-time and professional lectures and seminars, as well as cultural events. Members of the Alumni Club are provided with various discounts and benefits. In addition to this, graduates are also offered the opportunity to take an active part in the events organized by the UHK, such as the Night of Scientists and JobStart, as well as in those of the individual faculties. The communication channels are the alumni web, professional social network LinkedIn, Facebook, and electronic mail. Articles in other media (such as Český rozhlas, Forbes, etc.) are also used for presentations of graduates. Via e-mail communication, the Club was sending newsletters with invitation cards for events organized for the public or was aiming at particular groups of graduates with suitable offers of events. The LinkedIn social network is used to keep strong relationship with the UHK brand in one's professional life and to offer suitable vacancies at the UHK. New members are recruited by the Club primarily from the currently graduating classes, to whom a special invitation to register for the Alumni Club is sent together with the invitation to the graduation ceremony. The Alumni Club also presents itself right in the graduation ceremony place. Members from the previous graduate classes are recruited secondarily in promoting "more exclusive" events where attendance is conditioned by registration. As of 31 December 2020, 1910 graduates throughout the faculties were registered in the Alumni Club. Activities for graduates are also offered by the ICCC, which also takes care of graduates within two years of finishing their studies within their individual career preparation and counselling. All graduates irrespective of their graduation date can use the offers of the group activities organized by the Centre, such as the professional workshops and seminars focused both on general topics (for instance, how to prepare for a selection procedure, how to draw up a curriculum vitae, the labour law, etc.) and on insights into the application sphere of the studied branch intermediated by the cooperating employers through practical workshops and lectures.

The faculties also work intensively with their graduates, the cooperation being developed when preparing and promoting study plans. Graduates also take part in classes as experts from practice and cooperate in joint projects. Through social networks, graduates are invited regularly to take part in the events organized by the UHK units and are informed by them about the newly published faculty newsletters.
EMPLOYMENT AND EMPLOYABILITY OF GRADUATES
In 2020, the UHK Career Centre made an analysis of unemployment based on the data provided by the MPSV. According to an analysis made from 1 May 2019 to 30 April 2020, 18 UHK graduates only from the total number of 1190, i.e., 1.51 %, were registered by the Employment Office. According to the data of the following period from 1 May 2020 to 30 September 2020, 27 persons were registered out of the total number of 627 graduates, i.e., 4.31 %, which is a year-to-year increase (as against 2.81 %). The yearly percentage of unemployment of UHK graduates for the period from 1 October 2019 to -30 September 2020 is 3.99 %.

The faculties arrange the contents of their study programmes in cooperation with the Councils for Cooperation with Practice so as to increase the real employability of the graduates and their attractiveness for employers, for example with the study programme "Datová věda" (Data Science) accredited in 2020, to respond to the requirements in the most sought-after areas of IT and business.
Further, the faculties maintain and develop relationships and cooperation with the partner and contracting institutions to secure an adequate system of internships for their students. Direct communication with partner institutions allows to monitor the demanded student competencies and skills and to extend systematically the courses of language competencies and those stimulating interpersonal skills.

The ICCC contributes to increasing competitiveness in the labour market by preparing future graduates for selection procedures, offering workshops focused on the presentation, self-presentation and communication abilities. The Centre assists in choosing suitable jobs in respect of the students' professional competencies gained by study and of the personality qualifications (counselling, coaching). This support is also offered to graduates within two years of study finishing and to the graduates registered in the UHK Alumni Club after this period of time. The ICCC also makes it possible for students and graduates to meet with attractive potential employers through workshops and the JobStart fair.

COOPERATION WITH FUTURE EMPLOYERS OF UHK STUDENTS

The UHK is well aware of the great importance of active and bilaterally profitable cooperation with enterprises and institutions both in the region and beyond it. Such cooperation is a precondition for students to be able to take part within their studies in the solution of practical issues and to obtain corresponding positions after graduating. The university establishes and develops relationships and cooperates actively with a number of enterprises and institutions in the areas of research and development (especially in the joint solution of projects within the programmes opened by the ministries of the CR, TACR and EU programmes), in the solution of specific scientific and research projects, in counselling, advisory services, etc. All UHK units collaborate with the business sphere within their professional focus and research projects. Highly beneficial for the UHK was the opportunity to work together with those establishments where our graduates could assert themselves well, for instance in assuring all types of practical training. For its work with external partners, the UHK has cooperation contracts concluded with state institutions, other higher education institutions both in the CR and abroad, and with businesses. The regular meetings of the Councils for Cooperation with Practice established at all UHK faculties are an important element for external evaluation of education quality at the UHK. Further, the UHK is a member of the Regional Economic Chamber of Hradec Králové Region and of several clusters (e.g., the Hradec IT Cluster). It also cooperates closely with the Technological Centre of Hradec Králové.

The UHK Career Centre aims at entering into cooperation with the employers who require education in the branches taught by the University of Hradec Králové. In 2020, cooperation was concluded with 43 new subjects and negotiations continued with the existing partners. When entering employers in the database, the UHK Career Centre specifies the areas of cooperation and characteristic activities. Vacancies are published on the UHK Career Web where 172 jobs were advertised in 2020. The advertising activity is further supported by the Facebook profile, whose increasing traffic allows for a greater reach of job offers, temporary jobs, but also volunteer activities related to the epidemic situation (e.g., online tutoring, care for children of medical staff, volunteering in homes for the elderly, etc.). The fourth year of the JobStart fair was organized in 2020 in the form of an online conference at which the successful graduates and employers with whom the UHK cooperates for a long term spoke.
In 2020, the ICCC organized a survey among the UHK graduates' employers. 457 employers were addressed and the questionnaire was completed by 103 of them (22.5 %). The employers which completed the questionnaire offer work most frequently in the education and school system (35.9 %), informatics and information technologies (27.2 %), administration (23.3 %), social work and care (17.5 %), special education (12.6 %), and economics and finance (10.7 %). The survey results showed close and successful cooperation between the UHK Career Centre and the employers. They were summarized in a final report together with recommendations for improvements allowing to deepen the current cooperation. The survey was also focused on the skills of UHK graduates expected by the employers, which made the results suitable also as a basis for activities developing the graduates' competencies.
In addition to the questionnaire research among the representatives of employers, the comprehensive survey of graduates' employability also includes a questionnaire survey among the university graduates which was being prepared in 2020 and is planned to be executed in 2021.

Further cooperation is ensured by the faculties in the form of invited lectures, subjects assigned for theses, and a concept of practical projects supervised by professionals from practice. The faculties also cooperate with future employers in organizing practical training and in offering practical classes for students.
Since 2008, the FIM has been organizing yearly fairs of job opportunities called HIT Career. Accompanying events of the fair were meetings and discussions with the representatives of firms in the Blue Faculty – Your Partner event.

Interest in Study

In the academic year 2019/2020, the UHK recorded a slight increase in the number of applicants (2.71 % as against 2019) and in the number of study applications submitted (5.57 %). 5870 applicants in total filed 7635 applications. The number of admissions increased in 2020 to 4092, and 2501 students registered for their first year of study. A detailed overview is provided in Tab. 5.1 Interest in Study at the University.

ENTRANCE EXAMINATIONS

Admission procedures are organized exclusively using the UHK's own resources, and the conditions for admission can differ in the individual faculties, study branches and study programmes, with the study programme type (Bachelor's, Master's or doctoral) also being taken into consideration. The organized entrance examinations verified the level of knowledge in the given branch, study qualifications, and motivations to study. In a majority of cases, the entrance examinations took place in a written form or through a face-to-face interview, or the written and oral parts were combined. Specific branches of study also included an aptitude test (in the branches of art or music at the PdF) or a special part (the branches in physical education at the PdF). Due to the anti-epidemic measures, the forms and admission criteria were adapted in selected programmes to the current situation and the entrance examinations were held through a distance form (e.g., online tests, applicants' motivational letters). No entrance examinations were held in some areas of education and students were selected on the basis of their results in profile subjects.
Within the pre-determined and published criteria, students' interest in the selected branches and motivation to study was taken into account in some study branches or study programmes in addition to the entrance examinations. For instance, in the admission procedure for Bachelor's study branches, the FF took into account applicants' involvement in the events organized by the faculty in the FFree Index project. In some study branches or study programmes, there was an option of exemption from the entrance examination (e.g., on the basis of excellent achievements in previous studies, secondary school leaving examination results, results of the National Comparative Exams, international language certificates, adequate practical work documents, etc.).

COOPERATION WITH SECONDARY SCHOOLS IN PUBLICITY

In 2020, foundations were laid for the UHK Ambassador Programme to complement the wide range of study publicity tools at the UHK through contacts and work with secondary school students.
The university cooperates in the long term with secondary schools within the Partner School project which involves 53 secondary schools all over the country. The university offers them the possibility to organize professional lectures in social sciences, natural sciences and technical branches, professional study trips to faculty workplaces and discussions of participants, specialist student competitions, etc. In 2020, however, these activities could not be organized in full due to the anti-epidemic measures.
Another form of cooperation is the possibility of leading works of secondary school students in their professional activities, organizing or co-organizing various Olympiads and competitions, and preparing workshops for secondary school students.
Secondary school students and also teachers are invited regularly to different university or faculty presentation events such as the Night of Scientists.
Meetings at fairs of study opportunities and the Open Days are a traditional and indispensable part of communication of study possibilities. While the Open Days were organized at the UHK and at the faculties in 2020 and were attended again by many visitors, the traditional fairs at the year-end could not take place due to the restrictions ordered; therefore, the UHK adapted their contents and forms to the online format of the organized events, and it succeeded in presenting the studies effectively.

Employees

Qualified employees are the fundamental factor of quality of every higher education institution. The structure of the members of the UHK academic and scientific staff is shown in Tab. 6.1, 6.2 and 6.3. As of 31 December 2020, the UHK had 816 employees, of whom 432 (52.9 %) were women. The number of the UHK academic and scientific staff was 519, of whom 41.4 % were women.

ACADEMIC STAFF CAREER SYSTEM AND MOTIVATION TOOLS

In 2020, the UHK academic staff career system came into force, specifying the general conditions and motivation elements of the staff career, personality and wage growth. The career system includes regular evaluation of the academic staff, with the evaluation criteria being one's results in the educational and creative areas and in the fulfilment of the UHK's third role. The regular staff evaluation took place in the first half of 2020.

The career growth motivation elements of the university-wide career system are the means of direct support provided to the employees, such as reduction of the teaching obligations of the doctoral degree programme students, provision of sabbatical leave, internationalization support, support for improving foreign language command and other professional and personality growth, and establishment of creative facilities by equipping research workplaces in line with the current levels and trends. Indirect support is based on the options of modification of work conditions for employees returning from their maternity or parental leaves, for those workers who could experience stagnation in their career growth, and those with sensory impairment or physical disabilities. Other support system elements include the motivation incentives encouraging publication and creative activities and counselling and advisory support for career and personality growth through the UHK Counselling Centre.

In addition to the tariff wage component, employees can receive incentive payments depending on their knowledge, abilities and excellent work results. The extent, relevancy of the assigned tasks and achievement quality are the decisive elements when deciding on the amounts of personal bonuses to be paid out. In the members of the academic staff, the extent and quality of results of their scientific, research, development or artistic works are taken into account. The personal bonus amounts are reassessed regularly, and they depend on the immediate superior's decision. The managing employees are entitled to a bonus for leadership and performance in their positions according to the leadership level and difficulty of the managing work.
As regards employee motivation to qualification increase, the university has a remuneration system in place for all workers who have passed their doctoral studies, have gained their associate professorship or were appointed professors. This remuneration is fixed as a target one and is not affected by the length of study or procedure or the interval from the granting of the previous grade.

All the university units have introduced an internal system of evaluation of the research and publication activities of the members of their academic staff mambers, which includes a financial support for the relevant publication activities. The traditional cultural get-together called UHK Social Evening on the occasion of which prizes are awarded to the notable UHK's scientists and students could not be organized due to the pandemic. The UHK Rector's awards, however, were given by the Rector to all the exceptional scientists and students individually.

DEVELOPMENT OF PEDAGOGICAL SKILLS OF ACADEMIC STAFF

Given the extraordinary course of the year 2020, the pedagogical skills of the academic staff members were developed mainly in the area of the distance forms of education and study results verification. Courses focused on the distance teaching methods and on control of remote teaching software and technology took place during the year. In connection with these activities, a page with information about the technical support for online teaching was created on the UHK web, which included detailed instructions of procedures on the individual platforms. Methodical instructions were also drawn up for the distance form of teaching.
Every year, the UHK and the individual faculties provide a relatively broad offer of seminars, lectures and training courses from different sources (such as ESF projects) focused on the development of the pedagogical skill of their academic staff; possibilities to organize such activities, however, were limited given the pandemic development in 2020.
Also, the employee mobilities within the Erasmus+ programme which develop the pedagogical skills of the UHK employees were reduced considerably in 2020 due to the travel restrictions and events cancelled by the host universities.

Extensive role is played at the UHK by feedbacks from the employees, who can identify certain drawbacks or initiate demands for further education themselves. In 2020, the feedback process was institutionalized through a new Career System and regular evaluation of the UHK academic staff members. Requirements for qualification increase and improvement of skills are discussed with the individual employees within the evaluation process. The pilot evaluation in the first half of 2020 resulted in the collection of requirements for courses, training and workshops and for organizing activities to fulfil them.

An internal grant competition is opened throughout the UHK within the institutional plan for projects in support for pedagogical work of academic staff members to profile and innovate study programmes at the levels of subjects and courses.

GENDER EQUALITY PLAN

In 2020, the institutional setting of the gender equality principles at the UHK was concentrated predominantly on the matching of the personal and professional lives of employees and on verification of remuneration equality of women and men.

The UHK issued three new internal documents governing mainly the working conditions of UHK employees to allow to match better the personal and professional lives of employees, also taking into account those returning to work from their maternity or parental leaves.

The basic parameters of the matching of the personal and professional lives of employees are also contained in the Collective Bargaining Agreement 2020–2022 defining the conditions of arrangement of working conditions, taking unpaid leave of absence to care for their underage children or taking leave for spring holidays. Other documents are Rector's decrees concerning UHK employee evaluation and flexible working hours including work from home. The employee evaluation document includes the option of arrangement of working conditions after returning from parental or maternity leave, when caring for family members, etc.

Being a progressive employer, the UHK joined the testing with analytical tool Logib used to analyse equality in the remuneration of women and men. Equal remuneration is an important topic for the UHK, which is why the cooperation established within the project of the Ministry of Labour and Social Affairs called "22 % to Equality" continues with the aim to make a comprehensive survey and institutional setting of transparent rules of remuneration.

ISSUES OF SEXUAL AND GENDER-BASED HARASSMENT

Elimination of negative behaviour occurrences at the university is addressed mainly in the Code of Ethics of the UHK, which stipulates the equal attitude of the academics to all workers without exception as to their peers, regardless of any differences and with respect to their rights. On the basis of the Code, the academic does not tolerate any verbal attacks, physical or otherwise prominent behaviour which would create an unfavourable or unfriendly environment, and does not downgrade the personalities of other people. The academic worker, whether acting as a supervisor or a subordinate, respects the organizational arrangement and does not tolerate disrespect and arrogant or humiliating treatment.
The UHK's Code of Ethics also deals with the relations of academic workers to students, defining the bases of correct behaviour in their mutual relationships.
Procedure for attending to employee suggestions and complaints is included in the Collective Bargaining Agreement.
This issue is also addressed by the ICCC in its support provided for individual students. Potential harassment victims have a support available, provided by the section of social counselling and psychological and therapeutic support. An ICCC representative attends the meetings of the Multidisciplinary Team for Victims in Hradec Králové regularly.

In 2021, the UHK Code of Ethics will be updated to include the issues above, and a new ethics board will be established in the UHK to make sure the ethical principles are observed.

SUPPORT FOR STUDENTS' PARTICIPATION IN INTERNATIONAL MOBILITY PROGRAMMES

UHK The UHK strives to make international mobility a regular part of the study process and to achieve this by employing supporting processes at informational, scholarship, administrative and study levels.
In 2020, the institutional support for students' participation in international mobility programmes was hindered by the restrictions due to the Covid-19 pandemic. Organizing the traditional UHK International Day during the winter semester, which aimed to present to students the opportunities to go out to the different areas of the world, experience of students from internships abroad and the current offer of scholarships, was not possible, unfortunately. Therefore, the event was transformed into a Facebook campaign lasting several weeks and culminating in a student's contest. During the campaign, selected partner universities were presented and students were informed about mobility possibilities and motivated to go out in the next period.
The faculties also organize a number of partial activities and various communication channels are used by the university and faculties to inform and support students (web pages, social networks, information seminars, internationalization coordinators working at the faculty and department levels, cooperation with the Erasmus Student Network Hradec Králové and with AIESEC, etc.).
The internationalization coordinators help keep students fully informed about the recognition of subjects whose studies are finished abroad. At present, the setting of the system of recognition of international results is governed by the faculty regulations and by the study branch specificities. In general, there are the rules of full recognition; thus, students leave for their internships abroad with their previously agreed plans (Learning Agreement), which specify the subjects to be recognized in their study plans after their return. The recognition is based on the document Transcript of Records. Information on the subjects passed within mobilities are also entered in additions to degree certificates. Students are also encouraged to fulfil their study plans in the amount of 30 ECTS per semester, with the minimum number being 15 ECTS per semester. Internships completed by students abroad are also fully recognized within their studies.
The faculties set up various motivational schemes for students interested in international mobilities and, in some cases, they adapt the study plans to provide students with better conditions for going out (e.g., the mobility window). Doctoral programmes have the duty stipulated to take at least a monthly mobility abroad, with this obligation being considerably higher in the case of some programmes.

SUPPORT FOR INTERNATIONAL MOBILITIES OF ACADEMIC AND NON-ACADEMIC STAFF MEMBERS

International mobilities of the UHK's academic and non-academic staff members are supported mainly by the Erasmus+ programme, by the Institutional Plan of the UHK and through scientific and research projects. The faculties have their own managing acts formulated to support extraordinary trips abroad. In 2020, the academic staff members were motivated to take part in international mobilities to enhance their teaching and language competencies, to develop scientific cooperation, and to cooperate in education and personal career growth. Non-academic staff members have the opportunity to use mobilities within the Erasmus+ programme. Although, in 2020, the Covid-19 pandemic consequences did not allow to implement a considerable part of mobilities, the motivation and interest in international mobilities remained untouched. In some cases, mobilities were carried out in a virtual form. The UHK still offers its academic and non-academic staff members to engage in a number of international projects and supports their participation in international conferences, fairs, etc., of which a great part had to take place online in 2020. Support for the professional development of employees in their language competencies was also continued in 2020.

INTEGRATION OF FOREIGN MEMBERS OF THE UHK ACADEMIC COMMUNITY

The university strives to incorporate all the arriving foreign members of the academic community. Their integration in the life of the university takes place mainly at the levels of individual departments, institutes, research teams, or faculties. In 2020, a great number of university events were either cancelled or transformed into an online format. The virtual form of the events, however, offered more opportunities for all members of the academic community to take part in them.
At the UHK, transformation of the university's information environment into English language is under way, a system of translation of internal documents into English has been set up, the offer of study programmes in fore-

ign languages is being extended, the web pages and the university Facebook page are being updated, videos on YouTube in English are created, etc. To keep the foreign members of the academic community informed readily during the pandemic, a foreign-language form of the UHK's "coronavirus" web was launched and is updated regularly. The ICCC ensures support for those foreign members of the academic community who have specific needs.

All international students are offered accommodation in the University Halls of Residence. Significant support for integration of international students at the UHK is provided by the Erasmus Student Network Hradec Králové (ESN HK), the respective faculties and the International Office of the UHK, which organize, among other things, special sporting, cultural, educational and social events. The ESN HK ensures students' transport from the airport to Hradec Králové after arriving to the Czech Republic and organizes Orientation Weeks for students coming from the partner institutions and other integration meetings during the semester (presentations about the CR, presentations of countries, trips, language evenings, teambuilding, free time activities, etc.). Even in the period of the extraordinary anti-epidemic measures, the university's units and the ESN HK continued to provide the support, even if most of the events had to be moved to the virtual environment. Courses in Czech language, life and customs are organized for visiting students, who will also obtain a "Survival Guide for International Students". The "UHK Guide" web guide also serves students for better orientation in the new environment. An EURAXESS regional centre is also active at the UHK, helping to create a suitable environment for the mobility of scientific and research workers.

ACTIVITIES STRENGTHENING INTERNATIONALIZATION OF UNIVERSITY'S ACTIVITIES

The activities strengthening internationalization are accentuated in all the segments of the university's work. The UHK started systematizing its bilateral contacts, among which the strategic partners are being identified gradually. The UHK specificities include highly developed relationships with extra-European institutions, which we manage to develop mainly thanks to supporting the Erasmus KA107 – International Credit Mobility programme and the UHK Institutional Plan. Another group consists of foreign universities with which the UHK started a preparatory phase of opening common study programmes (double degree). In 2020, we succeeded in entering into an agreement with Pontificia Universidad Javeriana Cali, Colombia. A relevant factor further is the developing scientific activity, which allows joining international consortia (such as COST Action) and scientific projects (e.g., V4-Korea). In 2020, the university was granted a new Erasmus + KA2 project with the University of Granada and with the Technical University of Košice, and a project supported by the EEC funds and Norway together with Oslo Metropolitan University. The UHK also hosts the international Czech-Chinese Toxicological Centre operated together with Yangtze University. Owing to the scientific activities, contacts are being extended gradually to international institutions and partners who can receive and send out students and academic staff members in a reciprocal manner. The UHK is involved in the following professional networks and associations:

- EUA (European University Association);
- VUA (Visegrad University Association);
- EUNIS (European University Information Systems);
- BSEMAN (Black Sea and Eastern Mediterranean Academic Network);
- ICARUS (International Centre for Archival Research) a Time Machine Organization;
- EASSW (European Association of Schools of Social Work);
- Comenius Association (association of European teacher training institutions).

The meeting and conference of the Comenius Association being prepared had to be cancelled in 2020 due to the pandemic.
The UHK takes part regularly in important worldwide conferences in higher education (NAFSA, EAIE, APAIE) and student fairs and organizes reciprocal visits of the partner or newly contacted institutions. The centralized development programme titled "Intercultural and International Networking (3uni interNET)" was among the means of support.

Despite the specific conditions of the year 2020, the UHK managed to organize several international conferences which took an online form, such as the Hradec Days of Social Work and the Socialia conference in the subject of "Multidisciplinární souvislosti pomáhání (Multidisciplinary Contexts of Assistance)". The traditional summer schools organized by the UHK had to be cancelled due to the pandemic. The FIM, however, offered the Autumn School 2020 to all those interested.

INTERCONNECTION OF CREATIVE AND EDUCATIONAL ACTIVITIES

At the UHK, interconnection of creative and educational activities is supported primarily by means of internal development grants which combine the creative and teaching activities. The grants cover especially a specific higher education research and partially also include the funds from the long-term conceptual development of the organization. A considerable part of the interconnection is ensured with the help of the doctoral degree students taking part not only in these internal projects but also within externally supported projects. Students and teachers are motivated to publish the results of their own creative activities in renowned scientific journals and prestigious publishing houses through a system of rewards for publication activities; they can then transfer these results to their classes in the form of lectures or even more quickly and intensively by means of seminars and tutorials. The UHK also interconnects creative and educational activities within professional practical training during which students acquire many practical and creative skills. The quality of the educational activities is also improved by the work of the visiting international faculty professors and researchers who teach their subjects in foreign languages and also make it possible for students to extend their views of specific scientific and research topics and methodological approaches. Within their working hours, teachers have the obligation to submit applications regularly for external scientific projects, in which they also engage their doctoral degree students and workers in post-doctoral positions. The need to implement the scientific and research results is also taken into account in respect of the needs of classes and presentation of new results and of the state of science and research in specific areas to update teaching with new knowledge in order to achieve compliance with the accreditation criteria of the study programmes where teachers carry out their educational activities.
All the faculties interconnect the creative and educational activities in a natural way, especially in the specific subjects concerning creative activities (professional text writing methodology, etc.), in which students acquire a number of practical and creative skills.

INVOLVEMENT OF STUDENTS OF BACHELOR'S AND MASTER'S STUDY PROGRAMMES IN CREATIVE ACTIVITIES

The students of Bachelor's study programmes mainly take part in research in their theses. At the FIM, for instance, exceptionally talented students can choose a "selective project" subject already at the Bachelor's degree and use their results subsequently to implement the science and research outputs of creative activities or in their Bachelor's degree theses. At the PřF, Bachelor's degree students engage in collecting samples during field practices or in operating some simpler instruments to assist in the first phases of research. The students of Master's and post-Bachelor's study programmes are engaged in creative activities especially through the students' grant competition of specific university research. Some of them join the academic and research workers to take part also in the solution of rigorous science grant projects and become involved in faculty research teams and in the solution of external projects granted by GACR, TACR, NAKI, MPO, and others. The university continues to support the pending projects which allow for longer intervals to carry out them, whereby creating good preconditions for their results to achieve excellence. Students gain experience in cooperation with practice while implementing contractual research projects and frequently also through internships in companies during their studies. Students also find a space for presenting their creative activity results every year at several student conferences, which also contribute to the development of their presentation skills. Further, students are supported with extraordinary scholarships for important scientific, research, development, artistic and other creative results, for participation at professional conferences, etc.

FUNDS EARMARKED FOR RESEARCH, DEVELOPMENT AND INNOVATIONS AT THE UHK

The most important UHK's scientific projects include the grants obtained from the GACR, TACR, MŠMT, MPO, AZV ČR of the Ministry of Health, and NAKI of the Ministry of Culture.
The amount obtained for the solution of GACR projects in 2020 was CZK 32,010 thousand, the amount for co-researchers was CZK 6,572 thousand, and the UHK as a co-researcher also obtained CZK 5,668 thousand. In 2020, the UHK implemented 23 GACR projects.
The 22 TACR projects implemented by the UHK were funded with an amount of CZK 18,663 thousand, of which co-researchers received CZK 4,370 thousand. As a co-researcher of TACR projects, the UHK received CZK 10,349 thousand.
A financial support of CZK 9,205 thousand was allocated for the solution of two Ministry of Culture projects in the NAKI programme, with CZK 4,084 thousand of the total amount being sent to co-researchers.
In 2020, the UHK implemented three MŠMT projects with a financial support of CZK 3,233 thousand and two Mi-

nistry of Health projects with the amount granted for them being CZK 4,333 thousand.
The UHK also took part in seven MPO projects where the support provided amounted to CZK 8,468 thousand for the UHK and one Ministry of Agriculture project for which the UHK received CZK 496 thousand.
The subsidy for a specific UHK higher education research in 2020 amounted to CZK 10,765 thousand.

SUPPORT TO DOCTORAL DEGREE STUDENTS AND WORKERS IN POST-DOCTORAL POSITIONS

At the UHK, the students of doctoral degree programmes and workers in the so-called "post-doctoral" positions are, as a standard, involved in scientific and research activities. They are provided with methodical support in submitting and implementing projects of mainly specific higher education research. Submitting junior GACR and TACR ZETA projects intended for young researchers and students is supported systematically. Being part of faculty research teams, they can draw funds for their further education and also use a wide range of possibilities of the UHK mobile programmes where the UHK has available a rich offer of internships and visits to research institutions abroad. An important role in terms of stimulation of scientists-beginners is played by the motivational system of financial support for publication activities, active participation in international research conferences, and work within internships abroad. Students and workers are supported financially in implementing the outputs of their creative activities (translation of texts into world languages, publication fees, open access to scientific information, conference fees for active participation in prestigious conferences), as well as by means of methodical seminars, such as on how to publish in the journals listed in the relevant databases.
The UHK applies the practice of flexible working hours, work from home and other measures taken to match one's professional and personal life. The options are also entered in the managing acts concerning the career system and employee evaluation. The new Career System for academic staff members covers those studying in doctoral degree programmes, defines recommendations for arrangement of working conditions, and accounts for the parental and maternity leave in one's career growth.
Other possibilities of matching the work, study and personal life are stipulated in the internal Wages Regulation of the UHK and in the Collective Bargaining Agreement of the UHK, as already mentioned in the "Employees" chapter above. The regular reviews of the personal career plans of workers are discussed individually with the leading workers and deans of the faculties. Such discussions allow to take into account individually any interruptions due to parenthood or prolonged illness (possibility to amend the required outputs, support in the form of methodical assistance in case of interruption in work, etc.).
Support to doctoral degree students and graduates is also provided by the ICCC as they enter the labour market with respect of their branch of study, by means of individual career counselling, coaching, contacts with employers, and by sharing vacancy and internship advertisements. The Centre also offers support to students with specific needs, social counselling, and psychological and therapeutic support to UHK students and employees. Further support takes place in the form of organization of seminars by the university-wide facilities, such as the University Library (seminars to databases, PBD, etc.).

COOPERATION WITH THE APPLICATION SPHERE ON DEVELOPMENT, TRANSFER AND COMMERCIALIZATION OF INNOVATIONS

The activities necessary for the commercialization process are covered at the UHK by the Science and Knowledge Transfer Office with its part Technology Transfer Office ("TTO"). All the UHK faculties employ scouts, whose task is to monitor the faculty potentials and opportunities for transfer. The scout's role is a direct contact work with academics and scientists to help them develop competencies for innovation business. Commercialization of the UHK scientific and research results is process-described in Rector's Decree No. 17/2020 "Intellectual Property Exploitation at the University of Hradec Králové". The Rector's consultative body in this respect is the UHK Commercialization Board, which focuses predominantly on evaluation and development of the UHK's strategy in commercialization. The Commercialization Board works also as another bridge in entering into initial contacts between the UHK and firms, and it can also initiate the focus of partial commercialization projects. Important in this respect is also the cooperation with the Technological Centre in Hradec Králové whose workshops help search for new contacts with the application sphere and seek innovation transfer and commercialization of results. The UHK puts great emphasis on active cooperation with enterprises and institutions in the region and beyond it. Such cooperation is a precondition for students to be able to take part within their studies in the solution of practical issues, for instance in the form of practical projects where a firm worker assists as a mentor, as well as professional internships. With these opportunities being developed further, graduates become well employable in the market and start working in the branches they have graduated from. To cooperate with the applica-

tion sphere, the UHK also uses innovation vouchers or joint submission of applied research projects to the TACR. At the FIM, as a rule, cooperation with the application sphere takes place through the Basic and Applied Research Centre and at some departments having very good contacts with the business sphere.
Since July 2020, the TTO has been performing the transfer of technologies in compliance with the pre-set efficient system according to the Rector's Decree on intellectual property exploitation at the UHK, following the work of the Centre of Transfer of Biomedicine Technologies (CTBT), which performed the same for the UHK as a joint facility. Especially through the TTO, the UHK is involved in the whole technology transfer process from searching for commercially interesting research results to their formal protection by way of patent and utility model applications or informal protection by keeping the know-how secret to finding a commercial partner interested in the results being offered. A highly important role in the whole process is also played just by feedback received from the contacted commercial partners, on the basis of which, in some cases, the technologies are finished, prototypes are manufactured and tested or technologies are otherwise moved towards practice within Proof of Concept projects, whereby getting nearer to actual application in the market. Analyses of the technologies are made by the technology transfer units to find out market opportunities and competitive technologies. When making the said analyses, companies are always sought for which could be interested in the particular technologies. Czech and foreign companies are contacted in dependence on the expected results of the technologies. For every technology, the TTO always tries to contact several potential interested parties simultaneously to be able to compare their potential offers at the same time and at the same technology readiness level. Licence contracts are the preferred ways of commercialization at the UHK, and they are made mainly with the companies of the participating authors/originators or with regional/Czech companies. Another crucial precondition is the licence holder's obligation to ensure a more significant social/economic impact in contrast with other parties interested in the licence.

INTER-SECTOR MOBILITY OF STUDENTS AND ACADEMIC STAFF MEMBERS

The UHK enters into and develops relationships actively with many enterprises and institutions. The most frequent forms of cooperation include invited lectures and seminars given by external experts, practical projects, cooperation in setting up and subsequent supervising Bachelor's and Master's theses, training courses and joint research and development projects. The UHK keeps extending the opportunities for practical training and internships, while putting stress in this respect on developing cooperation with a number of foreign partners. The FF teaches the "Podnikání v praxi" (Doing Business in Practice) subject, aiming to support students' practical competencies. Within the "Praktický projekt" (Practical Project) subject, the FIM offers students the possibility to work on projects arranged for and supervised by the partner enterprises from the subject-relevant areas. Within the subject, students get acquainted with enterprise operation and involved in the solution of practical tasks in the workplaces. The UHK uses its "Cooperation with Practice" portal to support cooperation between students and the partner organizations. The portal is used primarily to set up and manage practical projects, collect topics for theses and vacancies offered by the partner companies.
Every year, the FIM organizes a job fair titled HIT Career. March 2020 saw the 12th year of the fair, which was attended by 35 partner companies from startups to leading international corporations. Among the exhibiting companies were IT firms such as Unicorn, BizzTreat or Quadient, banks and insurance companies (Česká spořitelna, Generali Česká pojišťovna and MONETA Money Bank) and other firms, such as ŠKODA AUTO, FOXCONN CZ and eMan. During this event, students had a unique chance to meet the representatives of the companies personally at the exhibition stands, learn about the current offers of part- or full-time jobs or agree on particular topics of their theses to meet the companies' needs. In addition to these opportunities, the firms prepared 14 thematically diversified lectures for students. The programme of the fair also included the TRIANGL competition in the fair programme, with its aim being to support other forms of cooperation of the three subjects – students, the companies and the university. Within the section, students presented their interesting works reaching with their importance over to the application sphere.

In 2020, the ICCC organized a fourth year of the JobStart event, in the course of which UHK students could meet attractive employers from different branches of the whole CR. The aim of the event is to provide direct contact between students, graduates and employers, to encourage students and graduates to start their careers, and to offer the opportunity to the representatives of firms and institutions to start or develop cooperation with the UHK. Due to the anti-epidemic measures, the event was organized online. In addition to the lectures given in virtual rooms, there also were opportunities to exchange contacts in separate rooms and hold informal discussions between firms and students. The employers presented the settings of their firms, their current vacancies and whether they offer internships. Thus, students could get to know their future managers and co-workers and obtain useful information. The programme also included an FF panel discussion on the applicability of humanity and social-science subjects and presentations of the leading personalities of the region and of the faculty graduates.

In 2020, the quality assurance and evaluation process was, similarly as in the other university's activities, affected adversely by the epidemic situation and by the extraordinary measures taken to prevent Covid-19 transmission. For this reason, some of the originally scheduled activities had to be postponed, some processes had to be changed partially, and new challenges had to be addressed.
The process pf preparation of new internal regulations in connection with the quality assurance and internal evaluation system was finished in 2020. In February, the UHK Academic Senate approved the following codes: the Constitution of the UHK, the Rules of the System of Quality Assurance and Internal Quality Evaluation at the UHK, the UHK Accreditation Code and the Code of the Internal Evaluation Board of the UHK, which were then registered by the MŠMT in May and came to force and effect. The Code of the Internal Evaluation Board of the UHK was amended at the end of 2020 in connection with the Covid-19 epidemic so as to allow the Internal Evaluation Board to hold meetings using remote communication means.
The IEB of the UHK having twelve members is a guarantor of the quality assurance and internal evaluation system. In 2020, it held four sessions in total (14 January, 12 February, 13 May and 10 June). One per rollam voting took place from 23 March to 7 April. The most frequent subject of the IEB activities in that period was mainly the discussing and approving of accreditation plans and applications. In 2020, the IEB approved seven applications for study programme accreditations (Bachelor's study programmes Filozofie a společenské vědy, Digitální historické vědy, Politologie, Political Science, post-Bachelor's study programmes Ekonomika a management and Economics and Management, and doctoral degree programme Didaktika fyziky). In addition to this, the IEB prepared and discussed a supplement to the 2019 Internal Evaluation Report, discussed methodical materials for study programme accreditation preparation, UHK self-evaluation reports for the evaluation of research organizations, comprehensive information on the present results of the UHK's accreditation applications submitted to NAB, received information about the UHK budget for the year 2020 and about science evaluation, etc.
In 2020, preparations were completed to unify the way of obtaining feedback from students on the quality of teaching. Due to the impact of the Covid-19 epidemic and the associated restrictions on contact teaching in the summer semester of the 2019/2020 academic year, the use of this university-wide evaluation was not initiated until the winter semester of the 2020/2021 academic year, and the evaluation of teaching in the summer semester was still organised by individual faculties. In autumn 2020, an interim evaluation of subject teaching was carried out in the STAG information system (around mid-semester) due to the hybrid and distance teaching brought about by the anti-epidemic measures. At the end of the teaching part of the winter semester and during the examination period, the final evaluation of the teaching of the individual subjects took place.
In an effort to better understand the dropout causes and to take the most appropriate measures to reduce it, in 2020 the university began systematically collecting feedback from students who dropped out or failed to continue their studies. Those concerned have the opportunity to complete a questionnaire in the STAG information system after leaving their studies.
In 2020, the ICCC carried out questionnaire research among the representatives of employers, addressing all the employers cooperating with the ICCC. The aim of the survey was mainly to identify those employers interested in cooperating with the UHK, the services they were interested in, and the knowledge and skills they expected of the graduates they wished to address with an offer to cooperate. 457 employers in total were addressed, of which 103 completed the questionnaire (22.5 %).
In 2020, a new UHK advisory body the International Advisory Board ("IAB") – was established and its competence and procedure rules (Rules of Procedure of the International Advisory Board of the University of Hradec Králové) were set up. The competences of this body include advisory services, for instance, in the spheres of doctoral study quality evaluation, in the system of internal evaluation of creative activities at the UHK and evaluation of the international dimensions of creative activities, in the system of involvement of employees in post-doctoral positions, etc. The first IAB meeting was held in December and, due to the anti-epidemic measures and the traveling restrictions, it took place online. The meeting was also attended by the Rector of the university, by the Vice-Rector for Science and Creative Activities, by the Vice-Deans of all faculties, and other guests. The first meeting of the International Advisory Board was aimed mainly at the introduction of the university and its individual units, especially in terms of their focus on educational and creative activities, presentation of the principal activities of the IAB, and discussion concerning the topics brought forth by the Rector.
Every year, the individual UHK faculties carry out evaluation of their academic staff members; this evaluation took place also in 2020. In March 2020, the process was standardized with a new university's managing act (Career System and Regular Evaluation of Academic Staff of the University of Hradec Králové), which interconnected the academic staff evaluation system with the career system and introduced partial amendments of the relevant evaluation form. In April 2020, a new system was introduced for evaluation of non-academic workers, which concerns all other university employees, i.e., the technical and administrative employees, workers and auxiliary and service workers or research workers not taking part in teaching activities.
As the university strives to receive the HR Excellence in Research Award (HR Award), the necessary steps were undertaken in this process in 2020. One of them was extensive questionnaire research which collected feedback from the employees and doctoral degree students in the following areas: professional and ethical aspects, working conditions and social security, development and education, and evaluation of employee performance. The questionnaires were completed in the period from 12 November to 30 November. 1,028 respondents in total were addressed, of whom 581 completed the questionnaire, with the rate of return thus being 57 %.

RELEVANT INTERNATIONAL AND NATIONAL CREATIVE ACTIVITIES, INTEGRATION INTO PROFESSIONAL AND ARTISTIC NETWORKS, INTEGRATION OF RESEARCH INFRASTRUCTURE INTO INTERNATIONAL NETWORKS

The main science and research development objectives at the UHK include first-class internationally competitive scientific and research activities reflected also in the quality of publication activities, enhancement of the scientific qualifications of the UHK employees through appointment procedures for associate professorship and professorship, and in increased involvement of UHK employees in international research projects. The university succeeds in gradually increasing the quality of publication outputs with emphasis put on publication of outputs in impact journals accepted by the international community in Q1 and Q2 per AIS JCR ISI Web of Knowledge. Funds intended for long-term conceptual development of the organization should be "invested" predominantly in creating preconditions for first-class internationally competitive research and publication activities in the future and to take into account also the principles of Methodology 2017+ and the feedback from the International Evaluation Panel. In 2020, the UHK concentrated on increasing the quality of the publication activities of its academic staff members, on increased quality and quantity of the publication activities of doctoral degree students, on employment of leading international scientists, and on supporting research in connection with the scientific and research plans of the UHK, the qualification growth of UHK employees, and the effort to receive external scientific and research projects and grants with emphasis put on international scientific projects. At the FF, significant results in scientific cooperation at an international level are achieved mainly by the Department of Philosophy and Social Sciences whose workers cooperate with prominent researchers from the USA, Canada, Austria and other countries. In 2020, thanks to the Department of Philosophy and Social Sciences, the FF started implementing a grant project of excellence in the basic research EXPRO. The Department of Political Science also has a strong potential as regards international research, as it builds intensive contacts in Latin America and Africa in the long term. The development of international scientific cooperation was also supported at the FF through the new internal grant competition titled "International Research Teams" aimed at stimulation of and support for the basic research performed by prospective international teams having great ambitions to produce excellent outputs. Within this programme, four projects in total were supported in 2020. The potential of the faculty is shown in the number of GACR rigorous science grant projects, of which ten were researched or co-researched in 2020. In the same year, the FF could pride itself upon its researching or co-researching three TACR ETA and two NAKI projects. As regards involvement in international professional networks, special position at the FF is occupied by the Department of Auxiliary Sciences of History and Archival Studies through which the faculty is a member of the international consortium Time Machine focused on the development of the areas of so-called digital humanities.

In 2020, the PdF was a researcher/co-researcher of three prestigious grant projects, of which two were granted by the TACR (one in inter-faculty cooperation with the FIM) and one was granted within the OP RDE. The PdF attained the highest score in the Register of Artistic Outputs (RUV) for the year 2019 and also in the summary of the last five years among the faculties of education in the CR. The faculty is a member in the Czech Educational Research Association, in the Government Board for Persons with Disabilities, in the Czech section of the INSEA – International Society for Education through Art, in the Association of Germanists of the Czech Republic, in the Society of Literary Science, and in the Association of Universities of the Third Age.

In the area of biomedicine, the PřF engages successfully in cooperation with, for instance, the Czech Technical University in Prague, the Academy of Sciences in Prague, the University of Defence, Palacký University in Olomouc, and University of Pardubice on the basis of jointly implemented GACR, TACR and OP RDE grants. The PřF took part in implementation of excellent biomedicine research with an international research team within the international research project V4–Korea.

In addition to long-term first-class journal publishing results in the first decile and quartile in informatics and mathematics, the FIM was newly also granted the TACR project Transport 2020+ together with VSB – Technical University of Ostrava, where it succeeded in the great competition of many other projects. Further, one should emphasize the relatively wide consortium within the new TACR project Trend and the still excellently developing cooperation with the company ŠKODA AUTO which also supports financially the creative activities of teams. The Action COST project is undoubtedly a great international achievement of the FIM. It won a financial support from the MŠMT and its members have established themselves excellently in the management structures of the project.

UHK'S NATIONAL AND INTERNATIONAL AWARDS

In 2020, the UHK was awarded by the Czech National Agency for International Education and Research (DZS) in the category "ERASMUS+ Higher Education". The DZS nominated the UHK for its care for students within Erasmus+ mobility; incoming students appreciate the UHK mainly for the above-standard support as regards the quality of course contents, teaching methods and the quantity of support during classes. Positively is also valued the level of integration among other students and the local community. Students also regard highly the support of the welcoming institution in attending to questions, comments and concerns, assistance in seeking accommodation, as well as in the solution of personal problems. The UHK was ranked among the six universities evaluated best in the CR.

Another nomination for DZV award in the "study in" category was granted in 2020 to FIM graduate Sok Sopheakmonkola.

Individual awards were obtained in 2020 by the following two UHK students:

Mgr. Klára Rybenská, PhD. was awarded the Prize of the Minister of Education, Youth and Sports for extraordinary achievements of students and graduates in 2020 (the prize was awarded for the coordination of the university community activities in 3D printing of headbands and in completing face shields in Hradec Králové Region).

Mgr. Anežka Pařízková, within her student internship at the Honorary Consulate of the CR in Quito, Ecuador, was providing consular assistance services to Czech citizens during the Covid-19 pandemic crisis beyond her duties and with quite extraordinary efforts. Her exceptional activities were appreciated by the ambassador of the CR in Peru and Ecuador.

UHK'S INTERNATIONAL RANKING

In 2020, the UHK received a final report and recommendations from the evaluation within the Monitoring Internationalization of Czech Higher Education (MICHE). This evaluation was followed by preparation of a three-year action plan which reflected the recommendations formulated by the assessors and which was approved by an expert committee. The evaluation results were also taken into account when preparing the strategic plan of the UHK (especially in its annex dealing with internationalization strategy) for the period from 2021.

In 2020, evaluation according to the Methodology for Evaluation of Research Organizations in the segment of universities took place at the UHK as well as at other universities in the Czech Republic. The UHK International Evaluation Panel (IEP) was the evaluation committee made up of seven international experts and a representative of the MŠMT. The evaluation was made on the basis of UHK's self-evaluation reports and a hybrid form of on-site visit in the period from 21 to 23 October 2020. In December 2020, university evaluation proposals were finished and submitted to the UHK Rector for review. The next process phase continues into 2021; in January, the UHK Rector communicated the university's standpoint as to the IEP evaluation and the approved evaluation report was sent to the MŠMT. The recommendations arising from the IEP evaluation will be implemented by the UHK gradually in its effort to increase quality in creative activities, internal processes, strategy and other areas which were subject to evaluation.

The first session of the FF International Advisory Board of seven members took place in January 2020, with its principal mission being to evaluate the basic activities of the faculty while using the knowledge and experience of independent experts from different countries. The session lasted three days and was also attended by the highest representatives of the UHK.

In 2020, the UHK International Advisory Board (IAB) was established as an advisory body of the UHK Rector. The main activities of the IAB are especially advisory services focused on selected areas (such as evaluation of doctoral studies, system of involvement of post-doctoral students, setting up internal evaluation of the research organization, evaluation of the international dimension). The first session of this body took place at the end of 2020 in the form of an online meeting and was attended by four of the five IAB members and by the top representatives of the UHK and of the faculties.

The UHK was placed in a number of prestigious charts, such as THE World University Rankings, THE Times Higher Education Emerging Economies University Rankings, QS World Ranking Emerging Europe & Central Asia and UI Green Metric.

In the prestigious chart of Times Higher Education (THE) World University Rankings, the UHK received a 1001+ position. The indicators compared by the THE when creating the chart concern education, research, transfer of knowledge and internationalization.

In 2020, the UHK appeared for the very first time in THE Times Higher Education Emerging Economies University Rankings, where it took the 400-500th position.

THE also prepared several charts by thematic focus where the UHK is represented in the World University Rankings by subject: Education chart, where it was placed as a third Czech university in the shared 501+ place, World University Rankings by subject: Physical Science in the collective 1000+ place, and World University Rankings by subject: Computer Science in 601-800th place, being eighth of the Czech universities.

Further, the UHK was placed 351-400th in the THE Young Universities chart, being fifth of the Czech universities.

Within the Emerging Europe & Central Asia chart of the renowned QS World Ranking, the UHK was placed 176th.

The UHK is also represented in the chart which evaluates the sustainable approach of the universities to the environment (UI GreenMetric). The evaluation criteria include, for instance, the size and location of the university, transport and infrastructure, energy and water consumption, waste handling and also education and research connected with the topics of the environment and sustainable development. In the 2020 chart, the UHK was placed 438th from the 912 universities being evaluated, whereby reaching a third place within the CR.

UHK'S ROLE IN TRANSFER OF KNOWLEDGE INTO PRACTICE

The Department of Archaeology at the FF established the Field Archaeology Centre to concentrate on interconnecting the faculty environment with the sphere outside the university by carrying out archaeological research and by processing archaeological data and finds. The Centre continued the post-excavation phase of the rescue archaeological research at D11 Motorway. Carried out also were a couple of similar research projects of smaller extent in collaboration with the regional museums, charitable trusts and businesses. At the FIM, the Basic and Applied Research Centre together with the individual departments are active in technology transfer, which usually takes place in the form of innovation vouchers and joint TACR projects. The FIM's Further Education Institute is active in the sphere of further education. At the PřF, the Strategy and Projects Department was established in 2020 to be engaged, among other things, in transferring research results into practice.
In the first half of 2020, active transfer of knowledge was carried out by the Centre for Transfer of Biomedical Technologies, whose activities were focused on processing research and development outcomes, namely in connection with their application in the commercial sphere. The CTBT activities consist in intellectual property protection, entering into contracts for customized research, communication with the corporate sector in common research, and in organizing educational events for researchers in intellectual property protection. Then, from 1 July 2020, this role was taken over by the TTO including the Commercialization Board.
In 2020, the UHK ensured filing two invention applications and three utility model application, was granted one patent and five utility models were registered. The UHK also maintained its previously granted patents, utility models and industrial designs, and made assessments of their further utilization options. The CTBT and newly the TTO assisted in contracting for customized research for the commercial sphere, namely in negotiating research terms and conditions, cost calculation, solution concerning the co-ownership of the intellectual property created with the commercial partners, etc.
From the beginning of 2020, within the GAMA 2 Programme of Applied Research, Experimental Development and Innovations of the TACR, Sub-programme 1, the UHK carried out a new project numbered TP01010032, which was awarded to the UHK and in the framework of which 11 partial projects were carried out in 2020 to verify the research and development outcomes of the "Proof of Concept" activity. The main goal of the said projects was verification of the research and development outcomes having a commercialization potential and subsequent preparation for intellectual property protection.
In 2020, the UHK continued as a partner with a financial contribution to implement the OP RDE technology transfer project titled "Centre for Transfer of Biomedical Technologies – Proficiency Development" (CZ.02.2.69/0.0/0.0/16_014/0000647), which supports the development of proficiency in human resources. The Teaching Hospital in Hradec Králové and the Faculty of Military Health Sciences were the recipients in the project. The project is intended to educate not only the CTBT employees but also the technology scouts chosen from the current research workers of all three institutions. In 2020, several educational events were organized within the project in the areas of intellectual property protection and technology transfer to increase the awareness of this issue among the UHK academic community; the said events included the "Country for Patents" round table organized within the centralized development project which joined several universities of the CR. The UHK is also an active member of the Transfera association grouping together the TTO all over the Czech Republic.

COOPERATION WITH REGIONAL SELF-GOVERNMENT BODIES AND LEADING REGIONAL INSTITUTIONS

The UHK activities in this area as well as in the other ones were, unfortunately, affected adversely by the coronavirus pandemic, which reduced cooperation with the regional institutions partially in this respect; during the year, however, ways were sought actively to develop the cooperation effectively.
Thus, to a limited extent, the UHK followed the former cooperation with the Statutory City of Hradec Králové and Hradec Králové Region. The university continued the good practice with the former of them in organizing the popularization event Night of Scientists, which took place in 2020 completely in an online variant and was focused on the issue of robots and robotization of the society. In spite of this, the event managed to attract to the screens an audience of thousands not only from Hradec Králové but also from the whole region of East Bohemia. We also managed to organize the highly successful (in terms of audience counts and their activity) conference in cooperation with Hradec Králové Region on the topic of "Ethics in Good and Bad Times". Thus, the UHK as a partner took part, among other things, in organizing a wide panel discussion participated by historian Jiří Padevět, psychologist Pavel Vacek (UHK), comeniologist Jan Hábl (UHK) and General Petr Pavel. In a similar spirit, the UHK is expanding its very intensive cooperation with the Library of the City of Hradce Králové, to which it invites regularly to attend interesting discussions through online conferences. In 2020, the FF organized an online discussion in the subject of volunteerism, which was also attended by the persons cooperating with the UHK in the area of student internships, by a representative of the Hradec Králové Region, by the spokesman of the Teaching Hospital of Hradec Králové, and by the representatives of retirement homes and non-profit organizations.

Thanks to its intensive cooperation with the media, the UHK succeeds in developing the areas of region development, solution of environmental and social problems, etc. Experts from among the academics are invited to be guests in radio broadcasting or discussions to these topics. The UHK also invites notable guests to its academic ground to attend public discussions; at the beginning of the year, for instance, the Minister of Labour and Social Affairs Jana Maláčová was one of the guests.

The UHK and its representatives, employees and students also concentrated their efforts on volunteer activities and active involvement within their work duties in connection with the Covid-19 pandemic impacts. Within regional cooperation, face shields were produced and distributed to hospitals and health-care and welfare facilities, and students assisted in caring for the children of healthcare providers and in retirement homes. The UHK established connection with the Hradec Králové association "Let's Talk with Each Other" and provided IT equipment allowing children in families in hard socio-economic situation to connect for the distance form of education.

The faculties also cooperate at different levels (mainly within joint projects and practical training) with the Czech National Bank, the Teaching Hospital in Hradec Králové, the Financial Authority for Hradec Králové Region and the Technology Centre of Hradec Králové. The UHK also cooperates with the self-governmental authorities as school founders, where the UHK (PdF, PřF and FF) is the key partner in providing experts (mainly teachers) to schools.
The specific examples of cooperation with the Statutory City of Hradec Králové and Hradec Králové Region (as well as other partners) include the 17th year of the well-established international conference Hradec Days of Social Work, which represents an important platform for the meeting of practicians and theoreticians in social work. The activities in Archeopark at Všestary take place through cooperation of the FF with the Hradec Králové Region. The UHK also keeps developing its cooperation with the leading public institutions and businesses in the region, mainly in the areas of sociological surveys and rescue archaeological research. In respect of the preparation of strategies and plans for the development of the region, an important role is played by the TACR project titled "Analysis of Social Situation in Relation to Automotive Production in Solnice-Kvasiny-Rychnov n. K. Industrial Zone" implemented by the Department of Sociology of the FF. The project is focused on identification of social risks associated with the establishment of industrial zones and aimed, among other things, at proposals of adequate solutions applicable at the level of public policy and administration.
In 2020, cooperation was started with the Centre for Development and Innovations of the Hradec Králové Region (the regional development agency of the Hradec Králové Region) in the sphere of interconnection of innovation needs of enterprises and the research capacities of the PřF.

UHK SUPRA-REGIONAL OPERATION AND IMPORTANCE

The UHK together with its units organizes regular international conferences and seminars. Due to the extraordinary measures, however, five international conferences taking exclusively an online form were only organized in 2020. The members of the UHK's academic staff present their knowledge and scientific results regularly through popularization lectures given both in the Czech Republic and abroad or through commentaries and interview in the media.
In 2020, two unique podcast programmes originated at the UHK, aiming to popularize the science, introduce renown personalities and acquaint the audience with the events at the UHK. The FF started a podcast titled UHKaFFé as a popular and scientific discussion programme bringing interviews with experts, especially from the social-scientific subjects and humanities. The regular broadcasting sessions offer discussions to the audience concerning the current social topics, familiarize with the life and experience of scientists, as well as with international experts and representatives of students.
With support from the Centre of Artistic Activities, the UHK started the Studio UHK podcast, the main goal of which was to familiarize with the life of the UHK and the steps planned by its management for the future. The programme presents interesting projects in which the UHK participates and also provides room for the personalities working at the UHK.

The scientific activities of the university were also presented to the public at the Night of Scientists taking place completely online in 2020.

Within its supra-regional operation, the UHK engaged extensively in organizing discussion round tables which took place in the Czech Republic in 2020 and were supported by the Czech public higher education institutions. The UHK took active part in preparation of the Prague round table broadcasted from the Czech Technical University in Prague, with the topic being "The Role of Universities in the Outburst of a Crisis", the discussion being moderated by the UHK's spokesman. Further, the UHK engaged in supporting other round tables in the topics of economic management of public means and environmental protection.
The UHK regularly publishes articles in the nation-wide Universitas journal and issues its own newsletter informing about the current affairs of and regular events at the UHK.

The UHK has its representatives in the working groups of Czech Rectors Conference (CRC): CRC Working Group for European Structural Funds, CRC Working Group for the "Study in the Czech Republic" portal.

The UHK is a member of the European University Association and the UHK academics are members of a number of leading professional institutions, such as UNESCO Global Geoparks Council. They work as assessors for Horizon 2020 projects and are members (or chairmen) of GACR and TACR expert panels, of the Expert Assessor Body of the Research, Development and Innovation Council of the Government of the CR, of councils of segments of the Register of Artistic Outputs, and of the scientific boards of many domestic and foreign universities. They also work as assessors for projects of the Ministry of Education, Youth and Sports and of the Ministry of Culture and they are members of the assessment committees of the National Accreditation Office of the CR, and assessors of the Slovak Accreditation Agency for Higher Education.

EDUCATION ACTIVITIES

Communication
At the university level, in coordination with the other units, individual measures following those issued by the government were published. The initial communication tool was a specially set up page on the UHK„coronavirus" website, through which information on the measures was communicated to students and staff. In parallel, important information was also published via university e-mails and on the social media.

Admission Procedure
Due to the anti-epidemic measures, the form and criteria of admission procedures for selected programmes were adapted to the current situation and entrance examinations were conducted using a distance form (e.g., online tests, applicants' motivation letters). In some areas of education, there were no entrance examinations and students were selected on the basis of their performance in profile subjects.

Distance Method of Teaching and Verification of Study Results
In the field of study, distance learning was gradually introduced using LMS Moodle, Blackboard and MS Teams. In the case of lectures, both synchronous and asynchronous teaching systems (in the form of pre-recorded lectures) were implemented. Full use was made of previously prepared distance learning materials for the individual subjects of full-time and combined study.
Examinations during the examination period were conducted both remotely in the above-mentioned environments, but also face-to-face in small groups of students. Due to the necessity to carry out course credits and examinations in small groups, it was necessary to set up more dates for course credits and examinations throughout the examination period.
The examination period of the summer semester was extended and, in justified cases, the conditions for students to progress to the next year of study were adjusted so that the continuation of their studies was not jeopardised by objective complications as a result of the pandemic.

Evaluation of Classes
As part of the feedback process, an evaluation was carried out in the middle of the winter semester of the academic year 2020/2021, which provided important information about the teaching process in the new forms.
Distance learning continued to have the greatest impact in this semester on the subjects that focus on the acquisition of knowledge and skills that depend on the use of specific equipment, computer programs and other special devices, or that require face-to-face participation (arts and fitness-oriented subjects).
Unlike the summer semester 2019/2020, it was not possible to carry out all subjects later or in the examination period. The subjects that were not implemented have been moved to the winter semester 2020/2021. Since 2020, research has been conducted at the FF, reflecting on the progress and evaluation potential of the virtual mobilities implemented during the winter semester 2020/2021.

Practice
To the maximum extent possible, the UHK has facilitated the recognition of work experience for students of social work programmes who were forced to undertake work duties during the times of exceptional circumstances. Similarly, for students of educational study programmes, the possibility of online practice was arranged to the maximum extent possible by the didacticians of the field with primary and secondary schools that have switched to distance learning. For some of the follow-up master's studies, it was possible to implement substitute fulfilment (e.g., tutoring, online teaching). The absence of research in the faculty schools, faculty offices, and libraries forced students to change thesis topics or to extend the completion of theses to a later date. Even in these respects, the university provided maximum support to the students.

To systematize the above-described issues, measures were taken in the form of the following Rector's decrees:

- Temporary Change in the Manner of Submission of Bachelor's and Master's Theses
- Temporary Change in the Manner of Submission of Advanced Master's and Doctoral Theses
- Handling the Audiovisual Recordings of
- tate Examination and Doctoral Thesis Defence Sessions or of Fulfilment of Other Study Obligations

On the basis of the experience gained in the course of the year 2020, the university management decided to amend the Study and Examination Code in respect of the possibilities of distance teaching. The amendments are currently subject to a MŠMT approval process.

RESEARCH ACTIVITIES

The SARS-CoV-2 pandemic has had a major impact on science and research, particularly in terms of reduced travelling possibilities, which has resulted in a decline in planned international collaborative contacts. In spite of this, the UHK staff successfully continued to work on external projects. A review of the quantity and quality of the publication activity in 2020 showed that there had been a marked increase in the number of publications in the previous year, with even further improvements in the structure of journal publications in Q1 and Q2 in relation to all journal publications indexed by the JCR ISI Web of Knowledge.

Researchers of scientific projects were unable to carry out a number of planned trips to foreign research institutions. Most conferences, both domestic and international, were completely cancelled in 2020. The remaining smaller part was carried out in an online mode. Only rarely were conferences or workshops held in a face-to-face or hybrid form, but even then in a fundamentally limited mode. The SARS-CoV-2 pandemic had a major impact on all types of scientific research projects (GACR, TACR, NAKI, specific university research). In most cases of the projects at the UHK, as well as in the organization of conferences, the travel restrictions had a negative impact, which often affected adversely the budgets of the respective projects. Therefore, where possible, budgets were adjusted or unspent funds were transferred to the subsequent years of solution. The pandemic had a further equally negative impact on projects where study and data collection in the field or in external institutions was a necessary part of the project. Here, the constraints may have disrupted the timetable and slowed down the overall progress of the planned solution. Meeting the binding targets for some projects was difficult and often impossible. A number of researchers filed requests to postpone the final deadline by one year. The peer review process in scientific journals was extended. Unfortunately, planned visits of international researchers, for instance those carried out through the prestigious Fulbright scholarship programmes, did not take place.

In its research, the PřF joined the production of FFP3 respirators using 3D print. The PdF carried out occasional partial research published in reviewed magazines and dealing with, for instance, the production of protective aids or specificities of education in foreign languages. Continuous research focused on pandemic impacts on education was carried out by the Institute of Primary, Pre-primary and Special Education (with its results not yet being published). Within the GAMA 2 projects, several Proof of Concept projects were supported at the FIM and PřF to implement research in connection with the Covid-19 issues, the outcomes of which would be implemented in 2021.

THIRD ROLE AND OTHER ACTIVITIES

In 2020, in connection with the SARS-CoV-2 pandemic, the UHK responded in a flexible manner in its activities and was developing intensively its professional and volunteer activities with the aim to secure assistance in coping with the impacts of the current situation.

Activities in association with a professional background were being developed mainly by the PřF, which provided professional counselling services connected with practical shows of possible procedures in using personal protective equipment when taking samples and performing analyses of biological materials potentially containing the SARS-CoV-2 virus. The consultation services were provided to the expert facilities of the District Hospital in Trutnov, the Biotechnology and Biomedicine Centre of the Academy of Sciences and of Charles University BIOCEV, and to the Institute of Molecular Genetics of the Czech Academy of Sciences in Prague.

Together with the Veterinary Research Institute (VRI) in Brno, the PřF was taking material samples by wiping surfaces in the set covid zones in Pardubice Hospital, the results being used to evaluate the possible ways of SARS-CoV-2 propagation. Further cooperation took place between the faculty and the District Hospital in Trutnov, to which the laboratory instrument qTower for RT PCR was lent. Thanks to the borrowed instrument, the hospital was able to accelerate the performance of analyses considerably and to increase the overall SARS-CoV-2 detection capacity of its laboratories. Further, the hospital borrowed one filtration and ventilation unit AeroGO Klimafil for more comfortable and safer work when taking clinical samples in the sampling tent. The PřF is also developing a TACR-supported project aimed at developing a contactless monitoring system to help understand better the Covid-19 disease development. The research team wants to use a system of sensors to analyse, classify and create a database mapping the respiratory disorders that accompany the Covid-19 disease. Specially designed algorithms will be used to evaluate these states and will be a key asset in assessing the patients' condition. Ultimately, it will be possible to predict worsening or improving conditions and tailor medical care accordingly.

The UHK was the main coordinator especially in the community activity of 3D printing of headbands and of completing face shields in Hradec Králové Region. Within this project, approximately 4,500 face shields were handed out and distributed for free. From the beginning of April, the complete activity was transferred to the UHK, the technological procedure was modified and the shields were started to be produced by means of an injection moulding technology. Almost 30 thousand face shields were produced, completed and distributed all over the Czech Republic by 17 May. As many as forty UHK students were engaged in the project lasting approximately two months. Further, the UHK ensured production of an ethanol-based disinfectant and provided also a delivery of university energy drinks to the Emergency Medical Service of the Hradec Králové Region.

On an ongoing basis, the properties of different types of materials that were part of nanofibre drapes, Tyvek safety disposable suits and full-face filter masks were evaluated by electron microscopy (SEM, Hitachi) for some subjects and interested parties. In particular, the structure and porosity of the materials provided were evaluated with respect to their use as barriers against the penetration of very small particles, such as viruses (SARS-CoV-2).

The students were involved not only in compulsory work duties, but also in volunteer activities, which were coordinated, monitored and promoted by the UHK. The work obligation concerned students of social sciences who helped mainly in social service institutions such as retirement homes, geriatric centres, personal assistance centres, etc. Several hundred UHK students were involved in volunteer activities, helping with care for the children of health professionals, online tutoring and providing teaching assistance in kindergartens and primary schools for children of health professionals. In addition, students were involved in the activity of sewing and distributing drapes, which took place in different groups around the city. The PdF was involved in the "Let's Include Them All" project, which emerged from the cooperation of People in Need, MŠMT and the National Institute for Education of the CR and which concerned a project for support for children disadvantaged in the period of the closure of schools due to the Covid-19 pandemic. The volunteer activity concerned the tutoring of such children by students of faculties of education. The FF held an online panel discussion concerning the topic of volunteerism, which was attended by teachers, students, a representative of Hradec Králové Region, the spokesman of the Teaching Hospital of Hradec Králové, and representatives of retirement homes and non-profit organizations.

For their resolution to help in the difficult times, all the involved students received a symbolic award from the Rector, which was handed over to the representative of the UHK students – Chairman of the Student Chamber of the Academic Senate of the UHK.

The UHK launched a new web page providing comprehensive and up-to-date information in connection with the Covid-19 disease, which included a subpage devoted to the volunteer activities which could be joined by the university's employees and students.

Following the developments during the year, accommodation prices in the university's halls of residence were significantly reduced and rooms were reserved for students who had to comply with the quarantine measures. Accommodation was also offered to those students who had been placed on work-related duties.

With the announcement of the emergency state, the Library of the UHK was forced to reduce its services, but it was able to transfer a great number of processes online to enable students and staff to use the library services to the maximum possible extent. The UHK provided long-term loan extensions without penalties and offered a wide range of databases with access to digital libraries, multidisciplinary databases of specialized literature and other sources of information. The traditional events organised by the University Library were carried out online, including the Book Fair, which is held annually as part of the nationwide Library Week event.

During the whole year, the Information, Counselling and Career Centre was providing psychological-therapeutic services, support for students with specific needs, and career counselling. At times when the social situation required a reduction in face-to-face contact, the said services were provided online via Skype or MS Teams.

Other services provided to students and employees have also been modified to avoid the getting of a large number of people together. The UHK has launched an electronic booking system for the UHK Service Centre and has arranged for the online extension of the validity of ICIC cards.

PART III – CHARTS

2.1 Accredited Study Programmes
2.2 Study Programmes in Foreign Languages
2.4 Accredited Study Programmes Implemented Together with Other University or Public Research Institution Having Its Seat in the CR
2.6 Lifelong Learning Courses at the University (numbers of courses)
2.7 Lifelong Learning Courses at the University (numbers of students)
3.1 Students in Accredited Study Programmes
3.2 Students – Self-Payers
3.3 Dropout Rate in 1st Year of Study
3.4 Bursaries/Scholarships Provided to Students by Purpose
4.1 Graduates of Accredited Study Programmes
5.1 Interest in Studies at the University
6.1 Total Numbers of Academics, Scientists and Other Employees
6.2 Age Structure of Academic, Scientific and Other Employees
6.3 Numbers of Academic and Scientific Staff Members by Workload Extent and Highest Qualification Achieved
6.4 Management Staff
6.5 Foreign Academic and Scientific Staff Members
6.6 Newly Appointed Associate Professors and Professors
7.1 University Involvement in International Cooperation Programmes
7.2 Mobility of Students, Academic and Other Workers by Country
7.3 Mobility of Graduates
8.1 Conferences (Co-)Organized by the University
8.2 Experts from Application Sphere Participating in Teaching and Practical Training in Accredited Study Programmes
8.3 Study Branches/Programmes Containing Obligatory Practical Training of 1 Month as a Minimum
8.4 Transfer of Knowledge and Research Results to Business Sphere
12.1 Accommodation, Catering
12.2 University Libraries

Tab. 2.1: Accredited Study Programmes (counts)

University of Hradec Králové		Bachelor's study		Master's study		Post-Bachelors's study		Doctoral study		TOTAL
		P	K/D	P	K/D	P	K/D	P	K/D	
Faculty of Education										
Broadly defined ISCED-F subject areas	kód									
Generic programmes and qualifications	00									0
Education	01	23	5	3	2	12	5	2	2	54
Arts and humanities	02	10	5			1		1	1	18
Social sciences, journalism and information	03	1								1
Business, administration and law	04									0
Natural sciences, mathematics and statistics	05									0
Information and communication technologies	06									0
Engineering, manufacturing and construction	07									0
Agriculture, forestry, fisheries and veterinary	08									0
Health and welfare	09	3	2	1	1					7
Services	10									0
Faculty total	X	37	12	4	3	13	5	3	3	80
Faculty of Informatics and Management										
Broadly defined ISCED-F subject areas	kód									
Generic programmes and qualifications	00									0
Education	01									0
Arts and humanities	02									0
Social sciences, journalism and information	03									0
Business, administration and law	04	3	3							6
Natural sciences, mathematics and statistics	05									0
Information and communication technologies	06	3	3	1	1	4	3	3	3	21
Engineering, manufacturing and construction	07									0
Agriculture, forestry, fisheries and veterinary	08									0
Health and welfare	09									0
Services	10									0
Faculty total	X	6	6	1	1	4	3	3	3	27
Philosophical Faculty										
Broadly defined ISCED-F subject areas	kód									
Generic programmes and qualifications	00									0
Education	01	2								2
Arts and humanities	02	6	2			7	2	4	4	25
Social sciences, journalism and information	03	3	1			3	2	3	2	14
Business, administration and law	04									0
Natural sciences, mathematics and statistics	05									0
Information and communication technologies	06	1	1							2
Engineering, manufacturing and construction	07									0
Agriculture, forestry, fisheries and veterinary	08									0
Health and welfare	09	1	1							2
Services	10									0
Faculty total	X	13	5	0	0	10	4	7	6	45
Faculty of Science										
Broadly defined ISCED-F subject areas	kód									
Generic programmes and qualifications	00									0
Education	01	5				5				10
Arts and humanities	02									0
Social sciences, journalism and information	03									0

University of Hradec Králové		Bachelor's study		Master's study		Post-Bache-lors's study		Doctoral study		TOTAL
		P	K/D	P	K/D	P	K/D	P	K/D	
Faculty of Science										
Business, administration and law	04									0
Natural sciences, mathematics and statistics	05	12	1			10	1	4	4	32
Information and communication technologies	06							1	1	2
Engineering, manufacturing and construction	07									0
Agriculture, forestry, fisheries and veterinary	08									0
Health and welfare	09									0
Services	10									0
Faculty total	X	17	1	0	0	15	1	5	5	44
UHK – apart from faculties										
Broadly defined ISCED-F subject areas	kód									
Generic programmes and qualifications	00									0
Education	01									0
Arts and humanities	02									0
Social sciences, journalism and information	03									0
Business, administration and law	04									0
Natural sciences, mathematics and statistics	05									0
Information and communication technologies	06									0
Engineering, manufacturing and construction	07									0
Agriculture, forestry, fisheries and veterinary	08									0
Health and welfare	09	1	1			2	1			5
Services	10									0
Faculty total	X	1	1	0	0	2	1	0	0	5
University of Hradec Králové										
Broadly defined ISCED-F subject areas	kód									
Generic programmes and qualifications	00	0	0	0	0	0	0	0	0	0
Education	01	30	5	3	2	17	5	2	2	66
Arts and humanities	02	16	7	0	0	8	2	5	5	43
Social sciences, journalism and information	03	4	1	0	0	3	2	3	2	15
Business, administration and law	04	3	3	0	0	0	0	0	0	6
Natural sciences, mathematics and statistics	05	12	1	0	0	10	1	4	4	32
Information and communication technologies	06	4	4	1	1	4	3	4	4	25
Engineering, manufacturing and construction	07	0	0	0	0	0	0	0	0	0
Agriculture, forestry, fisheries and veterinary	08	0	0	0	0	0	0	0	0	0
Health and welfare	09	5	4	1	1	2	1	0	0	14
Services	10	0	0	0	0	0	0	0	0	0
UHK TOTAL	X	74	25	5	4	44	14	18	17	201

P = full-time study
K/D = combined/distance study

Tab. 2.2: Study Programmes in Foreign Languages (counts)

University of Hradec Králové		Bachelor's study		Master's study		Post-Bache-lors's study		Doctoral study		TOTAL
		P	K/D	P	K/D	P	K/D	P	K/D	
Faculty of Education										
Broadly defined ISCED-F subject areas	Code									
Generic programmes and qualifications	00									0
Education	01	6	1			5	2			14
Arts and humanities	02	2	1							3
Social sciences, journalism and information	03									0
Business, administration and law	04									0
Natural sciences, mathematics and statistics	05									0
Information and communication technologies	06									0
Engineering, manufacturing and construction	07									0
Agriculture, forestry, fisheries and veterinary	08									0
Health and welfare	09	1								1
Services	10									0
Faculty total	X	9	2	0	0	5	2	0	0	18
Faculty of Informatics and Management										
Broadly defined ISCED-F subject areas	Code									
Generic programmes and qualifications	00									0
Education	01									0
Arts and humanities	02									0
Social sciences, journalism and information	03									0
Business, administration and law	04									0
Natural sciences, mathematics and statistics	05									0
Information and communication technologies	06	3	2			3	2	3	3	16
Engineering, manufacturing and construction	07									0
Agriculture, forestry, fisheries and veterinary	08									0
Health and welfare	09									0
Services	10									0
Faculty total	X	3	2	0	0	3	2	3	3	16
Philosophical Faculty										
Broadly defined ISCED-F subject areas	Code									
Generic programmes and qualifications	00									0
Education	01									0
Arts and humanities	02					3		1	1	5
Social sciences, journalism and information	03	1						2	1	4
Business, administration and law	04									0
Natural sciences, mathematics and statistics	05									0
Information and communication technologies	06									0
Engineering, manufacturing and construction	07									0
Agriculture, forestry, fisheries and veterinary	08									0
Health and welfare	09									0
Services	10									0
Faculty total	X	1	0	0	0	3	0	3	2	9
Faculty of Science										
Broadly defined ISCED-F subject areas	Code									
Generic programmes and qualifications	00									0
Education	01									0
Arts and humanities	02									0
Social sciences, journalism and information	03									0

University of Hradec Králové		Bachelor's study		Master's study		Post-Bache-lors's study		Doctoral study		TOTAL
		P	K/D	P	K/D	P	K/D	P	K/D	
Faculty of Science										
Business, administration and law	04									0
Natural sciences, mathematics and statistics	05	3				2		2	2	9
Information and communication technologies	06									0
Engineering, manufacturing and construction	07									0
Agriculture, forestry, fisheries and veterinary	08									0
Health and welfare	09									0
Services	10									0
Faculty total	X	3	0	0	0	2	0	2	2	9
UHK – apart from faculties										
Broadly defined ISCED-F subject areas	Code									
Generic programmes and qualifications	00									0
Education	01									0
Arts and humanities	02									0
Social sciences, journalism and information	03									0
Business, administration and law	04									0
Natural sciences, mathematics and statistics	05									0
Information and communication technologies	06									0
Engineering, manufacturing and construction	07									0
Agriculture, forestry, fisheries and veterinary	08									0
Health and welfare	09					1				1
Services	10									0
Faculty total	X	0	0	0	0	1	0	0	0	1
University of Hradec Králové										
Broadly defined ISCED-F subject areas	Code									
Generic programmes and qualifications	00	0	0	0	0	0	0	0	0	0
Education	01	6	1	0	0	5	2	0	0	14
Arts and humanities	02	2	1	0	0	3	0	1	1	8
Social sciences, journalism and information	03	1	0	0	0	0	0	2	1	4
Business, administration and law	04	0	0	0	0	0	0	0	0	0
Natural sciences, mathematics and statistics	05	3	0	0	0	2	0	2	2	9
Information and communication technologies	06	3	2	0	0	3	2	3	3	16
Engineering, manufacturing and construction	07	0	0	0	0	0	0	0	0	0
Agriculture, forestry, fisheries and veterinary	08	0	0	0	0	0	0	0	0	0
Health and welfare	09	1	0	0	0	1	0	0	0	2
Services	10	0	0	0	0	0	0	0	0	0
UHK TOTAL	X	16	4	0	0	14	4	8	7	53

P = full-time study
K/D = combined/distance study

Tab. 2.4: Accredited Study Programmes Implemented Together with Other University or Public Research Institution Having Its Seat in the CR

University of Hradec Králové	
Name of study programme	Specialization in Pedagogy
Broadly defined ISCED-F subject area	0188 (Branch 7507V066)
Partner university/institution	University of South Bohemia in České Budějovice, University of Ostrava, University of West Bohemia in Plzeň
Type of programme (Bachelor's, post-Bachelor's, Master's, doctoral)	Doctoral
Number of active studies at 31. 12.	10
Name of study programme	Specialization in Pedagogy
Broadly defined ISCED-F subject area	0111 (obor 7501V026)
Partner university/institution	University of Ostrava, University of West Bohemia in Plzeň
Type of programme (Bachelor's, post-Bachelor's, Master's, doctoral)	Doctoral
Number of active studies at 31. 12.	0
Name of study programme	Applied Informatics
Broadly defined ISCED-F subject area	0613
Partner university/institution	University of Pardubice
Type of programme (Bachelor's, post-Bachelor's, Master's, doctoral)	Doctoral
Number of active studies at 31. 12.	20
Name of study programme	System Engineering and Informatics
Broadly defined ISCED-F subject area	0688
Partner university/institution	University of Pardubice, Technical University of Liberec
Type of programme (Bachelor's, post-Bachelor's, Master's, doctoral)	Doctoral
Number of active studies at 31. 12.	6

Summarized information to Tab. 2.4

University of Hradec Králové	Bachelor's study	Master's study	Post-Bache-lor's study	Doctoral study	Total
Number of study programmes				5	5
Number of active studies in the programmes				48	48

Tab. 2.6: Lifelong Learning Courses at the University (numbers of courses)

University of Hradec Králové		Job-oriented courses			U3A	TOTAL
		Less than 15 hours	16 to 100 hours	More than 100 hours		
Broadly defined ISCED-F subject areas	Code					
Generic programmes and qualifications	00					0
Education	01		1	27		28
Arts and humanities	02	7	10		17	34
Social sciences, journalism and information	03	16	4			20
Business, administration and law	04		8			8
Natural sciences, mathematics and statistics	05		9			9
Information and communication technologies	06	1	13		1	15
Engineering, manufacturing and construction	07					0
Agriculture, forestry, fisheries and veterinary	08					0
Health and welfare	09					0
Services	10					0
TOTAL	X	24	45	27	18	114

Tab. 2.7: Lifelong Learning Courses at the University (numbers of students)

University of Hradec Králové		Job-oriented courses			U3A	TOTAL*	of which: the number of students admitted for accredited study programmes per Section 60 of the Higher Education Act
		Less than 15 hours	16 to 100 hours	More than 100 hours			
Broadly defined ISCED-F subject areas	Code						
Generic programmes and qualifications	00						
Education	01		22	446		468	446
Arts and humanities	02	189	42		512	743	3
Social sciences, journalism and information	03	125	80			205	87
Business, administration and law	04		14			14	14
Natural sciences, mathematics and statistics	05		112		13	112	46
Information and communication technologies	06	5	71			89	26
Engineering, manufacturing and construction	07						
Agriculture, forestry, fisheries and veterinary	08						
Health and welfare	09						
Services	10						
TOTAL	X	319	341	446	525	1625	622

*Note: * = As this tableshows natural persons, of whom each can attend more than one course, the TOTAL number is not the sum of the respective lines or columns but reflects the actual numbers of course attendants.*

Tab. 3.1: Students in Accredited Study Programmes (numbers of studies)

University of Hradec Králové		Bachelor's study		Master's study		Post-Bachelors's study		Doctoral study		TOTAL
		P	K/D	P	K/D	P	K/D	P	K/D	
Faculty of Education										
Broadly defined ISCED-F subject areas	Code									
Generic programmes and qualifications	00									0
Education	01	859	548	492	102	253	173	12	6	2445
Arts and humanities	02	220	144			13	0	5	4	386
Social sciences, journalism and information	03									0
Business, administration and law	04									0
Natural sciences, mathematics and statistics	05									0
Information and communication technologies	06									0
Engineering, manufacturing and construction	07									0
Agriculture, forestry, fisheries and veterinary	08									0
Health and welfare	09									0
Services	10									0
Faculty total	X	1079	692	492	102	266	173	17	10	2831
of which: number of women at the PdF	X	881	544	432	99	210	159	9	5	2339
of which: number of foreigners at the PdF	X	19	3	1	1	5	0	0	0	29
Faculty of Informatics and Management										
Broadly defined ISCED-F subject areas	Code									
Generic programmes and qualifications	00									0
Education	01									0
Arts and humanities	02									0
Social sciences, journalism and information	03									0
Business, administration and law	04	302	138							440
Natural sciences, mathematics and statistics	05									0
Information and communication technologies	06	606	177	0	0	180	151	20	18	1152
Engineering, manufacturing and construction	07									0
Agriculture, forestry, fisheries and veterinary	08									0
Health and welfare	09									0
Services	10									0
Faculty total	X	908	315	0	0	180	151	20	18	1592
of which: number of women at the FIM	X	279	134	0	0	59	32	9	1	514
of which: number of foreigners at the FIM	X	49	6	0	0	13	1	3	0	72
Philosophical Faculty										
Broadly defined ISCED-F subject areas	Code									
Generic programmes and qualifications	00									0
Education	01	63								63
Arts and humanities	02	149	43			56	43	56	9	356
Social sciences, journalism and information	03	224	77			38	61	17	1	418
Business, administration and law	04									0
Natural sciences, mathematics and statistics	05									0
Information and communication technologies	06	7	23							30
Engineering, manufacturing and construction	07									0
Agriculture, forestry, fisheries and veterinary	08									0
Health and welfare	09	74	121							195
Services	10									0
Faculty total	X	517	264	0	0	94	104	73	10	1062
of which: number of women at the FF	X	316	175			59	56	27	2	635
of which: number of foreigners at the FF	X	16	1			7	3	13	1	41

University of Hradec Králové		Bachelor's study		Master's study		Post-Bache-lors's study		Doctoral study		TOTAL
		P	K/D	P	K/D	P	K/D	P	K/D	
Faculty of Science										
Broadly defined ISCED-F subject areas	Code									
Generic programmes and qualifications	00									0
Education	01	221				4				225
Arts and humanities	02									0
Social sciences, journalism and information	03									0
Business, administration and law	04									0
Natural sciences, mathematics and statistics	05	207	11			106	14	20	31	389
Information and communication technologies	06	32						5	2	39
Engineering, manufacturing and construction	07									0
Agriculture, forestry, fisheries and veterinary	08									0
Health and welfare	09									0
Services	10									0
Faculty total	X	460	11	0	0	110	14	25	33	653
of which: number of women at the PřF	X	318	2			85	1	16	17	439
of which: number of foreigners at the PřF	X	8	0			1	3	3	4	19
UHK – apart from faculties										
Broadly defined ISCED-F subject areas	Code									
Generic programmes and qualifications	00									0
Education	01									0
Arts and humanities	02									0
Social sciences, journalism and information	03									0
Business, administration and law	04									0
Natural sciences, mathematics and statistics	05									0
Information and communication technologies	06									0
Engineering, manufacturing and construction	07									0
Agriculture, forestry, fisheries and veterinary	08									0
Health and welfare	09	38	84			45	85			252
Services	10									0
Faculty total	X	38	84	0	0	45	85	0	0	252
of which: number of women at the UHK – apart from faculties	X	34	77			40	79			230
of which: number of foreigners at the UHK – apart from faculties	X	0	0			0	0			0
University of Hradec Králové										
Broadly defined ISCED-F subject areas	Code									
Generic programmes and qualifications	00	0	0	0	0	0	0	0	0	0
Education	01	1143	548	492	102	257	173	12	6	2733
Arts and humanities	02	369	187	0	0	69	43	61	13	742
Social sciences, journalism and information	03	224	77	0	0	38	61	17	1	418
Business, administration and law	04	302	138	0	0	0	0	0	0	440
Natural sciences, mathematics and statistics	05	207	11	0	0	106	14	20	31	389
Information and communication technologies	06	645	200	0	0	180	151	25	20	1221
Engineering, manufacturing and construction	07	0	0	0	0	0	0	0	0	0
Agriculture, forestry, fisheries and veterinary	08	0	0	0	0	0	0	0	0	0
Health and welfare	09	112	205	0	0	45	85	0	0	447
Services	10	0	0	0	0	0	0	0	0	0
UHK TOTAL	X	3002	1366	492	102	695	527	135	71	6390
of which: total number of women	X	1828	932	432	99	453	327	61	25	4157
of which: total number of foreigners	X	92	10	1	1	26	7	19	5	161

P = full-time study *K/D = combined/distance study*

Tab. 3.2: Students - Self-payers* (numbers of studies)

University of Hradec Králové		Bachelor's study		Master's study		Post-Bache-lors's study		Doctoral study		TOTAL
		P	K/D	P	K/D	P	K/D	P	K/D	
Faculty of Education										
Broadly defined ISCED-F subject areas	Code									
Generic programmes and qualifications	00									0
Education	01	1								1
Arts and humanities	02	3								3
Social sciences, journalism and information	03									0
Business, administration and law	04									0
Natural sciences, mathematics and statistics	05									0
Information and communication technologies	06									0
Engineering, manufacturing and construction	07									0
Agriculture, forestry, fisheries and veterinary	08									0
Health and welfare	09									0
Services	10									0
Faculty total	X	4	0	0	0	0	0	0	0	4
Faculty of Informatics and Management										
Broadly defined ISCED-F subject areas	Code									
Generic programmes and qualifications	00									0
Education	01									0
Arts and humanities	02									0
Social sciences, journalism and information	03									0
Business, administration and law	04									0
Natural sciences, mathematics and statistics	05									0
Information and communication technologies	06	2	0			6	0	3	0	11
Engineering, manufacturing and construction	07									0
Agriculture, forestry, fisheries and veterinary	08									0
Health and welfare	09									0
Services	10									0
Faculty total	X	2	0	0	0	6	0	3	0	11
Philosophical Faculty										
Broadly defined ISCED-F subject areas	Code									
Generic programmes and qualifications	00									0
Education	01									0
Arts and humanities	02							1		1
Social sciences, journalism and information	03	4				1		7		12
Business, administration and law	04									0
Natural sciences, mathematics and statistics	05									0
Information and communication technologies	06									0
Engineering, manufacturing and construction	07									0
Agriculture, forestry, fisheries and veterinary	08									0
Health and welfare	09									0
Services	10									0
Faculty total	X	4	0	0	0	1	0	8	0	13

Tab. 3.3: Dropout Rate* in 1st Year** of Study (in %)													
University of Hradec Králové	Bachelor's study			Master's study			Post-Bachelor's study			Doctoral study			TOTAL
	P	K/D	TOTAL	P	K/D	TOTAL	P	K/D	TOTAL	P	K/D	TOTAL	
Faculty of Education	24,0%	44,0%	33,0%	57,0%	38,0%	54,0%	23,0%	6,0%	16,0%	29,0%	25,0%	27,0%	34,0%
Faculty of Informatics and Management	34,0%	49,0%	38,0%				5,0%	34,0%	22,0%	14,0%	17,0%	15,0%	35,0%
Philosophical Faculty	30,0%	39,0%	33,0%				19,0%	46,0%	35,0%	11,0%	60,0%	21,0%	33,0%
Faculty of Science	30,0%	100,0%	31,0%				6,0%	25,0%	9,0%	14,0%	40,0%	25,0%	27,0%
UHK – apart from faculties							7,0%	19,0%	14,0%				14,0%
UHK TOTAL	29,0%	44,0%	34,0%	57,0%	38,0%	54,0%	14,0%	26,0%	20,0%	15,0%	35,0%	22,0%	33,0%

*Note: * = The term „dropout rate" means the proportion of studies started in calendar year n and of the sum of failed studies of the same cohort in calendar years n and n+1.*
*Note: ** = It concerns all students who registered to study at the university in calendar year n, whether or not registered at the university for the first time.*
P = full-time study / K/D = combined/distance study

Tab. 3.4: Bursaries/Scholarships* Provided to Students by Purpose (numbers of natural persons)		
University of Hradec Králové		
Bursary/scholarship purpose	Numbers of students	Average bursary/ scholarship amount**
For outstanding study results per S. 91(2)(a)	520	12 290
For excellent scientific, research, development, artistic or other creative results per S. 91(2)(b)	993	9 842
For research, development and innovation activities per special legal regulation, S. 91(2)(c)	153	15 725
In case of student's difficult social situation per S. 91(2)(d)	17	26 588
In case of student's difficult social situation per S. 91(3)		
In cases worthy of special regard per S. 91(2)(e)	2701	5 822
of which: accommodation bursary	2701	5 822
To support study abroad per S. 91(4)(a)	170	31 323
To support study in the CR per S. 91(4)(b)	130	51 976
For students of doctoral degree programmes per S. 91(4)(c)	125	118 704
Other bursaries/scholarships		
TOTAL***	4809	12 823

*Note: * = Regardless of the source of the funds, not concerning only the sources from the MŠMT.*
*Note: ** = Proportion of the total sum paid for the bursary/scholarship type per year and of the total number of natural persons receiving a bursary/scholarship at least once in a year. If the bursary/scholarship was paid more times to a single person, such person is included once only but the calculation covers a sum of the amounts paid out to the said person.*
*Note: *** = As the table shows natural persons who can be recipients of more bursaries/scholarships, the total numbers of students are not the sums of the respective columns but reflect the actual numbers of students.*

Tab. 4.1: Graduates of Accredited Study Programmes (numbers of finished studies)

University of Hradec Králové		Bachelor's study		Master's study		Post-Bachelors's study		Doctoral study		TOTAL
		P	K/D	P	K/D	P	K/D	P	K/D	
Faculty of Education										
Broadly defined ISCED-F subject areas	Code									
Generic programmes and qualifications	00									0
Education	01	166	81	79	20	106	47	3	4	506
Arts and humanities	02	37	26							63
Social sciences, journalism and information	03									0
Business, administration and law	04									0
Natural sciences, mathematics and statistics	05									0
Information and communication technologies	06									0
Engineering, manufacturing and construction	07									0
Agriculture, forestry, fisheries and veterinary	08									0
Health and welfare	09									0
Services	10									0
Faculty total	X	203	107	79	20	106	47	3	4	569
of which: number of women at the PdF	X	190	86	71	18	89	45	2	3	504
of which: number of foreigners at the PdF	X	9	1	0	0	1	0	0	1	12
Faculty of Informatics and Management										
Broadly defined ISCED-F subject areas	Code									
Generic programmes and qualifications	00									0
Education	01									0
Arts and humanities	02									0
Business, administration and law	04	78	28							106
Natural sciences, mathematics and statistics	05									0
Information and communication technologies	06	98	19	0	0	61	34	0	4	216
Engineering, manufacturing and construction	07									0
Agriculture, forestry, fisheries and veterinary	08									0
Health and welfare	09									0
Services	10									0
Faculty total	X	176	47	0	0	61	34	0	4	322
of which: number of women at the FIM	X	80	21	0	0	18	11	0	1	131
of which: number of foreigners at the FIM	X	9	0	0	0	2	1	0	0	12
Philosophical Faculty										
Broadly defined ISCED-F subject areas	Code									
Generic programmes and qualifications	00									0
Education	01									0
Arts and humanities	02	30	4			22	4	2		62
Social sciences, journalism and information	03	35	7			9	11	3		65
Business, administration and law	04									0
Natural sciences, mathematics and statistics	05									0
Information and communication technologies	06	6	1							7
Engineering, manufacturing and construction	07									0
Agriculture, forestry, fisheries and veterinary	08									0
Health and welfare	09									0
Services	10									0
Faculty total	X	71	12	0	0	31	15	5	0	134
of which: number of women at the FF	X	38	4			21	9	1		73
of which: number of foreigners at the FF	X	2	0			0	0	2		4
Faculty of Science										
Broadly defined ISCED-F subject areas	Code									
Generic programmes and qualifications	00									0
Education	01									0
Arts and humanities	02									0
Social sciences, journalism and information	03									0
Business, administration and law	04									0
Natural sciences, mathematics and statistics	05	72	1			30	2		1	106
Information and communication technologies	06									0
Engineering, manufacturing and construction	07									0
Agriculture, forestry, fisheries and veterinary	08									0
Health and welfare	09									0
Services	10									0
Faculty total	X	72	1	0	0	30	2	0	1	106
of which: number of women at the PřF	X	47	0			24	1	0	1	73
of which: number of foreigners at the PřF	X	0	0			0	0	0	0	0
UHK – apart from faculties										
Broadly defined ISCED-F subject areas	Code									
Generic programmes and qualifications	00									0
Education	01									0
Arts and humanities	02									0
Social sciences, journalism and information	03									0
Business, administration and law	04									0
Natural sciences, mathematics and statistics	05									0
Information and communication technologies	06									0
Engineering, manufacturing and construction	07									0
Agriculture, forestry, fisheries and veterinary	08									0
Health and welfare	09	19	35			22	29			105
Services	10									0
Faculty total	X	19	35	0	0	22	29	0	0	105
of which: number of women at the UHK – apart from faculties	X	19	32			21	25			97
of which: number of foreigners at the UHK – apart from faculties	X	0	0			0	0			0
University of Hradec Králové										
Broadly defined ISCED-F subject areas	Code									
Generic programmes and qualifications	00	0	0	0	0	0	0	0	0	0
Education	01	166	81	79	20	106	47	3	4	506
Arts and humanities	02	67	30	0	0	22	4	2	0	125
Social sciences, journalism and information	03	35	7	0	0	9	11	3	0	65
Business, administration and law	04	78	28	0	0	0	0	0	0	106
Natural sciences, mathematics and statistics	05	72	1	0	0	30	2	0	1	106
Information and communication technologies	06	104	20	0	0	61	34	0	4	223
Engineering, manufacturing and construction	07	0	0	0	0	0	0	0	0	0
Agriculture, forestry, fisheries and veterinary	08	0	0	0	0	0	0	0	0	0
Health and welfare	09	19	35	0	0	22	29	0	0	105
Services	10	0	0	0	0	0	0	0	0	0
UHK TOTAL	X	541	202	79	20	250	127	8	9	1236
of which: total number of women	X	374	143	71	18	173	91	3	5	878
of which: total number of foreigners	X	20	1	0	0	3	1	2	1	28

P = full-time, K/D = combined / distance study; the table shows the numbers of successfully finished studies (not natural persons) in the period from 1 January to 31 December.

Tab. 5.1: Interest in Studies at the University

University of Hradec Králové		Bachelor's study				Master's study				Post-Bachelor's study				Doctoral study			
		Number of applicants (natural persons)	Number of applications	Number of admissions	Number of registrations for study	Number of applicants (natural persons)	Number of applications	Number of admissions	Number of registrations for study	Number of applicants (natural persons)	Number of applications	Number of admissions	Number of registrations for study	Number of applicants (natural persons)	Number of applications	Number of admissions	Number of registrations for study
Faculty of Education																	
Broadly defined ISCED-F subject areas	Code																
Generic programmes and qualifications	00																
Education	01	2 195	2 756	881	559	287	292	167	96	433	495	296	182	2	2	1	1
Arts and humanities	02	410	428	250	163					22	24	16	12				
Social sciences, journalism and information	03																
Business, administration and law	04																
Natural sciences, mathematics and statistics	05																
Information and communication technologies	06																
Engineering, manufacturing and construction	07																
Agriculture, forestry, fisheries and veterinary	08																
Health and welfare	09																
Services	10																
Faculty total	X	2 605	3 184	1 131	722	287	292	167	96	455	519	312	194	2	2	1	1
Faculty of Informatics and Management																	
Broadly defined ISCED-F subject areas	Code																
Generic programmes and qualifications	00																
Education	01																
Arts and humanities	02																
Social sciences, journalism and information	03																
Business, administration and law	04	684	745	263	172												
Natural sciences, mathematics and statistics	05																
Information and communication technologies	06	662	723	658	391					233	255	233	175	14	15	7	7
Engineering, manufacturing and construction	07																
Agriculture, forestry, fisheries and veterinary	08																
Health and welfare	09																
Services	10																
Faculty total	X	1 286	1 468	921	563					233	255	233	175	14	15	7	7

University of Hradec Králové		Bachelor's study				Master's study				Post-Bachelor's study				Doctoral study			
		Number of applicants (natural persons)	Number of applications	Number of admissions	Number of registrations for study	Number of applicants (natural persons)	Number of applications	Number of admissions	Number of registrations for study	Number of applicants (natural persons)	Number of applications	Number of admissions	Number of registrations for study	Number of applicants (natural persons)	Number of applications	Number of admissions	Number of registrations for study
Philosophical Faculty																	
Broadly defined ISCED-F subject areas	Code																
Generic programmes and qualifications	00																
Education	01	175	211	93	59												
Arts and humanities	02	139	144	144	67					58	61	47	33	17	17	14	14
Social sciences, journalism and information	03	246	252	219	124					62	64	64	44	4	4	2	2
Business, administration and law	04																
Natural sciences, mathematics and statistics	05																
Information and communication technologies	06	14	14	14	9												
Engineering, manufacturing and construction	07																
Agriculture, forestry, fisheries and veterinary	08																
Health and welfare	09	321	327	138	100												
Services	10																
Faculty total	X	820	948	608	359					117	125	111	77	20	21	16	16
Faculty of Science																	
Broadly defined ISCED-F subject areas	Code																
Generic programmes and qualifications	00																
Education	01	237	265	159	72					4	4	4	4				
Arts and humanities	02																
Social sciences, journalism and information	03																
Business, administration and law	04																
Natural sciences, mathematics and statistics	05	304	313	211	79					53	54	54	40	10	10	8	8
Information and communication technologies	06	40	45	34	18									7	7	7	7
Engineering, manufacturing and construction	07																
Agriculture, forestry, fisheries and veterinary	08																
Health and welfare	09																
Services	10																
Faculty total	X	559	623	404	169					57	58	58	44	17	17	15	15

University of Hradec Králové		Bachelor's study				Master's study				Post-Bachelor's study				Doctoral study			
		Number of applicants (natural persons)	Number of applications	Number of admissions	Number of registrations for study	Number of applicants (natural persons)	Number of applications	Number of admissions	Number of registrations for study	Number of applicants (natural persons)	Number of applications	Number of admissions	Number of registrations for study	Number of applicants (natural persons)	Number of applications	Number of admissions	Number of registrations for study
UHK – apart from faculties																	
Broadly defined ISCED-F subject areas	Code																
Generic programmes and qualifications	00																
Education	01																
Arts and humanities	02																
Social sciences, journalism and information	03																
Business, administration and law	04																
Natural sciences, mathematics and statistics	05																
Information and communication technologies	06																
Engineering, manufacturing and construction	07																
Agriculture, forestry, fisheries and veterinary	08																
Health and welfare	09									100	108	108	63				
Services	10																
Faculty total	X									100	108	108	63				
University of Hradec Králové																	
Broadly defined ISCED-F subject areas	Code																
Generic programmes and qualifications	00																
Education	01	2 434	3 232	1 133	690	287	292	167	96	433	499	300	186	2	2	1	1
Arts and humanities	02	541	572	394	230					77	85	63	45	17	17	14	14
Social sciences, journalism and information	03	244	252	219	124					62	64	64	44	4	4	2	2
Business, administration and law	04	662	745	263	172												
Natural sciences, mathematics and statistics	05	305	313	211	79					53	54	54	40	10	10	8	8
Information and communication technologies	06	625	782	706	418					213	255	233	175	21	22	14	14
Engineering, manufacturing and construction	07																
Agriculture, forestry, fisheries and veterinary	08																
Health and welfare	09	321	327	138	100					100	108	108	63				
Services	10																
UHK TOTAL	X	4 619	6 223	3 064	1 813	287	292	167	96	915	1 065	822	553	49	55	39	39
UHK CELKEM	X	4 619	6 223	3 064	1 813	287	292	167	96	915	1 065	822	553	49	55	39	39

P = full-time study *K/D = combined/distance study*

Tab. 6.1: Total Numbers of Academics, Scientists and Other Employees (average re-counted numbers*)

University of Hradec Králové	Academic staff								Scientists and experts**			Other employees*****	TOTAL employees
	TOTAL academic staff	Professors	Associate professors	Assistant professors	Assistants	Lecturers	Scientists and research and development personnel taking part in pedagogical activities	Extraordinary professors	Post-doctoral students ("postdok")***	Scientists not classified in other categories	Other scientists and research and development employees****		
Faculty of Education	144,567	9,102	23,959	82,937		28,569			1,173	2,041		43,691	191,472
Numbers of women at the PdF	81,212	1,051	10,397	54,072		15,692				1,448		38,614	121,274
Faculty of Informatics and Management	75,696	11,584	12,935	41,566		9,054	0,557		0,167	10,739	0,543	22,102	109,247
Numbers of women at the FIM	32,465	3,000	5,922	17,136		6,071	0,336		0,167	3,039	0,367	17,561	53,599
Philosophical Faculty	71,568	4,500	17,172	41,980		6,761	1,155		4,376	20,029	17,298	35,804	149,075
Numbers of women at the FF	27,853	1,700	5,300	16,437		4,416			1,333	5,890	11,395	27,476	73,947
Faculty of Science	57,766	5,547	13,477	31,502		7,233	0,007		9,480	18,513	0,224	22,298	108,281
Numbers of women at the PřF	19,969	1,000	1,000	13,520		4,449			0,380	5,455		20,505	46,309
Other units total	0,205					0,020	0,185			0,843	0,681	166,561	168,290
Numbers of women in the other units	0,060					0,020	0,040			0,166	0,051	108,177	108,454
TOTAL	349,802	30,733	67,543	197,985	0,000	51,637	1,904	0,000	15,196	52,165	18,746	290,456	726,365
Total number of women	161,559	6,751	22,619	101,165	0,000	30,648	0,376	0,000	1,880	15,998	11,813	212,333	403,583

*Note: * = The term "average re-counted number" means the proportion of the total number of hours actually worked for the period from 1 January to 31 December (by all workers in the category including agreements to perform work but excluding agreements to complete a job) and of the total annual number of working hours per employee working all working hours.*
*Note: ** = In this case, the term "scientist" means any scientist who is not a member of the academic staff per S. 70 of Act No. 111/1998 Sb., on higher education institutions.*
*Note: *** = Any worker of a research or higher education institution within five years of defending his or her academic degree Ph.D. or its equivalent. He/she works as part of a scientific team of the institution in question under the guidance of experienced scientific workers on a specific assignment and publishes his/her results either separately or together with the creative team. He/she has an employment contract concluded with the research institution for a definite period of time (duration from 1 to 3 years) for one or three consecutive periods as a maximum. His/her pay is subject to the wage system rules of the given institution, and he/she can also receive bonuses within research grant projects.*
*Note: **** = The "Other scientists and research and development employees" category covers those technical workers and experts who do not participate in research directly but are indispensable for achieving research activity outputs (e.g., research facility operators).*
*Note: ***** = The term "Other employees" means all other workers who do not participate in education and research directly, i.e. mainly the administrative, technical and other employees.*

Tab. 6.2: Age Structure of Academics, Scientists and Other Employees (headcount*)

University of Hradec Králové	Academic staff														Scientists and experts**						Other employees*****		TOTAL	of which: women
	Professors		Associate professors		Assistant professors		Assistants		Lecturers		Scientists and research and development personnel taking part in pedagogical activities		Extraordinary professors		Post-doctoral students ("postdok")***		Scientists not classified in other categories		Other scientists and research and development employees****					
	TOTAL	Women	TOTAL	Women	TOTAL	Women	TOTAL	Women	TOTAL	Women	TOTAL	Women	TOTAL	Women	TOTAL	Women	TOTAL	Women	TOTAL	Women	TOTAL	Women		
Less than 29 years					3	1			11	7					3		18	6	11	6	35	20	81	40
30-39 years			9	3	68	28			23	12					14	1	27	9	8	6	70	51	219	110
40-49 years	5		25	5	96	47			14	11					1		22	1	1		90	66	254	130
50-59 years	3		14	6	38	26			6	4							3	1	2	2	56	45	122	84
60-69 years	15	5	16	6	18	10			6	4							3				41	31	99	56
Over 70 years	14	2	16	5	3	1											3				5	4	41	12
TOTAL	37	7	80	25	226	113	0	0	60	38	0	0	0	0	18	1	76	17	22	14	297	217	816	432

*Note: * = The total numbers of employees/workers are provided irrespective of employment length, in employment relationship only without covering those working under agreements to perform work and agreements to complete a job. The table does not include other contractual relationships per the Civil Code which concern a purchase of services.*
*Note: ** = In this case, the term "scientist" means any scientist who is not a member of the academic staff per S. 70 of Act No. 111/1998 Sb., on higher education institutions.*
*Note: *** = Any worker of a research or higher education institution within five years of defending his or her academic degree Ph.D. or its equivalent. He/she works as part of a scientific team of the institution in question under the guidance of experienced scientific workers on a specific assignment and publishes his/her results either separately or together with the creative team. He/she has an employment contract concluded with the research institution for a definite period of time (duration from 1 to 3 years) for one or three consecutive periods as a maximum. His/her pay is subject to the wage system rules of the given institution, and he/she can also receive bonuses within research grant projects.*
*Note: **** = The "Other scientists and research and development employees" category covers those technical workers and experts who do not participate in research directly but are indispensable for achieving research activity outputs (e.g., research facility operators).*
*Note: ***** = The term "Other employees" means all other workers who do not participate in education and research directly, i.e. mainly the administrative, technical and other employees.*

Tab. 6.3: Numbers of Academic and Scientific Staff Members by Workload Extent and Highest Qualification Achieved (headcount by workload extent)

University of Hradec Králové	Academic Staff												Scientists*		TOTAL	of which: women
Faculty of Education																
	Professors		Associate professors		DrSc., CSc., Dr., Ph.D., Th.D.		Other		TOTAL	wo-men						
Workload extent	TOTAL	wo-men	TOTAL	wo-men	TOTAL	wo-men	TOTAL	wo-men								
Less than 0.3	1		1		5	3	7	4					14	7		
0.31-0.5	1		5		14	9	6	2	1				27	11		
0.51-0.7			1		19	14	3	2					23	16		
0.71-1	8	1	20	11	49	29	22	11	1	1			100	53		
More than 1													0	0		
TOTAL	10	1	27	11	87	55	38	19	2	1			164	87		
Faculty of Informatics and Management																
	Professors		Associate professors		DrSc., CSc., Dr., Ph.D., Th.D.		Other		TOTAL	wo-men						
Workload extent	TOTAL	wo-men	TOTAL	wo-men	TOTAL	wo-men	TOTAL	wo-men								
Less than 0.3	2		1	1			1	1	10	2			14	4		
0.31-0.5	1		2	1	5		3	3	3	2			14	6		
0.51-0.7					4	2	1	1					5	3		
0.71-1	10	3	11	5	37	17	5	3	2				65	28		
More than 1													0	0		
TOTAL	13	3	14	7	46	19	10	8	15	4			98	41		
Philosophical Faculty																
	prof.		doc.		DrSc., CSc., Dr., Ph.D., Th.D.		Other		TOTAL	wo-men						
Workload extent	TOTAL	wo-men	TOTAL	wo-men	TOTAL	wo-men	TOTAL	wo-men								
Less than 0.3	1		2	1	5	3			16	2			24	5		
0.31-0.5	1		1	1	5	3	1	1	15	5			23	10		
0.51-0.7	1	1			2				2				5	1		
0.71-1	3	1	18	5	40	15	4	3	24	13			89	37		
More than 1													0	0		
TOTAL	6	2	21	6	52	21	5	4	57	20			141	53		
Faculty of Science																
	Professors		Associate professors		DrSc., CSc., Dr., Ph.D., Th.D.		Other		TOTAL	wo-men						
Workload extent	TOTAL	wo-men	TOTAL	wo-men	TOTAL	wo-men	TOTAL	wo-men								
Less than 0.3	2		4		9	5	2	2	22	3			39	10		
0.31-0.5					3	2	3	3	5	2			11	7		
0.51-0.7	1		1		1				1	1			4	1		
0.71-1	5	1	13	1	33	10	7	4	4				62	16		
More than 1													0	0		
TOTAL	8	1	18	1	46	17	12	9	32	6			116	34		

Other units total**												
	Professors		Associate professors		DrSc., CSc., Dr., Ph.D., Th.D.		Other		TOTAL			
Workload extent	TOTAL	wo-men	TOTAL	wo-men	TOTAL	wo-men	TOTAL	wo-men				
Less than 0.3											0	0
0.31-0.5											0	0
0.51-0.7											0	0
0.71-1											0	0
More than 1											0	0
TOTAL	0	0	0	0	0	0	0	0	0	0	0	0

University of Hradec Králové												
	Professors		Associate professors		DrSc., CSc., Dr., Ph.D., Th.D.		Other		TOTAL			
Workload extent	TOTAL	wo-men	TOTAL	wo-men	TOTAL	wo-men	TOTAL	wo-men				
Less than 0.3	6		8	1	19	11	10	7	48	7	91	26
0.31-0.5	3		8	2	27	14	13	9	24	9	75	34
0.51-0.7	2	1	2		26	16	4	3	3	1	37	21
0.71-1	26	6	62	22	159	71	38	21	31	14	316	134
More than 1											0	0
UHK TOTAL	37	7	80	25	231	112	65	40	106	31	519	215

Note: The highest academic degree achieved is only provided
*Note: * = In this case, the term "scientist" means any scientist who is not a member of the academic staff per S. 70 of Act No. 111/1998 Sb., on higher education institutions.*
*Note: ** = Faculty or other unit of the university implementing an accredited study programme.*

Tab. 6.4: Management Staff (headcount)

University of Hradec Králové	Rector/ Dean	Vice-Rector/ Vice-Dean	Academic Senate	Research/Artistic/ Academic Board	Bursar/ Secretary**	Board of Trustees	Director of Institute, University Agricultural or Forest and other facilities	Head of Department/ Institute/ Research Facility****	Management Staff TOTAL *****
University of Hradec Králové - university/ rectorate level	1	4	23	33	1	12			74
of which: women	0	3	9	6		1			19
Faculty of Education	1	5	11	33	1			14	65
of which: women	0	4	6	9	1			9	29
Faculty of Informatics and Management	1	3	9	33	1			10	57
of which: women	0	2	2	9	1			4	18
Philosophical Faculty	1	4	11	22	1			8	47
of which: women	0	1	1	5	1			2	10
Faculty of Science	1	4	9	31	1			8	54
of which: women	0	0	7	5	1			1	14
UHK TOTAL *****	5	20	63	152	5	12	0	40	297
of which: women	0	10	25	34	4	1	0	16	90

The table only shows those units of the university and facilities for educational and research, development and innovation, artistic or other creative activities or for the provision of information services or technology transfer. Do not provide data for the administrative, cultural and sporting activities, accommodation and catering, or for university operation provision.
*Note: * = Faculties only and units operated by them (according to the characteristics above)*
*Note: ** = Per Section 25(2) of the Higher Education Act.*
*Note: *** = Facilities for educational and research, development and innovation, artistic or other creative activities or for the provision of information services or technology transfer per S. 22(c) of Act No. 111/1998 Sb.*
*Note: **** = Selected and similar facilities for educational and research, development and innovation, artistic or other creative activities or for the provision of information services or technology transfer per S. 22(c) of Act No. 111/1998 Sb., which is within the part of the university.*
*Note: ***** = The total count may not reflect the actual headcount (as one person can have more than one position at the university or faculty); it is a simple sum of the cells.*

Tab. 6.5: Foreign Academic and Scientific Staff Members (average re-counted numbers****)**

University of Hradec Králové		Academic staff						Scientists and experts**			Other employees*****
		Professors	Associate professors	Assistant professors	Assistants	Lecturers	Scientists and research and development personnel taking part in pedagogical activities	Post-doctoral students ("post-dok")***	Scientists not classified in other categories	Other scientists and research and development employees****	
Faculty of Education											
of which:	Germany									0,33	0,33
	Poland		0,7								
	Austria										
	Slovakia			2		0,4					
	Other EU countries					0,73					0,01
	Other non-EU countries		1			1					0,01
Women out of the total number (irrespective of citizenship)		1	1		1					0,33	0,33
Faculty of Informatics and Management											
of which:	Germany										
	Poland										
	Austria										
	Slovakia			0,5		0,5			0,02		1,04
	Other EU countries								0,16		
	Other non-EU countries					1		0,17	1,82	0,367	
Women out of the total number (irrespective of citizenship)			0,5		0,5		0,17	0,04	0,367	1,04	1,04
Philosophical Faculty											
of which:	Germany		0,42					1,18			
	Poland								0,08		
	Austria								0,2		
	Slovakia	0,7	2	1,33				1,117	0,603	0,58	0,48
	Other EU countries								3,08		
	Other non-EU countries			0,67			0,37	0,17	2,75		0,02
Women out of the total number (irrespective of citizenship)		0,7	1	0,42				0,17	1,3	0,25	0,48
Faculty of Science											
of which:	Germany										
	Poland								0,416		
	Austria										
	Slovakia			2,062				1	2,237		
	Other EU countries	0,01	0,01	1				0,01	1,55		
	Other non-EU countries	0,069	1,212	2,916				1,858	2,314		
Women out of the total number (irrespective of citizenship)			0,581					2,694			
Faculty of Education											
of which:	Germany										
	Poland										
	Austria										
	Slovakia										
	Other EU countries										
	Other non-EU countries					0,02			0,53		
Women out of the total number (irrespective of citizenship)					0,02			0,17			
UHK TOTAL											
of which:	Germany	0	0,42	0	0	0	0	1,18	0	0,33	0,33
	Poland	0	0,7	0	0	0	0	0	0,496	0	0
	Austria	0	0	0	0	0	0	0	0,2	0	0
	Slovakia	0,7	2	5,892	0	0,9	0	2,117	2,86	0,58	1,52
	Other EU countries	0,01	0,01	1	0	0,73	0	0,01	4,79	0	0,01
	Other non-EU countries	0,069	2,212	3,586	0	2,02	0,37	2,198	7,414	0,367	0,03
Women out of the total number (irrespective of citizenship)		0,7	2	2,501	0	1,52	0	0,34	4,204	0,617	1,85

*Note: ** = In this case, the term "scientist" means any scientist who is not a member of the academic staff per S. 70 of Act No. 111/1998 Sb., on higher education institutions.*
*Note: *** = Any worker of a research or higher education institution within five years of defending his or her academic degree Ph.D. or its equivalent. He/she works as part of a scientific team of the institution in question under the guidance of experienced scientific workers on a specific assignment and publishes his/her results either separately or together with the creative team. He/she has an employment contract concluded with the research institution for a definite period of time (duration from 1 to 3 years) for one or three consecutive periods as a maximum. His/her pay is subject to the wage system rules of the given institution, and he/she can also receive bonuses within research grant projects.*
*Note: **** = The "Other scientists and research and development employees" category covers those technical workers and experts who do not participate in research directly but are indispensable for achieving research activity outputs (e.g., research facility operators).*
*Note: ***** = The term "Other employees" means all other workers who do not participate in education and research directly, i.e. mainly the administrative, technical and other employees.*
*Note: ****** = The term "average re-counted number" means the proportion of the total number of actually worked hours for the period from 1 January to 31 December (by all workers in the category including agreements to perform work but excluding agreements to complete a job) and of the total annual number of working hours per employee working all working hours.*

Tab. 6.6: Newly Appointed Associate Professors and Professors (counts)

University of Hradec Králové	Number			Average age of newly appointed academics***
	At university*		Regular university employees appointed at other university**	
	Total	of which: regular university employees		
Faculty of Education				
Professors appointed in 2020				
of which: women				
Associate professors appointed in 2020			2	
of which: women			1	
Faculty of Informatics and Management				
Professors appointed in 2020			1	
of which: women			0	
Associate professors appointed in 2020	1	1		44
of which: women	0	0		
Philosophical Faculty				
Professors appointed in 2020				
of which: women				
Associate professors appointed in 2020			2	
of which: women			0	
Faculty of Science				
Professors appointed in 2020				
of which: women				
Associate professors appointed in 2020				
of which: women				
Professors TOTAL			1	
of which: women			0	
Associate Professors TOTAL	1	1	4	44
of which: women	0	0	1	

*Note: *= Included are all appointment procedures for associate professorship and full professorship carried out in the given calendar year at the university irrespective of whether the newly appointed associate professors and professors were regular employees of the university.*
*Note: **= Included are the numbers of associate professors and professors who were regular employees of the university but were appointed at another university.*
*Note: *** = The average age is calculated from the total number of the newly appointed academics at the university (faculty or total number).*

Tab. 7.1: University Involvement in International Cooperation Programmes (regardless of funding source)

University of Hradec Králové	H2020/ 7th framework programme of the EC		Other	TOTAL
	TOTAL	of which: Marie-Curie Actions		
Number of projects*	1	0	150	150
Number of outgoing students**	0	0	69	69
Number of incoming students***	0	0	73	73
Number of outgoing academic and scientific staff members****	0	0	40	40
Number of incoming academic and scientific staff members*****	0	0	26	26
Subsidies in CZK ths******	0	0	216 417	216 417

*Note: * = Projects implemented in the current year.*
*Note: ** = Outgoing students (i.e., the number of trips) who went to stay abroad in 2020, including those whose stay started in 2019. The number only includes those students whose stay was longer than 4 weeks (28 days). If the university also shows trips of other lengths, it should mention it in a comment to the table.*
*Note: *** = Incoming students (i.e., the number of visits) who came for a visit in 2020, including those whose stay started in 2019. The number only includes those students whose stay was longer than 4 weeks (28 days). If the university also shows stays of other lengths, it should mention it in a comment to the table.*
*Note: **** = Outgoing academic staff members (i.e., the number of trips) who went to stay abroad in 2020, including those whose stay started in 2019.*
*Note: ***** = Incoming academic staff members (i.e., numbers of visits) who came for a visit in 2020, including those whose stay started in 2019.*
*Note: ****** = The amounts provided are the total project funds including those co-financed by the MŠMT.*

Tab. 7.2: Mobility of Students, Academics and Other Workers by Country****** (regardless of funding source)

University of Hradec Králové	Number of outgoing students*			Number of incoming students**		Number of outgoing academic staff members***	Number of incoming academic staff members****	Number of other outgoing workers***	Number of other incoming workers****	TOTAL per country
Country	Total	Graduate internships (of the total)******	Virtual (of the total)	Total	Virtual (of the total)					
Islamic Republic of Afghanistan	0		0	0	0	0	0	0	0	0
Republic of Albania	0		0	0	0	0	0	0	0	0
Antarctic	0		0	0	0	0	0	0	0	0
People's Democratic Republic of Algeria	0		0	0	0	0	0	0	0	0
American Samoa	0		0	0	0	0	0	0	0	0
Principality of Andorra	0		0	0	0	0	0	0	0	0
Republic of Angola	0		0	0	0	0	0	0	0	0
Antigua and Barbuda	0		0	0	0	0	0	0	0	0
Republic of Azerbaijan	0		0	0	0	0	0	0	0	0
Argentine Republic	1		0	10	4	1	0	0	0	12
Commonwealth of Australia	0		0	0	0	0	0	0	0	0
Republic of Austria	8		0	0	0	4	0	0	0	12
Commonwealth of The Bahamas	0		0	0	0	0	0	0	0	0
Kingdom of Bahrain	0		0	0	0	0	0	0	0	0
People's Republic of Bangladesh	0		0	0	0	0	0	0	0	0
Republic of Armenia	0		0	0	0	0	0	0	0	0
Barbados	0		0	6	3	1	0	0	0	7
Kingdom of Belgium	4		0	0	0	0	0	0	0	0
Bermuda	0		0	2	0	1	0	0	0	7
Kingdom of Bhutan	0		0	0	0	0	0	0	0	0
Plurinational State of Bolivia	1		0	5	2	0	0	0	0	6
Bosnia and Herzegovina	0		0	0	0	0	0	0	0	0
Republic of Botswana	0		0	0	0	0	0	0	0	0
Bouvet Island	0		0	0	0	0	0	0	0	0
Federative Republic of Brazil	1		0	56	45	0	0	0	0	57
Belize	0		0	0	0	0	0	0	0	0
British Indian Ocean Territory	0		0	0	0	0	0	0	0	0
Solomon Islands	0		0	0	0	0	0	0	0	0
British Virgin Islands	0		0	0	0	0	0	0	0	0
Republic of Kosovo	0		0	0	0	0	0	0	0	0
Nation of Brunei, the Abode of Peace	0		0	0	0	0	0	0	0	0
Republic of Bulgaria	3		1	3	2	0	0	0	0	6
Republic of the Union of Myanmar	0		0	0	0	0	0	0	0	0
Republic of Burundi	0		0	0	0	0	0	0	0	0
Republic of Belarus	0		0	0	0	0	0	0	0	0
Kingdom of Cambodia	0		0	0	0	0	0	0	0	0
Republic of Cameroon	0		0	0	0	0	0	0	0	0

University of Hradec Králové	Number of outgoing students*			Number of incoming students**		Number of outgoing academic staff members***	Number of incoming academic staff members****	Number of other outgoing workers***	Number of other incoming workers****	TOTAL per country
Country	Total	Graduate internships (of the total)******	Virtual (of the total)	Virtual (of the total)	Total					
Canada	2	0	0	0	0	0	0	0	0	2
Republic of Cabo Verde	0	0	0	0	1	0	0	0	0	1
Cayman Islands	0	0	0	0	0	0	0	0	0	0
Central African Republic	0	0	0	0	0	0	0	0	0	0
Democratic Socialist Republic of Sri Lanka	0	0	0	0	0	0	0	0	0	0
Republic of Chad	0	0	0	0	0	0	0	0	0	0
Republic of Chile	0	0	0	14	17	0	0	0	0	17
People's Republic of China	0	0	0	52	53	0	0	0	0	53
Republic of China (Taiwan)	10	0	0	5	59	0	0	0	0	69
The Territory of Christmas Island	0	0	0	0	0	0	0	0	0	0
The Territory of Cocos (Keeling) Islands	0	0	0	0	0	0	0	0	0	0
Republic of Colombia	1	0	0	3	21	0	0	0	0	22
Union of the Comoros	0	0	0	0	0	0	0	0	0	0
Departement Mayotte	0	0	0	0	0	0	0	0	0	0
Republic of the Congo	0	0	0	0	0	0	0	0	0	0
Democratic Republic of the Congo	0	0	0	0	0	0	0	0	0	0
Cook Islands	0	0	0	0	0	0	0	0	0	0
Republic of Costa Rica	0	0	0	0	0	0	0	0	0	0
Republic of Croatia	5	0	1	2	3	0	0	0	0	8
Republic of Cuba	0	0	0	0	0	0	0	0	0	0
Republic of Cyprus	0	0	0	1	4	0	0	0	0	4
Czech Republic	0	0	0	0	0	0	0	0	0	0
Republic of Benin	0	0	0	0	0	0	0	0	0	0
Kingdom of Denmark	2	0	0	0	0	0	0	0	0	2
Commonwealth of Dominica	0	0	0	0	0	0	0	0	0	0
Dominican Republic	0	0	0	0	0	0	0	0	0	0
Republic of Ecuador	2	0	0	1	6	0	1	0	0	9
Republic of El Salvador	0	0	0	0	0	0	0	0	0	0
Republic of Equatorial Guinea	0	0	0	0	0	0	0	0	0	0
Federal Democratic Republic of Ethiopia	1	0	0	2	3	1	0	0	0	5
State of Eritrea	0	0	0	0	0	0	0	0	0	0
Republic of Estonia	1	0	0	0	0	0	0	0	0	1
Faroe Islands	0	0	0	0	0	0	0	0	0	0
Falkland Islands	0	0	0	0	0	0	0	0	0	0
South Georgia and the South Sandwich Islands	0	0	0	0	0	0	0	0	0	0
Republic of Fiji	0	0	0	0	0	0	0	0	0	0
Republic of Finland	2	0	0	0	0	0	0	2	0	4
Åland Islands	0	0	0	0	0	0	0	0	0	0

University of Hradec Králové	Number of outgoing students*			Number of incoming students**		Number of outgoing academic staff members***	Number of incoming academic staff members****	Number of other outgoing workers***	Number of other incoming workers****	TOTAL per country
Country	Total	Graduate internships (of the total)******	Virtual (of the total)	Virtual (of the total)	Total					
French Republic	2	0	1	6	16	0	0	0	0	18
French Guiana	0	0	0	0	0	0	0	0	0	0
French Polynesia	0	0	0	0	0	0	0	0	0	0
French Southern and Antarctic Lands	0	0	0	0	0	0	0	0	0	0
Republic of Djibouti	0	0	0	0	0	0	0	0	0	0
Gabonese Republic	0	0	0	0	0	0	0	0	0	0
Georgia	0	0	0	1	1	0	0	0	0	1
Republic of the Gambia	0	0	0	0	0	0	0	0	0	0
Palestinian Territories	0	0	0	0	0	0	0	0	0	0
Federal Republic of Germany	6	0	0	3	7	4	0	0	0	17
Republic of Ghana	0	0	0	0	2	0	0	0	0	2
Gibraltar	0	0	0	0	0	0	0	0	0	0
Republic of Kiribati	0	0	0	0	0	0	0	0	0	0
Hellenic Republic	2	0	0	0	2	0	0	0	0	4
Greenland	0	0	0	0	0	0	0	0	0	0
Grenada	0	0	0	0	0	0	0	0	0	0
Region Guadeloupe	0	0	0	0	0	0	0	0	0	0
The Territory of Guam	0	0	0	0	0	0	0	0	0	0
Republic of Guatemala	0	0	0	0	0	0	0	0	0	0
Republic of Guinea	0	0	0	0	0	0	0	0	0	0
Co-operative Republic of Guyana	0	0	0	0	0	0	0	0	0	0
Republic of Haiti	0	0	0	0	0	0	0	0	0	0
Territory of Heard Island and McDonald Islands	0	0	0	0	0	0	0	0	0	0
Vatican City State	0	0	0	0	0	0	0	0	0	0
Republic of Honduras	0	0	0	0	0	0	0	0	0	0
Hong Kong Special Administrative Region of the People's Republic of China	0	0	0	6	12	0	0	0	0	12
Hungary	1	0	0	0	1	0	0	0	0	2
Iceland	0	0	0	0	0	0	0	0	0	0
Republic of India	0	0	0	0	0	0	0	0	0	0
Republic of Indonesia	2	0	0	0	0	0	0	0	0	2
Islamic Republic of Iran	0	0	0	0	0	0	0	0	0	0
Republic of Iraq	0	0	0	0	0	0	0	0	0	0
Ireland	1	0	0	0	0	0	0	0	0	1
State of Israel	0	0	0	0	0	0	0	0	0	0
Italian Republic	9	0	0	0	13	4	0	0	0	26
Republic of Côte d'Ivoire	0	0	0	0	0	0	0	0	0	0
Jamaica	0	0	0	0	0	0	0	0	0	0
Japan	2	0	0	0	2	4	0	0	0	8

University of Hradec Králové	Number of outgoing students*			Number of incoming students**		Number of outgoing academic staff members***	Number of incoming academic staff members****	Number of other outgoing workers***	Number of other incoming workers****	TOTAL per country
Country	Total	Graduate internships (of the total)******	Virtual (of the total)	Virtual (of the total)	Total					
Republic of Kazakhstan	0	0	0	0	5	0	0	0	0	5
Hashemite Kingdom of Jordan	0	0	0	0	0	0	0	0	0	0
Republic of Kenya	1	0	0	0	4	0	0	0	0	5
Democratic People's Republic of Korea	0	0	0	0	0	0	0	0	0	0
Republic of Korea	0	0	0	0	14	0	0	0	0	14
State of Kuwait	0	0	0	0	0	0	0	0	0	0
Kyrgyz Republic	0	0	0	0	0	0	0	0	0	0
Lao People's Democratic Republic	0	0	0	0	0	0	0	0	0	0
Lebanese Republic	0	0	0	0	0	0	0	0	0	0
Kingdom of Lesotho	0	0	0	0	0	0	0	0	0	0
Republic of Latvia	3	0	2	0	1	0	0	0	0	4
Republic of Liberia	0	0	0	0	0	0	0	0	0	0
State of Libya	0	0	0	0	0	0	0	0	0	0
Principality of Liechtenstein	0	0	0	0	0	0	0	0	0	0
Republic of Lithuania	1	0	0	0	2	0	0	0	0	3
Grand Duchy of Luxembourg	0	0	0	0	0	0	0	0	0	0
Macao Special Administrative Region of the People's Republic of China	0	0	0	0	0	0	0	0	0	0
Republic of Madagascar	0	0	0	0	0	0	0	0	0	0
Republic of Malawi	0	0	0	0	0	0	0	0	0	0
Malaysia	0	0	0	1	4	0	0	0	0	4
Republic of Maldives	0	0	0	0	0	0	0	0	0	0
Republic of Mali	0	0	0	0	0	0	0	0	0	0
Republic of Malta	0	0	0	0	0	0	0	0	0	0
Martinique	0	0	0	0	0	0	0	0	0	0
Islamic Republic of Mauritania	0	0	0	0	0	0	0	0	0	0
Republic of Mauritius	0	0	0	0	0	0	0	0	0	0
United States of Mexico	7	0	0	1	22	0	0	0	0	29
Principality of Monaco	0	0	0	0	0	0	0	0	0	0
Mongolia	0	0	0	0	0	0	0	0	0	0
Republic of Moldova	0	0	0	0	0	0	0	0	0	0
Montenegro	0	0	0	0	0	0	0	0	0	0
Montserrat	0	0	0	0	0	0	0	0	0	0
Kingdom of Morocco	0	0	0	0	0	0	0	0	0	0
Republic of Mozambique	0	0	0	0	0	0	0	0	0	0
Sultanate of Oman	0	0	0	0	0	0	0	0	0	0
Republic of Namibia	0	0	0	2	2	0	0	0	0	2
Republic of Nauru	0	0	0	0	0	0	0	0	0	0
Federal Democratic Republic of Nepal	0	0	0	0	0	0	0	0	0	0

University of Hradec Králové	Number of outgoing students*			Number of incoming students**		Number of outgoing academic staff members***	Number of incoming academic staff members****	Number of other outgoing workers***	Number of other incoming workers****	TOTAL per country
Country	Total	Graduate internships (of the total)******	Virtual (of the total)	Virtual (of the total)	Total					
Kingdom of the Netherlands	1	0	0	0	2	0	0	0	0	3
Curaçao	0	0	0	0	0	0	0	0	0	0
Aruba	0	0	0	0	0	0	0	0	0	0
Saint Martin (NL)	0	0	0	0	0	0	0	0	0	0
Bonaire, Saint Eustatius and Saba	0	0	0	0	0	0	0	0	0	0
New Caledonia	0	0	0	0	0	0	0	0	0	0
Republic of Vanuatu	0	0	0	0	0	0	0	0	0	0
New Zealand	0	0	0	0	0	0	0	0	0	0
Republic of Nicaragua	0	0	0	0	5	0	0	0	0	5
Republic of Niger	0	0	0	0	0	0	0	0	0	0
Federal Republic of Nigeria	0	0	0	2	5	0	0	0	0	5
Niue	0	0	0	0	0	0	0	0	0	0
The Territory of Norfolk Island	0	0	0	0	0	0	0	0	0	0
Kingdom of Norway	5	0	0	1	1	3	0	0	0	9
Commonwealth of the Northern Mariana Islands	0	0	0	0	0	0	0	0	0	0
United States Minor Outlying Islands	0	0	0	0	0	0	0	0	0	0
Federated States of Micronesia	0	0	0	0	0	0	0	0	0	0
Republic of the Marshall Islands	0	0	0	0	0	0	0	0	0	0
Republic of Palau	0	0	0	0	0	0	0	0	0	0
Islamic Republic of Pakistan	0	0	0	0	0	0	0	0	0	0
Republic of Panama	0	0	0	0	0	0	0	0	0	0
Independent State of Papua New Guinea	0	0	0	0	0	0	0	0	0	0
Republic of Paraguay	0	0	0	0	0	0	0	0	0	0
Republic of Peru	2	0	0	6	11	0	0	0	0	13
Republic of the Philippines	0	0	0	0	0	0	0	0	0	0
Pitcairn Islands	0	0	0	0	0	0	0	0	0	0
Republic of Poland	8	0	1	0	1	6	8	0	2	25
Portuguese Republic	17	0	0	7	16	0	0	0	0	33
Republic of Guinea-Bissau	0	0	0	0	0	0	0	0	0	0
Democratic Republic of Timor-Leste	0	0	0	0	0	0	0	0	0	0
Commonwealth of Puerto Rico	0	0	0	0	0	0	0	0	0	0
State of Qatar	0	0	0	0	0	0	0	0	0	0
Region Réunion	0	0	0	0	0	0	0	0	0	0
Romania	4	0	0	1	5	0	0	0	0	9
Russian Federation	5	0	2	4	17	2	1	0	0	25
Republic of Rwanda	0	0	0	0	0	0	0	0	0	0
Collectivity of Saint Bartholomew	0	0	0	0	0	0	0	0	0	0
Saint Helena, Ascension and Tristan da Cunha	0	0	0	0	0	0	0	0	0	0

University of Hradec Králové	Number of outgoing students*			Number of incoming students**		Number of outgoing academic staff members***	Number of incoming academic staff members****	Number of other outgoing workers***	Number of other incoming workers****	TOTAL per country
Country	Total	Graduate internships (of the total)******	Virtual (of the total)	Virtual (of the total)	Total					
Federation of Saint Christopher and Nevis	0	0	0	0	0	0	0	0	0	0
Anguilla	0	0	0	0	0	0	0	0	0	0
Saint Lucia	0	0	0	0	0	0	0	0	0	0
Collectivity of Saint Martin	0	0	0	0	0	0	0	0	0	0
Overseas Collectivity of Saint Pierre and Miquelon	0	0	0	0	0	0	0	0	0	0
Saint Vincent and the Grenadines	0	0	0	0	0	0	0	0	0	0
Republic of San Marino	0	0	0	0	0	0	0	0	0	0
Democratic Republic of São Tomé and Príncipe	0	0	0	0	0	0	0	0	0	0
Kingdom of Saudi Arabia	0	0	0	0	0	0	0	0	0	0
Republic of Senegal	0	0	0	0	0	0	0	0	0	0
Republic of Serbia	0	0	0	0	0	0	0	0	0	0
Republic of Seychelles	0	0	0	0	0	0	0	0	0	0
Republic of Sierra Leone	0	0	0	0	0	0	0	0	0	0
Republic of Singapore	0	0	0	0	0	0	0	0	0	0
Slovak Republic	10	0	1	0	0	4	5	0	0	19
Socialist Republic of Vietnam	0	0	0	0	0	0	0	0	0	0
Republic of Slovenia	10	0	3	0	0	0	0	0	0	10
Federal Republic of Somalia	0	0	0	0	0	0	0	0	0	0
Republic of South Africa	0	0	0	0	0	0	0	0	0	0
Republic of Zimbabwe	0	0	0	0	0	0	0	0	0	0
Kingdom of Spain	21	0	6	1	30	2	0	2	0	55
Republic of South Sudan	0	0	0	0	0	0	0	0	0	0
Republic of the Sudan	0	0	0	0	0	0	0	0	0	0
Sahrawi Arab Democratic Republic	0	0	0	0	0	0	0	0	0	0
Republic of Suriname	0	0	0	0	0	0	0	0	0	0
Svalbard and Jan Mayen	0	0	0	0	0	0	0	0	0	0
Kingdom of Eswatini	0	0	0	0	0	0	0	0	0	0
Kingdom of Sweden	2	0	0	0	0	0	0	0	0	2
Swiss Confederation	1	0	0	0	0	0	0	0	0	1
Syrian Arab Republic	0	0	0	0	0	0	0	0	0	0
Republic of Tajikistan	0	0	0	0	0	0	0	0	0	0
Kingdom of Thailand	2	0	0	1	7	0	0	0	0	9
Togolese Republic	0	0	0	0	0	0	0	0	0	0
Tokelau	0	0	0	0	0	0	0	0	0	0
Kingdom of Tonga	0	0	0	0	0	0	0	0	0	0
Republic of Trinidad and Tobago	0	0	0	0	0	0	0	0	0	0
United Arab Emirates	0	0	0	0	0	0	0	0	0	0
Republic of Tunisia	0	0	0	0	0	0	0	0	0	0
Republic of Turkey	0	0	0	0	25	0	1	0	0	26
Turkmenistan	0	0	0	0	0	0	0	0	0	0
Turks and Caicos Islands	0	0	0	0	0	0	0	0	0	0
Tuvalu	0	0	0	0	0	0	0	0	0	0
Republic of Uganda	0	0	0	0	0	0	0	0	0	0
Ukraine	1	0	1	0	0	0	0	0	0	1
Republic of North Macedonia	1	0	1	0	0	0	0	0	0	1
Arab Republic of Egypt	0	0	0	0	0	0	0	0	0	0
United Kingdom of Great Britain and Northern Ireland	8	0	2	0	1	0	0	0	0	9
Bailiwick Guernsey	0	0	0	0	0	0	0	0	0	0
Bailiwick Jersey	0	0	0	0	0	0	0	0	0	0
Isle of Man	0	0	0	0	0	0	0	0	0	0
United Republic of Tanzania	0	0	0	0	0	0	0	0	0	0
United States of America	2	0	0	3	4	0	0	0	0	6
American Virgin Islands	0	0	0	0	0	0	0	0	0	0
Burkina Faso	0	0	0	0	0	0	0	0	0	0
Oriental Republic of Uruguay	0	0	0	0	0	0	0	0	0	0
Republic of Uzbekistan	0	0	0	0	0	0	0	0	0	0
Bolivarian Republic of Venezuela	0	0	0	1	5	0	0	0	0	5
Territory of the Wallis and Futuna Islands	0	0	0	0	0	0	0	0	0	0
Independent State of Samoa	0	0	0	0	0	0	0	0	0	0
Republic of Yemen	0	0	0	0	0	0	0	0	0	0
Republic of Zambia	1	0	0	0	4	0	0	0	0	5
Other	0	0	0	0	0	0	0	0	0	0
TOTAL	182	0	23	183	498	37	16	4	2	739

*Note: * = Outgoing students (i.e., number of trips) who went to (finished) stay abroad in 2020, including those whose stay started in 2019. The number only includes those students whose stay lasted at least 2 weeks (14 days).*

*Note: ** = Incoming students (i.e., the number of visits) who came for a visit in 2020, including those whose stay started in 2019. The number only includes those students whose stay lasted at least 2 weeks (14 days).*

*Note: *** = Outgoing academics/other workers (i.e., number of trips) who went to (finished) stay abroad in 2020, including those whose stay started in 2019. The number only includes those workers whose stay lasted at least 5 days.*

*Note: **** = Incoming academics/other workers (i.e., number of visits) who came for a visit in 2020, including those whose stay started in 2019. The number only includes those workers whose stay lasted at least 5 days.*

*Note: ***** = Tab. 12.3 Mobility of Students and Academic and Other Workers by Country lists all countries; the purpose is to facilitate the processing of the obtained data by the MŠMT. Also, it should not present any additional burden for the universities when filling in the table. Please do not fill in the cell if there is no mobility from the respective country.*

*Note: ****** = The term "graduate internship" means a practical internship in a foreign enterprise or organization lasting from 2 to 12 months which was started after finishing studies successfully and finished within one year after graduating. The graduate internship is implemented on the basis of a tripartite agreement between the student, the higher education institution sending him/her out and the receiving organization, institution or enterprise.*

Tab. 7.3: Mobility of Graduates** (numbers and percentages of finished studies)

University of Hradec Králové	Bachelor's study		Master's study		Post-Bachelor's study		Doctoral study		TOTAL**	
	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number
Faculty of Education										
Percentage [%] and number of graduates who went out during their studies for a stay abroad lasting at least 14 days	12%	38	22%	22	8%	12	0%	0	13%	72
Percentage [%] and number of doctoral study graduates whose length of stay abroad was at least 1 month (30 days)							0%	0	0%	0
Faculty of Informatics and Management										
Percentage [%] and number of graduates who went out during their studies for a stay abroad lasting at least 14 days	26%	57	0%	0	25%	24	25%	1	25%	82
Percentage [%] and number of doctoral study graduates whose length of stay abroad was at least 1 month (30 days)							25%	1	25%	1
Philosophical Faculty										
Percentage [%] and number of graduates who went out during their studies for a stay abroad lasting at least 14 days	18%	15	0%	0	30%	14	100%	5	25%	34
Percentage [%] and number of doctoral study graduates whose length of stay abroad was at least 1 month (30 days)							100%	5	100%	5
Faculty of Science										
Percentage [%] and number of graduates who went out during their studies for a stay abroad lasting at least 14 days	15%	11	0%	0	13%	4	0%	0	14%	15
Percentage [%] and number of doctoral study graduates whose length of stay abroad was at least 1 month (30 days)							0%	0	0%	0
University of Hradec Králové - apart from faculties										
Percentage [%] and number of graduates who went out during their studies for a stay abroad lasting at least 14 days	2%	1	0%	0	6%	3	0%	0	4%	4
Percentage [%] and number of doctoral study graduates whose length of stay abroad was at least 1 month (30 days)							0%	0	0%	0
University of Hradec Králové										
Percentage [%] and number of graduates who went out during their studies for a stay abroad lasting at least 14 days	16%	122	22%	22	15%	57	35%	6	17%	207
Percentage [%] and number of doctoral study graduates whose length of stay abroad was at least 1 month (30 days)							35%	6	35%	6

*Note: ** = The total numbers for the faculty (the last cell in the faculty's upper line) and for the university (all empty cells for the university in the VZ structure) are not a sum or average for the previous data in lines or columns. The values in these cells have to be calculated separately.*

Tab. 8.1: Conferences (Co-)Organized by the University (counts)

University of Hradec Králové	Number of attendants exceeding 60		International conference**	
	Physical***	Virtual***	Physical***	Virtual***
Faculty of Education	0	1	0	1
Faculty of Informatics and Management	0	1	0	1
Philosophical Faculty	0	1	0	2
Faculty of Science	0	1	0	1
TOTAL	0	4	0	5

*Note ** = International conference is such which is attended by at least one speaker from abroad and where all contributions are localized in at least one of the following languages: English, French, German or the language of the conference focus subject, e.g. in case of philological subjects.*
*Note: *** = The conference falls within the category if attended by more than 50 % of attendants in the given form (even if estimated). The categories are exclusive.*

Tab. 8.2: Experts from Application Sphere* Participating in Teaching and Practical Training in Accredited Study Programmes (counts)

University of Hradec Králové	Persons in employment relationship with the university or its unit			Persons not in employment relationship with the university or its unit		
	Number of persons participating in teaching	Number of persons participating in thesis supervision	Number of persons participating in practical training**	Number of persons participating in teaching	Number of persons participating in thesis supervision	Number of persons participating in practical training**
Faculty of Education	135	32	552			
of which: women	71	18	398			
Faculty of Informatics and Management	13	3	0	1	8	12
of which: women	4	1	0	0	3	8
Philosophical Faculty	39	11	7	0	1	28
of which: women	10	2	0	0	0	12
Faculty of Science	6		47	3	5	23
of which: women	0		32	1	0	11
Apart from UHK faculties						
of which: women						
TOTAL	193	46	606	4	14	63
of which: women	85	21	430	1	3	31

*Note: * = Experts from the application sphere taking part in at least one third of the time schedule of teaching in at least one course or being supervisors of students' theses. If the worker is a regular employee of the university/faculty, he/she should have at least the same teaching load outside the university/faculty.*
*Note: ** = Persons having direct responsibility for the performance of the student's practical training.*

Tab. 8.3: Study Branches/Programmes*** Containing Obligatory Practical Training** of 1 Month as a Minimum* (counts)

University of Hradec Králové	Numbers of study branches/ programmes***	Numbers of active studies					
		Bachelor's study		Master's study		Post-Bachelor's study	
		Academic profile	Professional profile	Academic profile	Professional profile	Academic profile	Professional profile
Faculty of Education	102	1134		594		426	
Faculty of Informatics and Management	2	170	94				
Philosophical Faculty	7	161	195			24	
Faculty of Science	8	99				30	
Apart from UHK faculties	2	122				130	
TOTAL	121	1686	289	594		610	

*Note: * = The period of duration of individual obligatory practical training runs can be shorter but should make at least 1 month in total.*
*Note: ** = The term "obligatory practical training" means such practical training which is part of the accreditation of the study programme in question either as part of a subject or as a separate subject. It concerns professional practical training.*
*Note: *** = Data relating to the lowest accredited unit – branch of study; if the study programme is not divided into study branches, then data for the study programme will be provided.*

Tab. 8.4: Transfer of Knowledge and Research Results to Business Sphere

University of Hradec Králové				
	In the CR	Abroad	TOTAL number	TOTAL income
Number of new spin-off/start-up enterprises*			0	
Patent applications submitted	2	0	2	
Patents granted**	1	0	1	
Utility models registered	5	0	5	
Licence agreements valid as of 31. 12.	5	0	5	
Licence agreements newly entered into	0	0	0	
Contractual research***, advisory and counselling services***			4	57 503 Kč
Paid educational courses for employees of application sphere subjects***			19	29 883 525 Kč

Summarized Information to Tab. 8.4

	Total number	Total income
Newly concluded licensing agreements, contractual research, advisory and counselling services and paid educational courses for employees of application sphere subjects	23	29 941 028 Kč
	Average income per order	
	1 301 784 Kč	

*Note: *= These are newly established spin-off/start-up enterprises supported by the university in 2020 (counts).*

*Note: **= European patents are shown in the "Abroad" column only once irrespective of the number of designated countries.*

*Note: ***= The definitions of the items concerning incomes and the values provided in the table for such items correspond with those in the 2020 Annual Report on Economic Management for public higher education institutions (Tab. 6).*

*The term „**Licence agreement**" is defined as the provision of a right within the agreed extent and in the agreed territory to acquire or provide a licence for intellectual or industrial property protection. Licensing agreements are made for patented inventions, registered utility models, industrial designs, semi-conductor product topography, new plant varieties and animal breeds or for trademarks through written contracts. The licensor authorizes the licence holder to execute the rights to the intellectual or industrial property within the agreed extent and in the agreed territory and the licence holder undertakes to pay a consideration (licence fees) or other property values, and the licence holder is under no threat of being accused of violating the intellectual property or authorship rights by the licensor.*

*The term "**contractual research**" means a custom research based on cooperation (interaction) specifically meeting mainly the research needs of an application sphere subject, where the higher education institution works for the application sphere subject to meet its requirements and needs and the subject provides funds to the institution to carry out the research. Typically, it includes more extensive projects, original research and written reports. As a rule, custom research is ordered by a specific single external organization (to fulfil its needs) irrespective of whether the financial means invested by the application sphere subject in the contractual research come from public or private sources. The cases where a higher education institution is the recipient of a specific support for applied research are not considered to concern contractual research.*

***Paid educational courses** to deepen the qualification of employees of application sphere subjects (e.g., enterprise educational courses). Here, the term "application sphere subject" means a legal entity whose principal activities do not include research and development. It may be a business, a public administration body, a non-profit organization, etc., always providing that research is not the principal activity thereof. Shown will be proceeds from those educational courses which were "custom-made", i.e., in agreement with the organization and for its employees. The details shown do not concern the expenses of the educational course participants who are employed by the company which complies with the definition above. On the contrary, it concerns courses implemented in agreement with a selected company which wanted to train its employees.*

***Advisory and counselling services** are based on providing expert advice, opinion or activity depending on a high level of the intellectual outputs provided by the higher education institution to the client. Such higher education institution provides consulting and counselling services to application sphere subjects for payment and under at-arm's-length conditions. The required principal output of such a consulting service is not to create new piece of knowledge but to understand a certain state.*

Tab. 12.1: Accommodation, Catering

University of Hradec Králové	Number
Total capacity of university's halls of residence	869 (of which: 42 beds reserved for short-term accommodation) 1)
Capacity of rented facilities (beds)	0
Number of accommodation/booking requests submitted by 31/12/2020	908
Number of accommodation/booking requests settled by 31/12/2020	812 2)
Number of bed-days in 2020	189 579
Total number of terminated contracts (pandemic)*	438
Total number of amended contracts (pandemic)**	1 146
Total number of contracts with exceptions (pandemic)***	232
Number of main dishes served to students in 2020	5 270
Number of main dishes served to university employees in 2020	0
Number of main dishes served to other diners in 2020	0

Note: 1) Out of the total capacity of the halls of residence, 42 beds are reserved for short-term accommodation i.e., students in the combined form of study or UHK employees
Note: 2) 15 beds for potential quarantine were reserved in the academic year 2020/2021.
*Note: * = Number of contracts terminated during the year due to the governmental anti-pandemic measures concerning accommodation.*
*Note: ** = Number of contracts amended during the year due to the governmental anti-pandemic measures concerning accommodation. It does not need to concern a formal contract amendment but also change in its fulfilment; typically, it concerns accommodation price reduction when students keep the accommodation even if they do not use it.*
*Note: *** = Number of contracts which remained in force under an exception from the ban on accommodation due to the governmental anti-pandemic measures concerning accommodation. They concern, for instance, students with ordered work duty, volunteers, students who registered the halls of residence as their places of residence, etc.*

Tab. 12.2: University Libraries

University of Hradec Králové	Number
Library collections accessions in 2020	3966
of which: accessions of physical items	3959
of which: accessions of e-books permanently purchased	7
Library collections in total	280900
of which: physical items	280387
of which: e-books permanently purchased	513
"Number of titles of periodicals subscribed: - physically"	99
- electronically (estimate)*	6
- both forms**	0

*Note: * = Only provide the titles of the periodicals subscribed by the library itself (or received as a gift or exchange) in a paper or an electronic form; do not include other periodicals to which the library users have access within full text source consortia.*
*Note: ** = Only include in the number of titles in both forms those titles in which both forms are paid for separately (i.e. where the printed form is subscribed and an electronic form is provided as a bonus only, only provide the printed form, etc.).*
Note: = The electronic units only include individually purchased titles, not the books and periodicals which are parts of the subscribed packages provided by the professional and scientific literature publishers.

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